



By email:

Zoe McCartney - HR Partner

Terence Measor - Operations Manager

26 March 2026

Dear Zoe

Ballot results - PG Operatives

As you are aware the GMB have conducted a ballot of its members within the collective group relating to the companies revised offer dated 23 March 2026, of an increase on basic salary with flow through at 3.6%, effective 01 March 2026.

The GMB ballot results are as follows:

Accept: 67%

Reject: 29%

Not voted: 4%

Therefore, the offer made by Air Products for PG Operatives is ACCEPTED.

Following the delivery of this letter to you, GMB members will be informed of the outcome of the ballot.

Kind regards

A handwritten signature in blue ink that reads 'N. Savage'.

Nicola Savage

GMB National Officer

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