

Commercial Wheels and Way Forward Pay Negotiations Update

31 March 2026



Dear Team

We are writing to you jointly to provide an update on the ongoing pay negotiations on your behalf.

The Company and Joint Trade Unions (Unite, URTU and GMB) have met on the following dates to progress discussions:

- 29th January
- 3rd March
- 30th March

We are pleased to report that these meetings have been positive and engaging, with constructive dialogue taking place between all parties. However, we want to be transparent with you and confirm that, at this stage, **we have not yet reached an agreement.**

All parties are continuing to work together, and a further meeting is scheduled for **20th April** to progress discussions further. We remain committed to working collaboratively to reach an agreement as swiftly as possible.

We will continue to keep you updated as discussions progress. In the meantime, should you have any questions, please do not hesitate to speak with your line manager or Trade Union Representative.

Thank you for your continued patience and understanding.

On behalf of the Company and Trade Unions - Unite, URTU and GMB