



**Private & Confidential**

Jimmy Towers                  Sharon Wilde  
National Convener          National Officer  
Unite                                  GMB

22nd December 2025

Dear Jimmy and Sharon,

**Re: Collective Pay Agreement 2026 for Veolia Energy**

Further to the pay claim that you had submitted on 4th December 2025 and our stage 2 pay negotiation meeting on 22nd December 2025, I would like to confirm the details of the company pay offer that was made against the initial claim as detailed below.

Union Pay Claim

1. An increase on RPI + 1% on all monetary items and all allowances.

We convened formal negotiations on 9th December 2025, during which, following preliminary discussions, we submitted what we considered to be an equitable proposal of 2.85%. Regrettably, this initial offer was declined by the union representatives.

Subsequent to our Stage 1 meeting, a comprehensive business case was developed and presented to senior management, which facilitated our ability to substantially enhance our proposal to 3.2%. Throughout the course of continued negotiations and following a formal adjournment during our meeting, the GMB and Unite unions collectively submitted a counter-proposal of 3.5%, which they indicated they would formally endorse and recommend for acceptance to their entire membership.

I am pleased to formally confirm that we have secured the requisite authorisation from our Regional Directors to extend an offer of 3.5%, with an effective implementation date of 1st January 2026.

We respectfully request that you communicate this offer to your membership at your earliest convenience, accompanied by your recommendation for acceptance. Upon agreement of this offer, we commit to ensuring that payment will be processed expeditiously and within a reasonable timeframe, with the salary increase taking effect from 1st January 2026.

If you wish to discuss this before signing your agreement, please let me know so that we can arrange a further meeting. If however you accept the agreement now, please sign below and return it to me by 16th January 2026,

Yours sincerely

*Ian Moss*

Veolia ES (UK) Limited

[www.veolia.co.uk](http://www.veolia.co.uk)

Registered Office  
210 Pentonville Road, London, N1 9JY  
Registered in England 02481991  
A group company of  
Veolia Environment UK Limited

Ian Moss  
General Manager

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By signing below, both Veolia and GMP and UNITE agree to the above Terms for all relevant staff. These terms will be deemed to have been incorporated into the employment contract of each employee and will take effect from 1st January 2026

- **Signed on behalf of Veolia - NAME, ROLE**

Signed: \_\_\_\_\_ Dated: \_\_\_\_\_

- **Signed on behalf of UNITE - Jimmy Towers, National Convener**

Signed: \_\_\_\_\_ Dated: \_\_\_\_\_

- **Signed on behalf of GMP - Sharon Wilder, National Officer**

Signed: \_\_\_\_\_ Dated: \_\_\_\_\_