

# **SPECIAL COLLECTIVE AGREEMENT**

BETWEEN  
CADELER A/S  
AND  
METAL MARITIME  
FOR RATINGS EMPLOYED ON DIS VESSELS

The main collective agreements between Metal Maritime and Danish Shipping for ABs, Ship Mechanics and catering personnel shall apply with the following amendments and additions. This is a translation. Only the Danish version has legal validity.

1.

Should the texts of the respective main collective agreements differ; it has been agreed that the main agreement for ABs between Metal Maritime and Danish Shipping will apply.

2.

This special collective agreement (the Agreement) covers AB's, Ship Mechanics, Deckhands, catering personnel as well as other positions, who are not covered by other special agreements between Cadeler A/S (the Company) and Metal Maritime. Such positions will appear from the salary appendix to this Agreement.

3.

The agreed notice periods and severance pay in connection with terminations for ratings covered by this Agreement shall be the same as the ones applicable for officers.

4.

As an amendment to § 1, 2 of the main agreement, a notice period of 2 months for Crane Operators and Deck Supervisors terminating their employment has been agreed. This should appear from the contract of the individual employees.

It is the common objective of the Parties that no seafarer during or because of her/his service on board is molested or subjected to any form of harassment or abusive behaviour. All parties bear responsibility for and must contribute to ensuring that their ship is free from harassment and molestations. Failure to actively cooperate in this, as well as harassment, may be sanctioned under employment law.

5.

Salary, allowance and pension rates for the individual positions covered by this special agreement appear from the salary appendix to this special agreement.

## **Pension**

The pensionable wages will be increased by DKK 750 on 1 March 2023 and by DKK 650 on 1 March 2024. The pension rates (contribution percentages) of the shipping company and the seafarer will be maintained, but with effect from 1 June 2023 a special pension contribution allowance will be paid, which as of 1 June 2023 per month amounts to:

- DKK 420 for ship mechanics.
- DKK 400 for cooks
- DKK 375 for other ratings in the catering department

The amounts are adjusted by the percentage by which the pensionable wage may increase.

6.

The normal daily working hours shall be 12 hours, which is covered by the rates of pay listed in the salary appendix. Daily working hours more than 12 hours may only occur very rarely and in exceptional cases and must be registered separately. No separate compensation will be paid for this.

The 12 daily working hours are normally followed by 12 hours of rest. In special cases e.g., decommissioning periods, the working hours may be split into two periods within 24 hours and one of these periods must be at least 7 hours.

The rest period between two work periods must be at least 3 hours.

7.

Standard tours of duty are typically 28 days followed by 28 days home leave in a 1:1 rotation scheme.

In special documented circumstances, the Company may notify seafarers of amended tour lengths. Notice of such changes is to be given no later than on the last day of duty on the previous tour of duty i.e., the employee is to have at least 28 days' notice until the extended tour of duty begins. This includes the entire crew.

After one such extended tour of duty, the employee is entitled to home leave equivalent to the extended tour in order to preserve the 1:1 rotation scheme. A maximum tour of 40 days can be notified.

If the agreed/notified tour is extended by 2 days, the seafarer accrues one extra home leave day for each 2-day extension of the agreed tour. In such cases, extra work does not set-off extended home leave.

Planned extensions of normal/notified tours of duty must not occur.

8.

Home leave will be earned at the rate of 1 day for every 1 day of continuous service including change of turn days. Travel days, excluding change of turn days, are considered neutral days, where the seafarer does not spend leave days nor does he/she accrue leave days.

The seafarer continuously accrues 24,6 home leave days (0,82 home leave days per day) for every 30 days of duty. This corresponds to a total amount of home leave days including all legal holidays of 182,5 days for 182,5 days of duty. For all practical purposes, 1 home leave day/holiday counts as 1 duty day.

The Company is obliged to provide swift and direct travel, with the least possible amount of waiting time between home/vessel and vessel/home.

Seafarers do not accrue or spend home leave days during sickness.

A memorandum of understanding has been drawn up for the agreement concerning the handling of zero-days in connection with illness and travel to and from the ships, see attached appendix.

9.

It has been agreed that the seafarer is obliged to make him or herself acquainted with and to comply with Company assigned policies e.g., confidentiality, alcohol and drugs, IT, health and safety etc.”

10.

According to § 14 of the main agreement, a shop steward may be elected for each ratings category included in this special Agreement.

In cases where less than 3 seafarers on a vessel are employed within a ratings category, these may elect one shop steward representing all seafarers of the Company within the relevant category. Remuneration to cover expenses for shop stewards in connection with their handling of relevant tasks may be agreed.

11.

The parties agree that this special agreement only covers Wind Farm Construction Vessels. Should Cadeler acquire or operate other types of vessels, the parties agree to enter negotiations regarding a special agreement for such vessels.

This agreement is valid from 1. March 2023 and may be terminated with 3 months' notice by one of the parties to expire at the same time as the DIS main agreement for ABs between Danish Shipping and Metal Maritime.

Copenhagen 11. April 2023

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Cadeler A/S

Subject to approval by the  
competent assembly

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Metal Maritime

Subject to approval by the  
competent assembly