

Articles of Appendix XII (Foreign employees)

Collective Labour Agreement for Bituminous and Plastic Roofing Companies¹

Terms and conditions of employment and working conditions applicable to foreign employers and their employees who perform work in the Netherlands on a temporary basis (application of the Collective Labour Agreement (CLA) for Bituminous and Plastic Roofing Companies as referred to in Article 7B)

In accordance with the provisions of the Employment Conditions (Posted Workers in the European Union) Act (WagwEU), the articles listed in Table 1 of this CLA apply to posted workers, as referred to in Article 7B of this CLA, subject to the comments set out in Table 2.

¹ In the event of any discrepancies between the original – Dutch-language – provisions of the Collective Labour Agreement and the translated provisions, the original version of the Collective Labour Agreement will prevail.

Table 1. Overview of provisions of the CLA, as referred to in Article 7B of the BIKUDAK CLA	
Subject	Articles and provisions of the CLA
general	Article 1A: definitions Article 3C: compliance investigations Article 6: job classification Appendix I: job list
maximum working hours and minimum rest periods	Article 8: working hours and times Article 10A1: employee overtime Article 11: shifted work Article 12: night work, first and second paragraph Article 13: work on Saturdays, Sundays and public holidays, first paragraph Article 13A: standby duty Article 21: public holidays, Saturdays and Sundays, second paragraph Article 24: short-term leave Article 26: waiting periods
minimum number of holidays and scheduled days off, during which the employer is obliged to pay wages, and additional holiday-related allowances	Article 8A1: scheduled days off for employees Article 8A2: scheduled days off for UTA employees and other employees Article 21: public holidays, Saturdays and Sundays Article 22: holiday
minimum wage	Article 7: pay scheme Article 10A1: employee overtime Article 12: night work Article 13: work on Saturdays, Sundays and public holidays Article 17: travel allowance Article 18A1: employee allowances Article 21: public holidays, Saturdays and Sundays, third paragraph Article 23: holiday allowance Article 26: waiting periods Appendix II: pay scheme
conditions for posting employees	Article 7A: temporary agency work, first paragraph, concerns all articles and appendices listed in this table
health, safety and hygiene in the workplace	Article 4: general obligations of UTA employees and other employees (except for the ninth paragraph) Article 8B: vocational training, fourth paragraph (course entitled 'Health and safety when working on roofs' (C1)) Article 14: working conditions Article 17: travel allowance, first paragraph
protective measures relating to the terms and conditions of employment and working conditions for children, youth, pregnant employees or employees who have recently given birth	Article 8C: supervising skilled worker Article 14: working conditions
equal treatment of men and women and other provisions pertaining to non-discrimination	-
conditions for employee accommodation, in cases where the service recipient, as referred to in Article 1(1) of WagwEU, provides accommodation to employees who are working away from their usual workplace in the Netherlands	Article 19(2) and (3): accommodation

Table 2: comments	
Articles/provisions of the CLA	Comments
Article 17: travel allowance, first paragraph	In this context, place of residence should be understood to mean the temporary place of residence of the posted employee in the Netherlands.
Article 17: travel allowance	Travel time refers to the hours spent travelling from the temporary place of residence in the Netherlands to and from work. Employees must be reimbursed if the work is performed in a municipality other than the employee's municipality of temporary residence. The

	employer is obliged to comply with the provisions of this article.
Article 18A1: employee allowances	The travel allowance is calculated on the basis of the number of kilometres travelled between the workplace and the temporary place of residence in the Netherlands of the posted employee.
Article 19: accommodation	Housing for migrant workers must comply with the standards set by the Flexible Housing Standards Foundation (Stichting Normering Flexwonen).

ARTICLE 1A Definitions

For the purposes of this Collective Labour Agreement (CLA), the following terms are defined as stated below:

- a. CLA
This agreement and corresponding appendices.
- b. Employer
Any natural or legal person having work performed in the Netherlands by one or more UTA employees or other employees, as referred to in Article 1B.
- c. Hirer: Any employer who hires personnel from a temporary employment agency with the intention that these personnel perform work under its supervision and management.
- d. Subcontractor
Any natural or legal person that performs or arranges for work to be performed, as referred to under Article 1B(a) of this CLA, in the Netherlands on behalf of an employer, as referred to in (b) of this article, without being employed by the employer. Where a subcontractor employs personnel, this will also be understood to include the subcontractor's personnel.
- e. Temporary employment agency/employment agency
The employer, as referred to in Article 7:690 of the Dutch Civil Code (BW).
- f.
 - 1. Employee
Any employee employed by an employer, provided that his/her position is listed in Appendix I of this CLA.
 - 2. Senior employee
An employee who will reach state pension age (AOW) within ten years.

The age referred to in this article will increase in line with the state pension age. If the state pension age increases during the term of this CLA, then the age referred to in this article will be increased by the same period.
 - 3. UTA employee
Any employee employed by an employer whose position is not listed in Appendix I of this CLA. Pursuant to Article 5(1) of Appendix II, UTA employees are classified into three job categories.
 - 4. Self-employed person
A natural person who can reasonably be regarded as an entrepreneur for tax purposes (1), who is registered with the Chamber of Commerce (2), who works independently in organising and performing his/her own work (3), who has entered into a clearly defined contract for services with the client that includes an obligation to achieve a specific result (4), who performs work at his/her own risk and expense (5), has the prospect of making a profit (6) and

works on the basis of an agreement approved by the Tax and Customs Administration (Belastingdienst).

The self-employed person is not regarded as an employee for the purposes of this CLA.

5. Employee with an occupational impairment

Any employee employed by an employer who is objectively assessed as having a reduced capacity for work and is included in the target group register.

g. Temporary agency worker/agency worker

Any employee as referred to in Article 7:690 of the Dutch Civil Code who holds a position as listed in Appendix I to this CLA.

h. Payroll employee

Any employee as referred to in Article 7:692 of the Dutch Civil Code who holds a position as listed in Appendix I to this CLA.

i. Guaranteed wage

The wage to which the employee is entitled, in accordance with Appendix II.

j. Guaranteed weekly wage

The wage to which the employee is entitled per week, in accordance with Appendix II.

k. Guaranteed hourly wage

The guaranteed weekly wage set for the employee, divided by the number of normal working hours per week, in accordance with Article 8 of the CLA.

l. Guaranteed monthly wage

The wage to which the UTA employee is entitled per month, in accordance with Appendix II.

m. Individually agreed wage

The wage agreed for UTA employees and other employees, in accordance with Article 2 of Appendix II.

n. Individually agreed hourly wage

The wage agreed for the employee per hour, in accordance with Article 2 of Appendix II.

o. Senior days off

Extra leave days, as referred to in Article 22(1), to which an employee is entitled on account of his/her age.

p. SF BIKUDAK

Social Fund for Bituminous and Plastic Roofing Companies (De Stichting Sociaal Fonds voor de Bitumineuze en Kunststof Dakbedekkingsbedrijven)

The fund that is responsible for the promotion of vocational training, skills and development, employment, working conditions, implementation of a regulation for terminal care and bereavement leave, implementing an early retirement scheme,

the provision of information, carrying out surveys or having this done, as well as the provision of supplementary benefits under social insurance legislation.
www.sfbikudak.nl

- q. APG
The companies under the management of APG Groep N.V.
- r. Professional training course
The apprenticeship learning pathway (BBL) for Bitumen and Plastic Roofing or Tile/Slate Roofing at Level 2 or above, as set out in the Adult and Vocational Education Act (Wet educatie en beroepsonderwijs).
- s. Employers' organisation: the Dutch Roofing Industry Association (Vereniging Dakbedekkingsbranche Nederland, VEBIDAK).
- t. Employees' organisations or trade unions: the Dutch Trade Union Confederation (FNV) for Building and Housing (Bouwen & Wonen) and the National Federation of Christian Trade Unions in the Netherlands (CNV).

ARTICLE 3C Compliance investigations

- 1 The employer is obliged to comply with the provisions of this CLA.
- 2 Compliance investigations are investigations into whether an employer complies with the provisions of the CLA.
- 3 SF BIKUDAK conducts compliance investigations on behalf of the CLA parties.
- 4 The employer must cooperate with a compliance investigation at all times.
- 5 The Compliance Committee is charged by the CLA parties with supervising compliance investigations and has decision-making powers on behalf of the parties to make statements about compliance investigations.
- 6 If the employer fails to comply with the CLA, an action may be brought for damages.
- 7 The compensation for damages is intended to cover the costs of the investigation, the legal proceedings and the reputational damage suffered.
- 8 The procedure, powers and working methods are set out in the Compliance Regulations. These regulations form part of the CLA for sector-specific provisions for Bituminous and Plastic Roofing Companies.

ARTICLE 4 General obligations of UTA employees and other employees

- 1. UTA employees and other employees are obliged to act as a diligent employee in the best interests of the employer's business, even if no explicit instructions to that effect have been given.

2. UTA employees and other employees are obliged to perform, to the best of their ability, all work assigned to them by or on behalf of the employer, insofar as this can reasonably be expected of them, and to comply with all instructions and regulations provided.
3. UTA employees and other employees are jointly responsible for maintaining order, safety and good conduct at the employer's business. They are required to comply strictly with the relevant instructions and regulations laid down by the employer in reasonable consultation with, and with the consent of, a representative section of the employees of the business.
4. UTA employees and other employees must refrain from sexual harassment, aggression and violence, as referred to in Article 1(3)(e) of the Working Conditions Act (Arbeidsomstandighedenwet).
7. Without the written consent of the employer, neither UTA employees or other employees are permitted to perform work for third parties in an industry that is the same or similar to the industry of the employer. The employer can only withhold its consent if it has an objective justification for doing so. Examples include: health and safety, protecting the confidentiality of company information, avoiding conflicts of interest or violation of a legal regulation.
8. UTA employees and other employees are bound to secrecy with respect to everything that becomes known to them within the framework of their employment, such as the organisation of the company, raw materials and the processing and products thereof, as well as the specifications and use of software and the nature and the content of any data files.
This obligation continues to apply for up to one year after termination of employment.
9. UTA employees and other employees are required to sign an individual employment contract.

ARTICLE 6 Job classification

1. Every employee must be assigned to the job category of the position he/she holds, in accordance with the job list attached as Appendix I to this CLA.
2. UTA employees must be assigned to a UTA job category of the position they hold, in accordance with the job list attached as Appendix II to this CLA.
3. The employer will provide UTA employees and other employees concerned with a statement setting out their current job category, as referred to in paragraphs 1 and 2, and their current job title. The employer will also submit this statement to APG.

ARTICLE 7 Pay scheme

1. For each full working week, the employer will pay the employees at least the guaranteed weekly wage applicable to the job category to which they are assigned. The pay scheme applicable to the employees is set out in Appendix II, which forms part of this CLA.
2. On a monthly basis, the employer will pay UTA employees at least the guaranteed monthly wage applicable to their job category. The pay scheme applicable to UTA employees is set out in Appendix II.

ARTICLE 7A Temporary agency work and payrolling

1. a. The hirer must ensure that if a temporary employment agency posts a Dutch or foreign temporary agency worker to a company that falls within the scope of this CLA, the provisions as referred to in Appendix XI to this CLA apply by analogy to the temporary agency worker if he/she fulfils a position as listed in Appendix I. This provision also applies to other posted employees.

These provisions are factored into the hourly wage in accordance with the method set out in the example of the scheduled days off, as described in paragraph 1(b) of Appendix XI.

- b. If the hirer fails to fulfil these obligations, it will be liable vis-à-vis the temporary agency worker for payment of the temporary agency worker's remuneration, as if the temporary agency worker were employed by the employer itself.
- c. A statement must be drawn up in which the hirer sets out all the terms and conditions applicable to the temporary agency worker, which will be provided to both the temporary agency worker and the employment agency, as set out in Appendix XI to this CLA. The relevant statement must be completed and signed before the employment contract is signed, and the hirer undertakes to make the statement available to the temporary agency worker and the employment agency at the same time.
- d. If a temporary agency worker or payroll worker is hired on a fixed-term basis by the same hirer for one year, they are entitled to a permanent contract with that hirer. If the temporary agency worker has been employed by the same hirer for less than one year, any previous periods within a three-year period will count towards the determination of the one-year period of employment with that hirer upon his/her return to that hirer.

ARTICLE 8 Working hours and times

1. The standard working week is 40 hours. The working week runs from Monday to Friday.
2. a. The standard working times are Monday to Friday, between 07:00 hours and 18:30 hours. The daily working hours and rest periods will be determined by the employer, following reasonable consultation with, and with the consent of, a

representative section of the employees of the business or at the work site, as the case may be.

- b. If the expected outdoor temperature is 25 degrees Celsius or higher, the employer may introduce a hot-weather timetable. Standard working hours then begin at 5:30 hours.
3. If an employee is called in outside normal working hours, he/she will be paid at least 2 hours' wages subject to the provisions of Article 10 of this CLA.
4. An employer wishing to introduce arrangements regarding working hours and times must submit an request to the parties to this CLA (see Article 42 of this CLA), specifying the desired working hours and the start and end times of the working day. When doing so, it must demonstrate that the request was drawn up in consultation with, and with the consent of, a representative section of the employees of the business or at the work site to which the request relates.
6. Part-time work will be permitted, unless the employer provides a reasoned explanation that operational reasons preclude this. The employer must respond within one month to a request from an employee to work part-time. An employer with fewer than ten employees must respond within three months. An employee may submit a request if he/she has been employed by the employer for at least 26 weeks. For the purposes of calculating the 26-week period, periods during which work is performed, which follow one another with an interruption of no more than six months, are added together. An employee may not submit a further request until at least one year has elapsed since the previous request.

ARTICLE 8A1 Scheduled days off for employees

1. Scheduled days off are working days on which no work is performed. On scheduled days off, the employer will pay the employee the individually agreed wage.
2.
 - a. The employee is entitled to 20 scheduled days off per year.
 - b. The 20 scheduled days off for the period from 1 January 2026 to 31 December 2026 are as follows:
 - 1 day on Good Friday (3 April 2026)
 - 1 day after Ascension Day (15 May 2026)
 - 3 days as chosen by the employee
 - 2 days as determined by the employer
 - 8 collectively agreed scheduled days off during the 2026 Christmas holidays, namely: Monday 21 December 2026, Tuesday 22 December 2026, Wednesday 23 December 2026 and Thursday 24 December 2026 (week 52) and Monday 28 December 2026, Tuesday 29 December 2026, Wednesday 30 December 2026 and Thursday 31 December 2026 (week 53)
 - 5 days may be used to reduce the daily working hours by up to 1.5 hours during the period from 5 January to 27 February 2026 and the period from 30 November to 18 December 2026.

The 20 scheduled days off for the period from 1 January 2027 to 31 December 2027 are as follows:

- 1 day on Good Friday (26 March 2027)
- 1 day after Ascension Day (7 May 2027)
- 2 days as chosen by the employee
- 1 day as determined by the employer
- 10 collectively agreed scheduled days off during the 2027 Christmas holidays, namely: Monday 27 December 2027, Tuesday 28 December 2027, Wednesday 29 December 2027, Thursday 30 December 2027 and Friday 31 December 2027 (week 52) and Monday 3 January 2028, Tuesday 4 January 2028, Wednesday 5 January 2028, Thursday 6 January 2028 and Friday 7 January 2028 (week 1)
- 5 days may be used to reduce the daily working hours by up to 1.5 hours during the period from 4 January to 26 February 2027 and the period from 29 November to 24 December 2027.

- c. 5 May will be designated as a scheduled day off once every five years, starting in 2020.
 - d. The employer may allocate a maximum of four days off work for vocational retraining during working hours, as referred to in the first sentence of Article 8E(1), except in the case of vocational retraining in connection with incapacity for work or the threat of unemployment.
 - e. The right to the collectively agreed scheduled days off lapses if the employee is incapacitated for work on these days.
3. The employee accrues the non-collective scheduled days off, as referred to in paragraph 2(b), in proportion to the length of his/her employment. Upon termination of employment, the employee is entitled to use any days off that are still outstanding. If, on the date of leaving employment, the employee has taken more than two scheduled days off in excess of his/her entitlement, these days may be set off against the wages still due.
4. In respect of a scheduled day off, the employer will pay the employee the individually agreed wage that the employee would have received had work been performed on that day, excluding compensation for travel time outside normal working hours and expense allowances.
5. In exceptional cases, the CLA parties (see Article 42 of this CLA) are authorised to grant permission to work on a collectively agreed scheduled day off, as referred to in paragraph 2(a) of this article, provided that a replacement day off is determined and scheduled for the employee concerned within four weeks of the day in question. Requests must be received by the CLA parties no later than five working days before the dates specified in paragraph 2.

6. If the employer and employee are unable to reach agreement on determining the scheduled days off, they may jointly refer the matter to the CLA parties. The decision of the CLA parties is binding.
The CLA parties can be contacted via the secretariat in Nieuwegein.
7. a. By mutual agreement between the employer and the employee, the employee may sell five scheduled days off per year to the employer at 0.4 per cent of his/her annual salary per day off. All types of scheduled days off are eligible for this arrangement. This is a structural arrangement.
- b. If the employer has a Works Council (OR) or a staff representative body (PVT), the sale of up to five scheduled days off per year, as referred to in paragraph 7a, may be agreed between the employer and the relevant body, in which case the necessity for agreement between the employer and the individual employee is no longer required.
If the employer indicates its intention to proceed with a collective sale, the Works Council or the staff representative body must hold a mandatory written consultation with the workforce, at which a two-thirds majority must be achieved. In addition, employees who work a four-day working week, or who have indicated that they wish to do so, should be excluded from the sale if they so wish.

ARTICLE 8A2 Scheduled days off for UTA employees

1. Scheduled days off are working days on which no work is performed. On scheduled days off, the employer will pay UTA employees the individually agreed wage.
2. UTA employees are entitled to five scheduled days off per year. The employer may designate one of these days – namely the day after Ascension Day – as a collective scheduled day off.
3. Existing arrangements at individual or company level which grant UTA employees five or more scheduled days off will remain in force. In such a case, the UTA employee will not receive any extra scheduled days off, as referred to in paragraph 2, in addition to the arrangements applicable to him/her.

ARTICLE 8B Vocational training

4. a. The employer is obliged to ensure each employee completes the VakScan course (X1) within three years of commencing employment, including three-yearly refresher courses. A mandatory part of this is the course 'Health and safety when working on roofs' (C1). This requirement is also met if the employee completes the C1 course or the refresher course as part of TopFit4TheJob. Every employee must be in the possession of a certificate of participation for this course or this refresher course, issued no more than three years ago. In derogation from this, starters in the sector must have completed the course 'Health and safety when working on roofs' (C1) within six months of commencing employment. The costs of this compulsory course are borne by the employer. The time involved in attending the course counts as working time.

In addition to this, if the VakScan reveals a shortfall in technical proficiency, the employer is obliged to ensure that its employees complete a one-day vocational technical refresher course between two three-yearly VakScans. This vocational technical refresher course forms part of the two vocational training days referred to in paragraph 1(a). The requirement applies to VakScans completed from September 2021 onwards.

- b. In its capacity as the hirer, the employer must ensure that the course 'Health and safety when working on roofs' (C1), including three-year refresher courses, has been attended by every worker posted to it, either on a temporary basis or through posting. All workers as referred to in this article must be in the possession of a certificate of participation for this course, issued no more than three years ago.
- c. In its capacity as the client, the employer must ensure that the 'Health and safety when working on roofs' (C1) course, including a refresher course every three years, has been completed by all subcontractors it engages and, in the case of subcontractors with personnel, also by the employees of those subcontractors. All subcontractors and any personnel must hold a certificate of attendance for this course, issued no more than three years ago.

ARTICLE 8C Supervising skilled worker

An employee acting as a supervising skilled worker for the minor must be exempted from productive work for part of his/her standard working hours, without loss of pay, in order to be able to carry out the duties associated with such supervision properly.

ARTICLE 10A1 Employee overtime

1. Overtime is defined as work assigned by the employer during hours exceeding the daily working hours, as set out in Article 8, or that deviate from such working hours pursuant to a permit.
2. Employees are required to work overtime in exceptional cases, at the employer's discretion.
3. In the event of overtime, employees may choose whether to be compensated financially for the overtime worked or to have it converted into time off.
4. If an employee opts for financial compensation, the individually agreed hourly rate for overtime must be increased by the following percentages:
 - a. for the first, second and third hours of overtime preceding the start of and following the end of the daily working hours: 25%;
 - b. for other overtime on a standard working day from 5:00 hours on Monday, as well as for work on Saturdays up to 21:00 hours: 50%.
 - c. for work between 9:00 hours on Saturday and 5:00 hours on Monday: 100%.

5. However, should an employee opt for conversion into time off, the percentages referred to in the previous paragraph must be paid out.
6. If a senior employee, as referred to in Article 1A(f)(2) of this CLA, expresses a wish not to work overtime, he/she cannot be obliged to do so.
7. Regular overtime is not permitted, except in exceptional circumstances. This requires the consent of the CLA parties, in accordance with Article 42 of this CLA.
8. Regular overtime is defined as: work performed outside the standard working hours, as referred to in Article 8(1), at a fixed frequency over a period of several weeks.

ARTICLE 11 Shifted work

1. Shifted work is defined as work performed on the employer's instructions during hours outside the working hours set out in Article 8, without this constituting overtime.
2. In exceptional cases, at the employer's discretion, the employee is obliged to work shifted hours.
3. Shifted work is remunerated on the basis of the individually agreed hourly wage plus a 25% allowance, unless it involves night work, in which case the provisions of Article 12 apply.
4. No remuneration will be paid for shifted hours if the shift takes place at the request of the majority of the employees concerned.

ARTICLE 12 Night work

1. Night work is defined as work performed on the instruction of the employer at hours between 22:00 and 6:00 hours. Work at hours immediately prior to the start of the normal working day will be remunerated as overtime and not as night work.
2. If work on a particular project can only be performed at night, the employee is obliged to do so.
3. Night work will be remunerated on the basis of the individually agreed hourly wage plus a 50% extra allowance.
4. If it is not possible to work as many hours as would normally have been scheduled for the day in question, the hours not worked will be paid at the individually agreed hourly wage.

ARTICLE 13 Work on Saturdays, Sundays and public holidays

1. Work on Saturdays and Sundays is defined as work assigned by the employer on a Saturday or Sunday between 9:00 hours on Saturday and 5:00 hours on Monday. Work on Sundays is treated in the same way as work on public holidays, as referred to in Article 21(1). In the case of work on Saturdays, the provisions of Article 10(4) apply.
2. In the event of an emergency, the employee is obliged to work on Sundays at the discretion of the employer. If an employee has objections on principle to working on Sundays, he/she cannot be compelled to do so.
3. Work performed on a generally recognised public holiday, as referred to in Article 21(1), will be remunerated on the basis of an extra allowance of 100% of the individually agreed hourly wage, whereas at another time an equivalent number of hours' leave will be granted with retention of the individually agreed wage, unless the interests of the business preclude the granting of such leave, in which case the allowance will be doubled.
4. Work performed on King's Day and/or New Year's Day is remunerated on the basis of an extra allowance of 100% of the individually agreed hourly wage, or an equivalent number of hours off while retaining the individually agreed wage.

ARTICLE 13A Standby duty

1. Standby duty is defined as a form of work whereby employees may be scheduled, on a voluntary basis, to be on standby following their regular working hours, at weekends, on public holidays or during holidays, in the event of any unforeseen work-related situations.
2. From 1 February 2026, an allowance of €33.51 per day will be paid for standby duty. On Saturdays, Sundays or public holidays, the allowance is €44.68 per day. From 1 January 2027, an allowance of €34.68 per day will be paid for standby duty. On Saturdays, Sundays or public holidays, the allowance is €46.25 per day.
3. If a company already provides allowances that are higher than those set out in paragraph 2, those higher allowances will continue to apply.
4. Employees who, on a voluntary basis and with their consent, are scheduled for on-call duty on a holiday or a scheduled day off are, as agreed, entitled to a compensatory day off for each day on which they are on call.
5. For the period during which the employee actually performs work while on standby duty, the individually agreed hourly wage applies.

ARTICLE 14 Working conditions

1. The employer is obliged to ensure that at least two fire extinguishers of 12 kilos each are present when working on the roof.
2. The employer must ensure that a proper first-aid- kit is available at work.
3. Manual lifting of roofing materials in excess of 25 kilos is prohibited. Roofing materials heavier than 25 kilos must be transported mechanically.
4. The employer is obliged to provide the following personal protective equipment and collective and/or individual fall protection equipment to its employees:
 - hearing protection (e.g. earplugs);
 - respiratory protection (e.g., a face mask or dust cap);
 - safety shoes;
 - working gloves;
 - fencing;
 - harness with accessories;
 - sunglasses with UV protection;
 - sun cap or cap with a neck flap for protection against UV radiation;
 - workwear with UV protection;
 - sunscreen.
5. The demolition, treatment and processing of asbestos is prohibited. Companies that comply with the legal requirements for asbestos removal, as laid down or pursuant to the Asbestos Removal Decree 2005 (Asbestverwijderingsbesluit 2005), are exempt from this prohibition.
6. The employer is obliged to have the climbing and hoisting equipment used by its employees inspected annually.
7. If, in the employer's opinion, an employee fails to use, or makes insufficient use of, the personal protective equipment and/or collective and individual fall protection equipment, as referred to in paragraph 4 of this article, the employer may – subject to the provisions set out below – impose a penalty on the employee concerned, as set out below. If the personal protective equipment and/or collective and individual fall protection equipment provided is not used, the following penalty provisions apply:
 - a. the first offence will be notified to the employee concerned by registered letter and will be regarded as a warning;
 - b. the second offence will be notified to the employee concerned by registered letter and will be subject to a fine of €100, to be recovered by deduction from the employee's net salary on the pay day following the date on which the second offence is ascertained. This deduction may not result in the payment of a wage that is less than the statutory minimum wage or youth wage;
 - c. a third offence is regarded as urgent cause within the meaning of Article 7: 678(2)(h) and (j) of the Dutch Civil Code, on the basis of which the employee may be summarily dismissed with immediate effect.

8. If the employer has not provided the personal protective equipment and collective and/or individual fall protection equipment, as referred to in paragraphs 1, 2 and 4, the employee is not obliged to commence work or is entitled to cease such work after notifying his/her employer thereof. In that case, the employer is obliged to continue paying the employee's wages.
9. In the Flat Roofs Occupational Health and Safety Catalogue (Arbocatalogus Platte Daken), which can be consulted at www.arbocatalogus-plattedaken.nl, the social partners have set out how an employer can comply with the government's regulatory requirements regarding health and safety at work.

The employer must apply or implement the measures set out in the Health and Safety Catalogue within its organisation, or take demonstrable measures to ensure that the level of protection specified in working conditions legislation, the Health and Safety Catalogue and this CLA is met, at the very least.

10. The Sector Hazard Identification and Risk Analysis (Branche-RI&E) forms an integral part of this CLA. The Sector Hazard Identification and Risk Analysis is available from SBD, P.O. Box 1470, 3430 BL NIEUWEGEIN, (030) – 606 21 12, info@sbd.nl, www.sbd.nl.

ARTICLE 17 Travel allowance

1. If an employee is assigned by an employer to work at a site located outside his/her place of residence, the employee is obliged to use a means of transport designated by the employer for the journey from his/her place of residence to the work site and vice versa, provided that this meets the requirements laid down by law, which, if this means of transport is a car, must be evidenced by a recognised safety certificate or other proof of maintenance, issued no more than six months previously.
2. The duration of the journey, which is made by:
 - a. a means of transport made available by the employer;
 - b. own means of transport;will be reimbursed by the employer to the employee at the applicable guaranteed hourly wage, except for the first 45 minutes of each day. Notwithstanding the above, the first 15 minutes of each day will not be reimbursed to an employee acting as the driver of a means of transport referred to in (a) or (b).

Travel time is calculated from the employee's home address. It follows that the judgment of the Supreme Court of the Netherlands of 22 November 2013 (NJB 2013/2515) no longer applies to the BIKUDAK CLA and, more specifically, not to the travel allowance scheme.

3. The term the 'duration of the journey', as referred to in paragraph 2, is defined as the period of time between the means of transport departing for work and arriving at work, including, where applicable, a stopover at the employer's business premises, as well as the period of time on the return journey from work to the point of departure.

The duration of the journey is determined by the employer and the employee in mutual consultation, taking into account the route to be taken. If an employee moves, of his/her own accord, to an address that is further away from the employer's business premises, the resulting increase in travel time from his/her home address to the business premises is not taken into account when calculating the travel time.

4. If the total duration of working time, rest periods and travel time, calculated from the moment of departure of a means of transport as referred to in paragraph 1 until the moment of its return on any given day, exceeds or occasionally exceeds 12 hours, the normal working time must be reduced by the excess. No wages are paid during the rest period.

ARTICLE 18A1 Employee allowances

1. If, in the employer's opinion, an employee is required to use his/her own means of transport for the journey from their place of residence to the work site and back, possibly with a stopover at the employer's business premises, and/or has to use his/her own means of transport during and for the purposes of their work, he/she will be paid a transport allowance.
2. The means of transport allowance referred to in paragraph 1 is:

Means of transport allowance	from 1 February 2026	from 1 January 2027	
for the use of a moped or motorised bicycle per day:			
1. for the first 25 kilometres:	€1.83	€1.90	per day
2. for every kilometre in excess of 25 kilometres per day:	€0.11	€0.12	per km
for the use of a motorcycle per kilometre:	€0.37	€0.39	per km
for the use of a car:			
1. for employees travelling to work by themselves, per kilometre:	€0.50	€0.52	per km
2. for employees travelling to and from work with one colleague, per kilometre:	€0.51	€0.53	per km
3. for employees travelling to and from work with two colleagues, per kilometre:	€0.58	€0.60	per km
4. for employees travelling to and from work with three colleagues, per kilometre:	€0.60	€0.62	per km

3. If, at the employer's discretion, the employee has to use public transport, the resulting cost of travelling by public transport in the lowest class will be borne by the employer.
4. The provisions of paragraphs 2 and 3 apply equally to a visit to the occupational health and safety service, as referred to in Article 24(1) of this CLA.
5. The employee is entitled to a daily allowance for work clothing, unless the employer provides the employee with work clothing. From 1 February 2026, this allowance will be €1.68 per day, and from 1 January 2027, it will be €1.73 per day.
6. An employee who works from home in consultation with his/her employer is entitled to a tax-free home-working allowance for each day he/she works from home, in accordance with tax regulations. In 2026, this allowance will amount to €2.45 net per working day.

ARTICLE 19 Accommodation

2. The hirer will ensure that, in the case of temporary agency workers or posted personnel, the temporary employment agency provides adequate food and accommodation.
3. The hirer will ensure that, in the event of posting or secondment of migrant workers, the accommodation complies with the standards laid down by the Stichting Normering Flexwonen (SNF).

ARTICLE 21 Public holidays, Saturdays and Sundays

1. UTA employees and other employees are entitled to leave on generally recognised public holidays, namely: both Christmas Day and Boxing Day, Easter Monday, Ascension Day and Whit Monday, as well as New Year's Day and the day celebrated as King's Day.
2. As a general rule, people do not work on public holidays, Saturdays and Sundays.
3. If no work is performed on a public holiday – other than a Saturday or Sunday – the employee will continue to be paid the individually agreed wage applicable to him/her.
4. An employee is entitled to take a day off to observe a religious, non-Christian festival or commemorative day that applies to him/her. Employees must notify the employer of this day off at least one month in advance. Only where this would seriously disrupt business operations may the employer refuse to grant such a day off.

ARTICLE 22 Holiday

1. Holiday entitlement

The holiday year runs from 1 January to 31 December inclusive. Every employee is entitled to the following number of leave days per holiday year:

Age	Number of working days		
	leave days	senior days	total
up to 10 years before the state pension age	25	0	25
between 10 and 5 years before the state pension age	25	9	34
from 5 years before the state pension age	25	12	37

An employee who reaches the age at which they are entitled to senior days during the calendar year, is entitled to these days on a pro rata basis. The entitlement will be rounded off to the nearest whole day.

The eligibility age for senior days is aligned with the state pension age. If the state pension age of the employee concerned is not yet known, the starting age for senior days is determined on the basis of the highest ascertained state pension age.

2. Summer holidays

15 of the available leave days must be taken consecutively within a period to be determined following reasonable consultation with the employee.

3. Non-scheduled days off

The 10 remaining leave days per holiday year may be taken at the employee's discretion, subject to reasonable consultation with the employer.

4. During holidays and days off, the employee will continue to be paid the individually agreed wage applicable to him/her.

6. Upon termination of employment, any holiday entitlement not yet taken will be paid to the employee in cash or, at the employee's request, transferred to his/her new employer.

Upon termination of employment, the employer is obliged to issue the employee with a statement setting out the balance of any holiday and paid leave to which the employee is still entitled at that time.

7. An employee who has not been in the employ of the employer for an entire holiday year is entitled to a proportional part of the holiday entitlement; parts of days' holiday are to be rounded off to half or full days, in favour of the employee.

8. If, upon termination of employment, it transpires that the employee has taken too many days of annual holiday and/or days off, a settlement will be made.

9. For every holiday day, or part of a holiday day, during which the employee is prevented from performing the agreed work due to special circumstances or reasons as referred to in Article 7:636 of the Dutch Civil Code, the employee must still be granted a holiday day or part of a holiday day at a time to be determined by the employer following consultation with the employee, provided that the employee has notified the employer of this before the start of the period of incapacity or was paid a statutory sickness benefit for the day in question.
- 10.a. An employee does not accrue holiday entitlement for the period during which, because he/she has not performed his/her work, he/she is not entitled to a fixed monetary wage.
- b. 1. The provisions set out in sub-paragraph (a) will not apply if the employee has failed to perform his/her work, in accordance with Article 7:635 of the Dutch Civil Code. In such cases, holiday entitlement continues to accrue for a maximum of the period laid down by law during which no work is performed, with the duration of the interruption arising from the respective causes being added together.
2. If an interruption of work as referred to in paragraph 1 of this sub-paragraph occurs in more than one holiday year, the part of the interruption falling within the previous year will be taken into account when calculating the period of absence.

ARTICLE 23 Holiday allowance

1. UTA employees and other employees who have been employed by the employer for a full year prior to the consecutive summer holiday, will be paid a holiday allowance amounting to 8% of the individually agreed wage applicable to such employee during that year. This is without prejudice to the provisions of Article 16(2) of the Minimum Wage and Minimum Holiday Allowance Act (WML).
2. UTA employees and other employees who have not been employed by the employer for a full year prior to the consecutive summer holiday, will be entitled to a pro rata share of the amount referred to in paragraph 1 for each month of employment preceding the date of payment of the holiday allowance in the holiday year.
3. The employer is entitled to pay part of this allowance in the form of a winter holiday allowance, provided that at least 60% of the holiday allowance is paid during the consecutive summer holiday period. The summer holiday allowance will be paid no later than May.
4. UTA employees and other employees who leave the employ of the employer during the course of a year will receive – insofar as he/she has not already received a holiday allowance in respect of this – a pro rata share of the amount referred to in paragraph 1 for each month of employment in the holiday year.

ARTICLE 24 Short-term leave

1. In the following cases, UTA employees and other employees are entitled to take leave while retaining his/her individually agreed wage for the period specified for each case, provided that, in the employer's opinion, the absence during working hours is necessary, the employee attends the event where possible, and the employer is notified in good time – as set out in the following paragraphs:
 - a. the employee's engagement: half a day's leave;
 - b. the employee's marriage, provided that three days' notice is given: two days;
 - c. the marriage of one of his/her children, foster children, brothers, sisters, sisters-in-law and brothers-in-law, provided that three days' notice is given: one day;
 - d. the birth of a child to the employee's partner, or the birth of a child whose parent the employee recognises, during the first four weeks following the birth: a period equivalent to one week's working hours;

The following applies to sub-clauses (b), (c) and (d): if the aforementioned event takes place on a Saturday, a Sunday, a Christian public holiday, or on the last working day of a compulsory company closure (holidays and the period around Christmas and New Year), compensation will be paid for one day;

- e. the death of the employee's partner, a child or foster child living at home, from the day of death up to and including the day after the funeral, unless the terminal care and bereavement leave, as referred to in Article 24A, jointly constitute a continuous period of 25 days or more;
- f. the death of the employee's parents, parents-in-law, children or foster children outside the scope of paragraph e: two days. If the employee is in charge of arranging the funeral of a parent, parent-in-law or a child or foster child not living at home, the provisions of this paragraph (e) apply unless the terminal care and bereavement leave, as referred to in Article 24A, jointly constitute a continuous period of 25 days or more;
- g. in all other cases, in the event of the death and/or funeral of one of his/her grandparents, grandparents-in-law, great-grandparents, foster parents, children (including sons-in-law and daughters-in-law), grandchildren, foster children, brothers and sisters, half-brothers and half-sisters, brothers-in-law, sisters-in-law and house mates admitted to the family, one leave day unless, insofar as it concerns children, the terminal care and bereavement leave, as referred to in Article 24A, jointly constitute a continuous period of 25 days or more;
- h. employees who, a year prior to the first possible date of retirement or pension, wish to attend a course in preparation of retirement: a maximum of two leave days. To this end, proof of enrolment in a course generally accepted by the business community must be submitted to the employer;
- i. the employee's 25th, 40th, 50th and 60th wedding anniversary or that of his/her parents or parents-in-law (provided he/she attends): 1 day;
- j. the employee's 25th, 40th or 50th work anniversary: 1 day;
- k. a medical examination at the request of the employer: 1 day;
- l. a visit to the Working Conditions Service: the time required;
- m. a referral of the employee by his/her physician to a specialist or a medical clinic for further examination: the duration of the resulting absence, subject to a maximum of 1 day per visit unless benefits are paid during this absence;
- n. a visit to a physician, insofar as this is not possible outside standard working hours and timely notification has been given. Where possible, documentary evidence of this visit must be produced;

a dentist's visit needed for the acquisition or replacement of dentures, insofar as this visit is not possible outside standard working hours and timely notification has been given. Where possible, documentary evidence of this visit must be produced;

a dentist's visit within the framework of six-monthly check-ups, insofar as this visit is not possible outside standard working hours and timely notification has been given. The dental record card must be produced upon request.

In these cases, the absence will be reimbursed up to a maximum of 2 hours if the employee resides in the place where the workplace is located and up to a maximum of 3 hours if the employee resides in a place other than where the workplace is located;

- o. if the employee, as a result of having to fulfil an obligation imposed under or pursuant to the law, is prevented from performing his/her work, provided that this obligation cannot be fulfilled in his/her own time: the duration of a period to be determined by the employer equitably, subject to a maximum of 2 days and less any compensation the employee may have received from third parties.

- 2. In the event of demonstrable emergencies, all UTA employees and other employees are entitled to a maximum of four hours of unpaid leave for making arrangements and organising care of his/her partner or child or children who are part of his/her household.

The expenses for travelling from work to his/her place of residence are payable by the employee.

If the employee needs to be absent for more than four hours, he/she will be entitled to take a day off.

- 3. For employees referred to in Article 1A(f), in the event of absence as referred to in paragraph 1(k) to (o) of this Article, the employer will reimburse the travel costs incurred for travelling by public transport in the lowest class from the place of employment to, at most, his/her place of residence and back, as well as the duration of the journey, at the individually agreed hourly wage applicable to the employee.

- 4. a. The provisions of Article 7:628 of the Dutch Civil Code relating to the continued payment of wages, apply in the cases referred to therein to the extent that the employer is not obliged to continue paying wages in the following cases:

- 1. the introduction of a reduced working week, including what is known as a zero-hours week, provided that the employer has obtained the necessary authorisation for such an introduction and does not proceed to apply for authorisation until after consultation with the employees' organisations. The parties consider a period of one week to be sufficient for this prior consultation;

- 2. the extension of a reduced working week, including what is known as a zero-hours week, provided that, in the case of an extension, this differs from the original authorisation in terms of the number of employees concerned and/or the number of hours by which working hours are to be reduced, the employer has followed the procedure described in point 2 above and, in the case of an extension whereby the original authorisation is adopted unchanged, notifies

the employees' organisations in good time – that is to say, at least one week – before the extension takes effect.

- b. In cases where wages must continue to be paid pursuant to Article 7: 628 of the Dutch Civil Code, 'wages' refers to the individually agreed wages, unless the provisions of Article 26 of this CLA apply during what is known as waiting periods.
5. For the purpose of the application of paragraphs 1 and 2, UTA employees and other employees who are single and who form a joint household with another person on a long-term basis, enjoy the same rights as if he/she were married. In this article, a registered partnership is equated with marriage.

ARTICLE 26 Waiting periods

1. Waiting periods are all non-productive hours spent at work, as well as all non-productive hours spent away from work with the permission of the employer, as a result of:
 - a. weather conditions, with the exception of frost, the direct consequences of frost and the presence of snow cover;
 - b. the absence of instructions from the employer or its representative;
 - c. the inability to commence work on account of insufficient resources provided by the client;
 - d. the absence of sufficient materials due to no fault of the employee;
 - e. delays caused by the client during the execution of the work;
 - f. delays resulting from difficulties with materials, tools or machines, due to no fault of the employee;
 - g. weather conditions, except for exceptional natural circumstances.
2. The employee is obliged to immediately notify his/her employer of the technical malfunctions referred to in paragraph 1 of this article. If this obligation is not fulfilled, the waiting time reimbursement scheme referred to in paragraph 3 of this article does not apply.
3.
 - a. All waiting periods are reimbursed on the basis of the individually agreed hourly wage.
 - b. The hours which under the provisions of this article can be deemed waiting periods count towards determining the normal working time.
4. If, during the waiting time, the employer assigns alternative work to the employee for which he/she is suitable, the employee is required to perform such work. In that case, the terms and conditions of employment applicable to the employee concerned remain in effect without change.

Appendix I Job list

As referred to in Articles 1A and 6 of the CLA for Bituminous and Plastic Roofing Companies.

Job list

Category 1A Assistant roofer

An employee who carries out basic rooftop duties that do not predominantly consist of applying roof coverings and for which no specific knowledge is required. These basic duties are, in any case, considered to include:

- maintenance work;
- demolition work;
- installing insulation;
- physical and/or mechanical transport of roofing materials and equipment on the roof or from the ground to the roof;
- cleaning, odd jobs and tidying up.

Category 1B Trainee roofer

An employee who cannot work independently and who carries out his/her work under the supervision of the first roofer.

Category 2 Roofer

An employee who can carry out basic work independently but who does not have the skill set of the first roofer. With effect from 1 July 2019, an employee who has obtained a vocational training qualification will be classified in this category no later than after he/she has reached the age of 21.

Category 3 First roofer and driver

- a. An employee who has attained professional competence but who is not yet suitable as a foreman.
- b. Driver. An employee whose working hours predominantly involve the transport of materials on behalf of his/her employer. He/she assists with loading and unloading and is responsible for loading in such a way that loss or damage to material is prevented as much as possible and that other road users are not endangered. He/she checks whether the loaded or unloaded goods are in accordance with the lists he/she has been issued with and arranges for them to be signed for receipt.

If at any one time, no driver work is available, he/she may be obliged to perform alternative work within the company that is suitable for him/her. This work will not constitute a change in the wage provisions applicable to him/her.

In special cases or if transport of the employees necessitates this, he/she is obliged to work longer than stipulated in Article 8 of this CLA; all this within the framework of the Driving Hours Decree (Rijtijdenbesluit).

Category 4 Foreman roofer B

An employee who is competent to manage a team of roofers in every aspect of the work and who is all-round in every area of the profession.

The foreman roofer B is also charged with supervising safety at work and the use of personal protective equipment, as referred to in Article 14(4) of the CLA, by the roofers under his/her supervision.

Category 5 Foreman roofer A

The foreman roofer B, as a rule, manages five people or more. The foreman roofer A is also charged with supervising safety at work and the use of personal protective equipment, as referred to in Article 14(4) of the CLA, by the roofers under his/her supervision.

Appendix II Pay schemes

As referred to in Article 7 of the CLA for Bituminous and Plastic Roofing Companies.

Article 1 Pay scheme

1. The guaranteed weekly wages and guaranteed hourly wages are:

Guarantee wages for adults

	1 February 2026				1 January 2027		
Job grade	Hourly wage	Weekly wage	Monthly wage		Hourly wage	Weekly wage	Monthly wage
1A and 1B	€18.27	€730.80	€3,166.78		€18.91	€756.37	€3,277.62
2	€19.33	€773.17	€3,350.42		€20.01	€800.24	€3,467.69
3	€20.42	€816.71	€3,539.07		€21.13	€845.29	€3,662.94
4	€21.52	€860.80	€3,730.15		€22.27	€890.93	€3,860.71
5	€22.61	€904.38	€3,918.96		€23.40	€936.03	€4,056.12

Notwithstanding the above, the following guaranteed wages apply to adults without a vocational qualification in job scales 1A and 1B.

	1 February 2026				1 January 2027		
Job grade	Hourly wage	Weekly wage	Monthly wage		Hourly wage	Weekly wage	Monthly wage
1A and 1B	€17.19	€687.62	€2,979.70		€17.79	€711.69	€3,083.99

Guaranteed wages for 17-year-olds*) with a vocational qualification

	1 February 2026				1 January 2027		
Age	Hourly wage	Weekly wage	Monthly wage		Hourly wage	Weekly wage	Monthly wage
17 years	€17.19	€687.62	€2,979.70		€17.79	€711.69	€3,083.99

* From 1 January 2026, the guaranteed adult wage will apply to all young workers aged 18 and 19 who hold a vocational qualification.

Guaranteed wages for young people without a vocational qualification

	1 February 2026				1 January 2027		
Age	Hourly wage	Weekly wage	Monthly wage		Hourly wage	Weekly wage	Monthly wage
16 years old	€9.34	€373.66	€1,619.21		€9.67	€386.74	€1,675.88
17 years old	€10.70	€427.82	€1,853.89		€11.07	€442.79	€1,918.78
18 years old	€11.60	€464.17	€2,011.42		€12.01	€480.42	€2,081.82
19 years old	€13.93	€557.01	€2,413.70		€14.41	€576.50	€2,498.18

Guaranteed wages for new starters (with no experience in the sector) as of:

1 st six months						
	1 February 2026			1 January 2027		
Age	Hourly wage	Weekly wage	Monthly wage	Hourly wage	Weekly wage	Monthly wage
16 years old	€6.17	€246.70	€1,069.02	€6.38	€255.33	€1,106.44
17 years old	€7.06	€282.45	€1,223.97	€7.31	€292.34	€1,266.81
18 years old	€8.47	€338.80	€1,468.14	€8.77	€350.66	€1,519.53
19 years old	€10.16	€406.47	€1,761.37	€10.52	€420.70	€1,823.02

2 nd six months						
	1 February 2026			1 January 2027		
Age	Hourly wage	Weekly wage	Monthly wage	Hourly wage	Weekly wage	Monthly wage
16 years old	€7.14	€285.66	€1,237.84	€7.39	€295.65	€1,281.16
17 years old	€8.18	€327.05	€1,417.23	€8.46	€338.50	€1,466.83
18 years old	€9.41	€376.36	€1,630.91	€9.74	€389.54	€1,687.99
19 years old	€11.29	€451.63	€1,957.07	€11.69	€467.44	€2,025.57

Guaranteed wages for employees with an occupational impairment, per 1 January 2026 (not yet known as at 1 January 2027)

1 January 2026						
	1 st year (100% WML*)			2 nd year (110% WML)		
Age	Hourly wage	Weekly wage	Monthly wage**)	Hourly wage	Weekly wage	Monthly wage
16 years old	€5.07	€203.00	€879.66	€5.58	€223.30	€967.62
17 years old	€5.81	€232.42	€1,007.14	€6.39	€255.66	€1,107.86
18 years old	€7.36	€294.40	€1,275.73	€8.09	€323.62	€1,402.35
19 years old	€8.83	€353.20	€1,530.53	€9.71	€388.34	€1,682.82
20 years	€11.77	€470.80	€2,040.13	€12.94	€517.79	€2,243.77
21 years and over	€14.71	€588.40	€2,549.73	€16.18	€647.24	€2,804.71

* Employees are paid at least the statutory minimum hourly wage for every hour worked.

** The calculation of the monthly wage is based on 260 working days per year.

- The guaranteed wage for young employees is increased on account of age with effect from the first full wage week in which the birthday of the employee concerned falls.
- The employer is authorised to grant certain young employees a guaranteed wage in excess of the amounts referred to paragraphs 1 and 2, on account of their performance or ability. Such increased wage may not exceed the guaranteed wage for the next age bracket of the category the employee concerned is classified in.
- CLA parties may grant permission to pay young employees a higher guaranteed wage, possibly the guaranteed wage of an adult employee.

Article 2 Individually agreed wage

1. The individually agreed wage is taken to mean the guaranteed wage of the employee plus a personal allowance. This personal allowance is expressed as a percentage of the guaranteed wage. The individually agreed wage cannot be reduced and may never be less than the applicable statutory minimum wage.
2. The individually agreed wage of UTA employees is taken to mean the guaranteed monthly wage plus a personal allowance. This personal allowance is expressed as a percentage of the guaranteed monthly wage. The individually agreed wage cannot be reduced and may never be less than the applicable statutory minimum wage.

Article 3 Performance-related pay

In the event of a productivity-enhancing remuneration system, the criteria must be set by the employer in reasonable consultation with the Works Council or, in the absence thereof, a representative part of the workforce. The employer must notify the CLA parties of the introduction of the aforesaid remuneration system. If no such system is used, the employer will pay the employee a percentage of the guaranteed wage applicable to that employee as extra remuneration, insofar as the employee qualifies for this on the basis of his/her performance, this at the discretion of the employer.

Article 4 General wage increases

1. During the term of this CLA, the guaranteed wages are increased as follows, in accordance with the usual methodology:

- as of 1 February 2026 4.25%
- as of 1 January 2027 3.50%

The percentage increase in the consumer price index series CPI-Employees Low (as published by Statistics Netherlands) is included.

2. The individually agreed wages that are higher than the guaranteed wage are also increased by these percentages. The increase is applied over the individually agreed wage up to the guaranteed wage of employees in job category 5 plus 10%. With effect from 1 January 2027, this percentage will be increased to 50%. There is no compulsory wage increase for the part of the wage that is above this limit. The provisions of this paragraph also apply to UTA employees. The maximum amounts are as follows:

	week	month
as of 1 February 2026	€1,266.13*)	€5,486.54*)
as of 1 January 2027	€1,404.04*)	€6,084.18*)

* Based on a full working week (40 hours)

3. The structural wage increase, as referred to in paragraph 1, and the maximisation, as referred to in paragraph 2 of this Article, also apply to UTA employees with the

exception of the company manager who reports directly to management.

Article 5 Wages for UTA employees

1. UTA employees are divided into three job categories:
 - UTA 1: lower support staff, both administrative (secretary, financial-administrative employee, switchboard operator, etc) and logistics (warehouse clerk, site worker, etc);
 - UTA 2: staff and management positions at medium level, including administrative, commercial, technical or managerial positions;
 - UTA 3: senior staff and management positions, including administrative, commercial, technical or managerial positions.
2. Disputes about the job category a UTA employee is assigned to may be settled by the CLA parties, pursuant to Article 42 of the CLA, with due observance of his/her job title and actual duties. A UTA employee and the employer can request the CLA parties for a binding recommendation in this respect. A request to this effect will only be accepted subject to the UTA employee and the employer jointly submitting the request.
3. The guaranteed wages for UTA employees are calculated as follows:
 - UTA 1: the statutory minimum wage + 10%;
 - UTA 2: the previous calculation basis plus 4.25% as of 1 February 2026 and 3.5% as of 1 January 2027;
 - UTA 3: the guaranteed wage for employees in job category 5.

Guaranteed wages for UTA employees*)

	1 February 2026				1 January 2027		
	Hourly wage	Weekly wage	Monthly wage		Hourly wage	Weekly wage	Monthly wage
UTA 1	€16.56	€662.40	€2,870.42		€17.14	€685.59	€2,970.88
UTA 2	€19.05	€761.91	€3,301.60		€19.71	€788.57	€3,417.15
UTA 3	€22.61	€904.38	€3,918.96		€23.40	€936.03	€4,056.12

For each category of UTA employee, the wage increase is calculated over the contractual wage up to a maximum of the guaranteed wage for employees in job category 5 plus 40% (as of 1 February 2026) and 50% (as of 1 January 2027). This therefore concerns the following maximum amounts:

	week	month
as of 1 February 2026	€1,266.13*)	€5,486.54*)
as of 1 January 2027	€1,404.04*)	€6,084.18*)

* Based on a full working week (40 hours)

The above does not apply to company managers reporting directly to management.

Article 6 Disabled employees

The employer, in consultation with the CLA parties, as referred to in Article 42 of this CLA, is authorised to set a deviating guaranteed wage for employees who are disabled as a result of a physical and/or mental condition.

Article 7 Allowance for demolition work

1. If existing roof covering needs to be removed or if heat-insulating foam glass slabs need to be handled when installing roof covering, the employer will award additional remuneration in the form of a separate allowance.
As of 1 January 2022, this allowance is €0.44 per hour, as from 1 April 2022 €0.45 per hour and as of 1 April 2023 €0.46 per hour for the time actually spent on performing such work.
2. The allowance referred to in the first paragraph will be adjusted on the basis of the percentage by which the guaranteed wages are increased.

Article 8 Qualification allowance

With regard to drivers who are in possession of the CCV-B qualification Professional and Private Goods Transport (Beroeps- en Eigen Goederenvervoer), the guaranteed wage referred to in Article 1 will be increased by 5%.

Article 9 Claim-free driving bonus

1. Drivers who have driven without making a claim for an entire quarter while employed by an employer are awarded a bonus.
Claim-free means that no damage has been caused as a result of a fault or negligence on the part the driver.
2. The amount of the bonus is determined as follows:
 - a. At the end of the first claim-free calendar quarter, the bonus for that quarter will be €17.21 as of 1 February 2026 and €17.81 as of 1 January 2027.
 - b. For every consecutive claim-free calendar quarter, the bonus is increased by €2.71, up to a maximum bonus of €27.46 per quarter, as of 1 February 2026. For each immediately following calendar quarter from 1 January 2027 in which the policyholder remains claim-free, the bonus will be increased by €2.81, up to a maximum bonus of €28.42 per quarter.
If no bonus has been received for a particular quarter, payments of €17.21 will resume as of 1 February 2026 and €17.81 from 1 January 2027 for the following calendar quarter.
 - c. After 12 consecutive claim-free quarters, an additional bonus is awarded. This will be €34.92 as of 1 February 2026 and €36.14 as of 1 January 2027.

- d. After each subsequent period of four consecutive claim-free quarters, a further bonus will be awarded. This will be €34.92 as of 1 February 2026 and €36.14 as of 1 January 2027.

Appendix Article 9: overview of bonus for claim-free driving

Bonus for claim-free driving	as of 1 February 2026	as of 1 January 2027
at the end of the first claim-free year	€17.21	€17.81
increase in each subsequent quarter	€2.71	€2.81
up to a maximum of	€27.46	€28.42
first quarter after a quarter for which no bonus was paid	€17.21	€17.81
after 12 consecutive quarters	€34.92	€36.14
after each of the following four quarters	€34.92	€36.14