

## SPECIAL AGREEMENT TO THE GIS COLLECTIVE BARGAINING AGREEMENT (CBA)

In compliance with the policy of the International Transport Workers' Federation (hereinafter called "The ITF") and affiliated Vereinte Dienstleistungsgewerkschaft (Seafarers Section, this Special Agreement is made the «VON» and effective from «BIS» and shall remain in force until «Vertragsende».

### BETWEEN:

(I) Signing on its own behalf and on behalf of all seafarers serving from time to time on board of the ships managed by the company described below:

The Union:

**Vereinte Dienstleistungsgewerkschaft (ver.di)**, Paula Thiede Ufer 10, 10179 Berlin, Germany on behalf of its own and of the **INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF)**, whose headquarters are at 49-60 Borough Road, London SE1 1 DR United Kingdom.

and:

(II)

**«REEDER»**

«CO»  
«Strasse\_Hausnummer»  
«PLZ» «Ort»  
«Land»

Phone: «Telefon»

Fax: «Faxnummer»

Email: «eMail»

**«REEDER\_2»**

«Strasse\_2»  
«PLZ2» «Ort\_2»  
«Land\_2»  
«Telefon\_2»  
«Faxnummer\_2»

Signing on its own behalf and on behalf of:

**«REEDER\_3»**,  
**«Registered\_owner»**,

which are responsible for the vessel managed by the company,

in respect of the «Flagge» flag ship **«Schiffsname»** described in Schedule 1 hereto ("The Ship").

### WHEREAS:

- 1) The ITF is an independent trade union organization comprising fully autonomous trade union organizations in transport and allied services throughout the world and individual members of the ITF allocated to the Seafarer's Department;
- 2) The Company is the owner of the Ship described in Schedule 1 hereto, or any other organisation or person having taken over from the owner of the ship the responsibility for the operation of the ship and having undertaken, on assuming this responsibility in the contract with the owner, to carry out the tasks and obligations which are imposed on the shipowner in accordance with the present Act and with the other legal provisions for the implementation of the Maritime Labour Convention.
- 3) An ITF Approved Agreement is an agreement that has been approved by the appropriate body of the ITF as complying with minimum standards of employment in accordance with ITF policy including the ITF Standard Collective Agreement;
- 4) The ITF and the Company wish to regulate the conditions of employment of all seafarers (hereinafter individually referred to as a "Seafarer") serving from time to time on board the Ship;

## NOW IT IS AGREED:

**Article 1:** The Company undertakes as follows:

a) To man the ship in accordance to the German Manning Regulations (SchBesV)

and

I) in the case of seafarers being members of German Union ver.di (Vereinte Dienstleistungsgewerkschaft) and/or holding a European Union license have to be paid in accordance to the collective agreement on wages (**Heuertarifvertrag**) and to the collective agreement on terms and conditions (**Manteltarifvertrag**) negotiated from time to time between the **Vereinte Dienstleistungsgewerkschaft (ver.di)** and **the German Shipowners' Association (VDR)**.

The company has to ensure that all insurable German national insurances (Sozialversicherungen) are concluded or, if not possible, at least the owners part (Arbeitgeberanteil) for these insurances is being paid to the seafarer and has to be separately specified in the seafarer's employment contract.

and

II) In case of seafarers not covered in Art. 1. a) I), have to be paid as per current ITF Approved GIS- CBA with «REEDER» & «REEDER\_2» for worldwide trading (hereinafter called the GIS CBA) as amended from time to time in accordance with Article 6 below;

b) to incorporate the terms and conditions of the relevant ITF Approved Agreement into the individual contract of employment of each Seafarer (and if necessary to register the contracts with the relevant national body) and into the Ship's Articles. Any Seafarer enjoying or offered terms and conditions which taken as a whole are recognized by the ITF as more favorable to the Seafarer shall continue to enjoy or be entitled to such terms and conditions notwithstanding paragraph a) above;

c) to conclude appropriate insurance to cover itself fully against all liabilities in the relevant ITF Approved Agreements;

d) to furnish to the ITF forthwith copies of the following:

- ISM- Certificate
- Certificate of Registration
- MSM Certificate
- Valid P&I Cover
- A signed ver.di/IBF Special Agreement
- Signed Collective Bargaining Agreements
- Crew List (number, position/designation, nationality and gender)
- Employment contracts

;

e) to pay to the ITF or the appropriate affiliated union of the ITF seafarers fees as stated in Schedule 2 hereto and to pay to the ITF the Welfare Fund contributions as stated in Schedule 2 hereto;

f) to keep on board the Ship accurate records of all hours worked by Seafarers, all payments made to Seafarers, monthly payrolls and/or individual payslips of Seafarers, copies of the Special Agreement, ITF Approved Agreements and ITF Blue Certificate to be issued under Article 2 hereof and to allow each Seafarer access to these documents at all times;

g) to permit or obtain immediate permission for representatives of the ITF to board the Ship, to consult with Seafarers and to inspect and copy all documents whether the Ship is in berth or not and whether or not the Seafarer is on board the Ship;

Page 2 of 8 of the Special Agreement between ITF and «REEDER» & «REEDER\_2»  
effective from «BIS» until «Vertragsende»

With the signature the company & «REEDER\_2» confirms to have approved and signed the entire text on all pages (Pages 1 to 8) of this Special Agreement for MV «Schiffssname».

- h) to man the Ship competently and adequately so as to ensure its safe operation and in no case at a lower level than the agreed manning scale contained in the ITF Approved Agreement and/or attached hereto;
- i) not to demand or request any Seafarer to enter into any document by which the Seafarer agrees to give up any rights to which he becomes entitled as a consequence of this agreement and the Company agrees that any such document already in existence shall be null and void and of no legal effect;
- j) to ensure that neither seafarers nor anyone else on board whether in permanent or temporary employment by the Company shall carry out cargo handling services in a port, at a terminal or on board of a vessel, where dock workers, who are members of an ITF affiliated union, are providing the cargo handling services. Where there are not sufficient numbers of qualified dock workers available, the ship's crew may carry out the work provided that there is prior agreement of the ITF Dockers Union or ITF Unions concerned; and provided that the individual seafarers volunteer to carry out such duties; and those seafarers are qualified and adequately compensated for that work. For the purpose of this clause "cargo handling services" may include but is not limited to: loading, unloading, lashing, unlashing, checking and receiving.
- k) to ensure that when a vessel is in a port where an official trade dispute involving an ITF-affiliated dock workers' union is taking place, there shall not be any cargo operations undertaken which could affect the resolution of the dispute. The Company will not take any punitive measures against any seafarer who respects such dockworkers' trade dispute and any such lawful act by the seafarer shall not be treated as any breach of the seafarer's contract of employment, provided that this act is lawful within the country it is taken
- l) to reimburse the ITF and its affiliates all reasonable costs and expenses incurred in taking action to enforce the Company's undertakings herein.
- m) In implementation of clauses j and k above, due regard should be given to "Non-Seafarers' Work" clauses and Annex 4 of the GIS- CBA.

**Article 2:**

- a) The ITF undertakes, having received and approved copies of the documents referred to in Article 1(d) above, and provided that the ITF and/or the appropriate union have received the fees and contributions payable under Article 1(e) above, and further provided that there are no outstanding claims of Seafarers, to issue an ITF Blue Certificate (hereinafter called "the ITF Blue Certificate") certifying that the Ship is covered by an ITF Approved Agreement provided that the property in the ITF Blue Certificate shall at all times remain in the ITF.
- b) The ITF undertakes to safeguard and protect all crew personal data it receives under Article 1 (d) and any crew personal data contained in documents under Article 1 (g) relating to crew employment and safety and that it will comply with the provisions of the General Data Protection Regulation (EU) 2016/679 in relation to any personal data of the Company's employees, submitted to the ITF where required to do so by law. The ITF will take all appropriate technical and organisational measures necessary against the unauthorised or unlawful processing of personal data and against the accidental loss or destruction of or damage to such personal data and will use such crew personal data only for explicit and legitimate purposes.

**Article 3:** This Special Agreement shall remain in force for a period of two (2) years and thereafter for a further period of two (2) years unless terminated in accordance with Article 4 below.

**Article 4:** This Special Agreement may be terminated as follows:

- a) by the ITF immediately upon notification to the Company in the event of default by the Company of any of its undertakings herein. Upon termination, the Company shall forthwith return the ITF Blue Certificate to or to the order of the ITF.

Page 3 of 8 of the Special Agreement between ITF and «REEDER» & «REEDER\_2»  
effective from «BIS» until «Vertragsende»

With the signature the company & «REEDER\_2» confirms to have approved and signed the entire text on all pages (Pages 1 to 8) of this Special Agreement for MV «Schiffssname».

- b) by either party on any annual anniversary of this Special Agreement provided that at least one month's notice of termination is given;
- c) at any time by the mutual agreement of the parties hereto.

**Article 5:** Save in the event of a proper termination, the Company undertakes that, no later than one month prior to each anniversary of this Special Agreement, it will send to the ITF the documents referred to in Article 1(d) above, and will pay the fees and contributions payable under Article 1 (e) above. Upon receipt and approval of same the ITF undertakes to renew the ITF Blue Certificate.

**Article 6:** The ITF shall be entitled to change the rates in the relevant ITF Approved Agreements and the rates shown in Schedule 2 hereto upon 2 months notice to the Company whereupon the changed rates shall come into force from the date specified.

**Article 7:** All notices given by the Company and the ITF hereunder shall be given in writing addressed to the ITF at its address herein before described and to the company at the address described in Schedule 1 hereto.

**Article 8:** In case of any litigation the German Social and Labor Legislation applies.

**«Reeder\_2»**

## SCHEDULE 1

NAME OF VESSEL	IMO NUMBER	CALL SIGN	NUMBER OF GERMAN OR EUROPEAN UNION LICENCE HOLDERS	NUMBER OF SEAFARERS COVERED BY THE GIS CBA
«Schiffsname»	«IMONR»	«CLL_SIGN»	«deutsche_Seefahrer»	«ausländische_Seefahrer»

The following manning of «Schiffsname» has been agreed with the company:

number	Rank	•
1	Master	
1	1st Nav Officer	
2	2nd Nav Officer	
1	3rd Nav Officer	
1	Chief Eng Officer	
1	2nd Eng Officer	
3	3rd Eng Officer	
1	Elect. Eng Officer	
69	Ratings	
2	Jun./Train./Cad.	

Number of Officers: «Anzahl\_Officers»

Number of Ratings: «Anzahl\_Ratings»

Number of Jun./Train./Cad.: «Anzahl\_Trainees»

**Total Seafarers:** **«Anzahl\_Seeleute»**

## SCHEDULE 2

### SEAFARERS FEES

US\$ «itf\_fees\_p\_seafarer» per position/year: «Fees\_for\_invoice» positions

### WELFARE FUND

US\$ «Welfare\_p\_Seafarer» per position/year: «Welfare\_for\_invoice» positions

**TOTAL/year:** US\$ **0,00**

The sum of US\$ **0,00** is equivalent to

US\$ **0,00**

€

«Beitrag\_in\_DM»

SAMPLE

ver.di GIS wage scale effective from 01.01.2025 until 31.12.2025									
RANK <sup>2),3)</sup>	Wages						Contri-bu-tion	Grand Total	
	Basic Monthly wage US\$	Overtime rate per hour	Guaranteed <sup>1)</sup> monthly OT:124 h	Leave pay 8 days monthly	Sub.Allow. 8 days monthly à \$ 19	Seafarers' Total Cash			
Master	4,216	\$3.095	\$22,36	\$2.773	\$625	\$152	\$6.845	\$9	\$6.854
Ch.Engineer <sup>5)</sup>	3,58	\$2.628	\$18,99	\$2.355	\$701	\$152	\$5.836	\$9	\$5.845
Chief Officer / 1st Eng.	2,657	\$1.950	\$14,09	\$1.747	\$520	\$152	\$4.369	\$9	\$4.378
2nd Off. / 2nd Eng. / Electr.Eng.	2,16	\$1.585	\$11,45	\$1.420	\$423	\$152	\$3.580	\$9	\$3.589
3rd Off. / 3rd Eng.	2,007	\$1.473	\$10,64	\$1.319	\$393	\$152	\$3.337	\$9	\$3.346
			Guaranteed monthly OT 103 h <sup>4)</sup>						
Electrician	1,597	\$1.172	\$8,47	\$872	\$313	\$152	\$2.509	\$9	\$2.518
Bosun / Fitter / Repairer / Chief Cook / Pumpman	1,1101	\$815	\$5,89	\$607	\$217	\$152	\$1.791	\$9	\$1.800
AB / Oiler / Greaser / Motorman	1,00000	\$734	\$5,30	\$546	\$196	\$152	\$1.628	\$9	\$1.637
Cook <sup>6)</sup>	1,00000	\$734	\$5,30	\$546	\$196	\$152	\$1.628	\$9	\$1.637
Messroom / Steward	0,85100	\$625	\$4,52	\$466	\$167	\$152	\$1.410	\$9	\$1.419
OS / Wiper <sup>7)</sup>	0,74700	\$548	\$3,96	\$408	\$146	\$152	\$1.254	\$9	\$1.263
1. On two watch system vessels the Officer carrying out the watches has to receive single overtime exceeding 124 hours per month 2. Any general purpose rating shall receive 10% higher basic wages and subsistence allowance compared to the highest rank of the positions hers/his job designation is supposed to cover. 3. No Seafarer employed in the Deck, Engine or Catering department who is 18 or over and is not a trainee shall be paid less than the equivalent rate of an ordinary seaman. 4. In case no proper overtime record is kept by the Master or the Officer in charge, the crewmember is automatically entitled to a lumpsum of 180h / monthly overtime. 5. Chief Eng. below 3000 kW: 1st Eng. wages apply and Chief Eng. below 750 kW: 2nd Eng. wages apply. In case the Chief Eng. is engaged in opening/closing the hatches or mooring/unmooring the vessel he is entitled to a Bonus of US\$ 197,00 per month. 6. For vessels manned with 11 or more crew Chief Cook wages apply. 7. Ordinary Seaman or Wiper engaged in watchkeeping (except for training purposes) are paid a Bonus of US \$ 100 per month. 8. Each seafarer shall have free calls and access to email on board as per CBA. The costs of onboard IMO Training shall be borne by the company. 9. In case of injury due to work accident, the seafarer is entitled to sickness provisions (medical treatment/medical wages) for a period of ca. 26 weeks from the company, and thereafter to medical treatment and medical wages for further 52 weeks from the insurance company (BG - Verkehr), provided he supplies the necessary sick-note continuously to the BG - Verkehr. In case of assessed disability of more than 20 %, the seafarer is entitled to an accident pension from the BG - Verkehr. 10. SF: Seafarers Fees in accordance to §30.2 of the CBA									

**ver.di GIS wage scale effective from 01.01.2026 until 31.12.2026**

RANK <sup>2;3)</sup>	Wages							German Accident Insurance on owners expenses	Total wages of seafarers including social contribution	SF <sup>10)</sup>	Contri-bution	Grand Total
	Basic Monthly wage US\$	Overtime rate per hour	Guaranteed <sup>1)</sup> monthly OT:124 h	Leave pay 8 days monthly	Sub.Allow. 8 days monthly à \$ 19	Seafarers' Total Cash						
Master	4,216	\$3.179	\$22,97	\$2.848	\$848	\$152	\$7.027	\$781	\$7.808	\$9	\$7.036	
Ch.Engineer <sup>5)</sup>	3,58	\$2.699	\$19,50	\$2.418	\$720	\$152	\$5.989	\$665	\$6.654	\$9	\$5.998	
Chief Officer / 1st Eng.	2,657	\$2.003	\$14,47	\$1.794	\$534	\$152	\$4.483	\$498	\$4.981	\$9	\$4.492	
2nd Off. / 2nd Eng. / Electr.Eng.	2,16	\$1.629	\$11,77	\$1.459	\$434	\$152	\$3.674	\$408	\$4.082	\$9	\$3.683	
3rd Off. / 3rd Eng.	2,007	\$1.513	\$10,93	\$1.355	\$403	\$152	\$3.423	\$380	\$3.803	\$9	\$3.432	
			Guaranteed monthly OT 103 h <sup>4)</sup>									
Electrician	1,597	\$1.204	\$8,70	\$896	\$321	\$152	\$2.573	\$286	\$2.859	\$9	\$2.582	
Bosun / Fitter / Repairer / Chief Cook / Pumpman	1,1101	\$837	\$6,05	\$623	\$223	\$152	\$1.835	\$204	\$2.039	\$9	\$1.844	
AB / Oiler / Greaser / Motorman	1,00000	\$754	\$5,45	\$561	\$201	\$152	\$1.668	\$185	\$1.853	\$9	\$1.677	
Cook <sup>6)</sup>	1,00000	\$754	\$5,45	\$561	\$201	\$152	\$1.668	\$185	\$1.853	\$9	\$1.677	
Messroom / Steward	0,85100	\$642	\$4,64	\$478	\$171	\$152	\$1.443	\$160	\$1.603	\$9	\$1.452	
OS / Wiper <sup>7)</sup>	0,74700	\$563	\$4,07	\$419	\$150	\$152	\$1.284	\$143	\$1.427	\$9	\$1.293	
<p>1. On two watch system vessels the Officer carrying out the watches has to receive single overtime exceeding 124 hours per month</p> <p>2. Any general purpose rating shall receive 10% higher basic wages and subsistence allowance compared to the highest rank of the positions hers/his job designation is supposed to cover.</p> <p>3. No Seafarer employed in the Deck, Engine or Catering department who is 18 or over and is not a trainee shall be paid less than the equivalent rate of an ordinary seaman.</p> <p>4. In case no proper overtime record is kept by the Master or the Officer in charge, the crewmember is automatically entitled to a lumpsum of 180h / monthly overtime.</p> <p>5. Chief Eng. below 3000 kW: 1st Eng. wages apply and Chief Eng. below 750 kW: 2nd Eng. wages apply. In case the Chief Eng. is engaged in opening/closing the hatches or mooring/unmooring the vessel he is entitled to a Bonus of US\$ 197,00 per month.</p> <p>6. For vessels manned with 11 or more crew Chief Cook wages apply.</p> <p>7. Ordinary Seaman or Wiper engaged in watchkeeping (except for training purposes) are paid a Bonus of US \$ 100 per month.</p> <p>8. Each seafarer shall have free calls and access to email on board as per CBA. The costs of onboard IMO Training shall be borne by the company.</p> <p>9. In case of injury due to work accident, the seafarer is entitled to sickness provisions (medical treatment/medical wages) for a period of ca. 26 weeks from the company, and thereafter to medical treatment and medical wages for further 52 weeks from the insurance company (BG - Verkehr), provided he supplies the necessary sick-note continuously to the BG - Verkehr. In case of assessed disability of more than 20 %, the seafarer is entitled to an accident pension from the BG - Verkehr.</p> <p>10. SF: Seafarers Fees in accordance to §30.2 of the CBA</p>												

**ver.di GIS wage scale effective from 01.01.2027 until 31.12.2027**

RANK <sup>2,3)</sup>	Wages									Contri- bution	
	Basic Monthly wage US\$	Overtime rate per hour	Guaranteed <sup>1)</sup> monthly OT:124 h	Leave pay 8 days monthly	Sub.Allow. 8 days monthly à \$ 19	Seafarers' Total Cash	German Accident Insurance on owners expenses	Total wages of seafarers including social contribution	SF <sup>10)</sup>	Grand Total	
Master	4,216	\$3.217	\$23,24	\$2.882	\$858	\$152	\$7.109	\$790	\$7.899	\$9	\$7.118
Ch.Engineer <sup>5)</sup>	3,58	\$2.732	\$19,74	\$2.448	\$729	\$152	\$6.061	\$673	\$6.734	\$9	\$6.070
Chief Officer / 1st Eng.	2,657	\$2.027	\$14,65	\$1.817	\$541	\$152	\$4.537	\$504	\$5.041	\$9	\$4.546
2nd Off. / 2nd Eng. / Electr.Eng.	2,16	\$1.648	\$11,91	\$1.477	\$439	\$152	\$3.716	\$413	\$4.129	\$9	\$3.725
3rd Off. / 3rd Eng.	2,007	\$1.531	\$11,06	\$1.371	\$408	\$152	\$3.462	\$385	\$3.847	\$9	\$3.471
				Guaranteed monthly OT 103 h <sup>4)</sup>							
Electrician	1,597	\$1.219	\$8,81	\$907	\$325	\$152	\$2.603	\$289	\$2.892	\$9	\$2.612
Bosun / Fitter / Repairer / Chief Cook / Pumpman	1,1101	\$847	\$6,12	\$630	\$226	\$152	\$1.855	\$206	\$2.061	\$9	\$1.864
AB / Oiler / Greaser / Motorman	1,00000	\$763	\$5,51	\$568	\$203	\$152	\$1.686	\$187	\$1.873	\$9	\$1.695
Cook <sup>6)</sup>	1,00000	\$763	\$5,51	\$568	\$203	\$152	\$1.686	\$187	\$1.873	\$9	\$1.695
Messroom / Steward	0,85100	\$649	\$4,69	\$483	\$173	\$152	\$1.457	\$162	\$1.619	\$9	\$1.466
OS / Wiper <sup>7)</sup>	0,74700	\$570	\$4,12	\$424	\$152	\$152	\$1.298	\$144	\$1.442	\$9	\$1.307
<p>1. On two watch system vessels the Officer carrying out the watches has to receive single overtime exceeding 124 hours per month</p> <p>2. Any general purpose rating shall receive 10% higher basic wages and subsistence allowance compared to the highest rank of the positions hers/his job designation is supposed to cover.</p> <p>3. No Seafarer employed in the Deck, Engine or Catering department who is 18 or over and is not a trainee shall be paid less than the equivalent rate of an ordinary seaman.</p> <p>4. In case no proper overtime record is kept by the Master or the Officer in charge, the crewmember is automatically entitled to a lumpsum of 180h / monthly overtime.</p> <p>5. Chief Eng. below 3000 kW: 1st Eng. wages apply and Chief Eng. below 750 kW: 2nd Eng. wages apply. In case the Chief Eng. is engaged in opening/closing the hatches or mooring/unmooring the vessel he is entitled to a Bonus of US\$ 197,00 per month.</p> <p>6. For vessels manned with 11 or more crew Chief Cook wages apply.</p> <p>7. Ordinary Seaman or Wiper engaged in watchkeeping (except for training purposes) are paid a Bonus of US \$ 100 per month.</p> <p>8. Each seafarer shall have free calls and access to email on board as per CBA. The costs of onboard IMO Training shall be borne by the company.</p> <p>9. In case of injury due to work accident, the seafarer is entitled to sickness provisions (medical treatment/medical wages) for a period of ca. 26 weeks from the company, and thereafter to medical treatment and medical wages for further 52 weeks from the insurance company (BG - Verkehr), provided he supplies the necessary sick-note continuously to the BG - Verkehr. In case of assessed disability of more than 20 %, the seafarer is entitled to an accident pension from the BG - Verkehr.</p> <p>10. SF: Seafarers Fees in accordance to §30.2 of the CBA</p>											

Date and place: Berlin / «Ort» / «Ort\_2», «VON»

With the signature «**REEDER**» & «**REEDER\_2**» confirms to have approved and signed the entire text on all pages of this **Special Agreement for MV «Schiffsname»**.

the company/on behalf of the company who is duly  
ITF  
authorized by the owner of the Ship to sign on its behalf:  
**«REEDER»**

signed on behalf of Ver.di and of the  
**Susana Pereira Ventura**  
**Head of ITF Flag of Convenience**  
**Campaign & Agreements Germany**

the company/on behalf of the company who is duly  
authorized by the owner of the Ship to sign on its behalf:  
**«REEDER\_2»**

Page 8 of 8 of the Special Agreement between ITF and «**REEDER**» & «**REEDER\_2**»  
effective from «**BIS**» until «**Vertragsende**»

With the signature the company & «**REEDER\_2**» confirms to have approved and signed the entire text on all pages (Pages 1 to 8) of this Special Agreement for MV «Schiffsname».