

P&O Ferries 2025 Pay Award Offer – Effective from 1st July 2025 (Revised 14.07.25)

The following offer applies to all eligible employees in the **Port of Dover & Channel House** and represents the Company's position on this matter.

(A) Increase for all employees earning more than £12.82 per hour

- 1) Colleagues currently earning more than £12.82 per hour (basic pay) will receive an increase of **2.5%** to basic salary and all associated allowances (not “flat rate” allowances) from the 1st July 2025. This increase will be processed in September 2025's payroll (subject to the Company receiving acceptance in time for payroll “cut-off”)
- 2) Colleagues currently earning more than £12.82 per hour (basic pay) will receive a further increase of **1.1%** to basic salary and all associated allowances (not “flat rate” allowances) from the 1st January 2026. This increase will be processed in January 2026's payroll.
- 3) The next review will be on 1st July 2026.

(B) Increase for all employees earning less than £12.82 per hour

- 1) Colleagues currently earning less than £12.82 per hour (basic pay) will receive an increase to £12.82 per hour (basic salary) from the 1st July 2025. This increase will be processed in September 2025's payroll. This increase will take the Company's lowest paid employees to 5% above National Minimum Wage (NMW), which was the Company's commitment in 2024.
- 2) In addition, those colleagues currently earning less than £12.82 per hour (basic pay) will receive a further increase of **2.5%** to basic pay and all associated allowances (not “flat rate” allowances) from 1st July 2025. This will take their basic pay hourly rate to **£13.14** per hour. All increases will be processed in September 2025's payroll.
- 3) Those colleagues currently earning less than £12.82 per hour (basic pay) will receive a further increase of **1.1%** to basic pay and all associated allowances (not “flat rate” allowances) from 1st January 2026. This will take their basic pay hourly rate to **£13.29** per hour. This increase will be processed in January 2026's payroll.
- 4) The next review will be on 1st July 2026 unless NMW increases above £12.66 on 1st April 2026. Should this happen then the Company will review the hourly rate for all those colleagues on £13.29 (or close to) as, subject to ongoing affordability, the Company is committed to paying at least 5% above NMW

Additional Benefits

On acceptance of this offer the Company will also implement the following enhanced employee benefits:

- Enhance the employee concession policy to allow employees to take two cars on all bookings at no extra charge (limit on passenger numbers and relationship to employees will not change)
- Subject to availability and annual review, colleagues will be entitled to one free coach transfers from Europoort to Amsterdam (return) and one free coach transfer from Europoort to Rotterdam (return) per calendar year, when booking a HuEu foot passenger concession booking – limited to once per annum but for each passenger on the booking.
- Replace the Christmas “entertaining allowance” with a £20 voucher for every permanent employee that is employed on 24th December 2025

Eligibility Criteria

To be eligible for all the salary increases as described above, employees must:

- a. Be in the employment of P&O Ferries at the time of each individual increase (1st July 2025 and 1st January 2026)
- b. Be employed in either the Port of Dover or Channel House (or similar location if Channel House has been sold & exited);
- c. Not be employed on either a Band 4, Band 5 or Band 6 contract, which expressly states that the employee’s employment is not subject to any collective bargaining agreements; and
- d. Not have resigned and/or be working either their statutory or contractual notice period.