

## Negotiations on new PostNL and Saturday deliverers CLAs begin

The Hague, 13 October 2026 – PostNL and the trade unions Bond van Post Personeel (BVPP), CNV and FNV today started negotiations on new collective labour agreements (CLAs) for PostNL employees and Saturday deliverers. These agreements cover approximately 15,000 employees. Mail deliverers have a separate CLA, on which PostNL and the trade unions reached agreement earlier this year.

### PostNL's proposals for the new CLAs

PostNL wants to reach agreements with the trade unions that are important to employees and contribute to a future-proof PostNL. Among other things, PostNL wants to agree a realistic pay increase, explore how it can support employees in repaying their student debt to DUO, and discuss how the commuting expenses scheme can be better aligned with current working patterns. The company also wants to reach agreements that help employees remain healthy and sustainably employable. This includes continuing and, where necessary, improving the Sustainable Working Scheme, as well as making arrangements that better reflect employees' personal circumstances and needs at different stages of life. PostNL has outlined the topics and proposals it would like to discuss in a letter to the trade unions.

Jeroen Veldstra, Chief Human Resources Officer at PostNL: "Our employees make a difference every day for our customers and for PostNL. That is why we want to work together with BVPP, CNV and FNV to reach sound agreements that recognise their commitment, offer employees prospects and reflect what our company needs for the future. In this way, we are building a healthy and future-proof PostNL where people can continue to enjoy their work."

### Good agreements in a changing market

The negotiations take place against the backdrop of PostNL's current situation and changes in the market. Mail volumes continue to decline structurally, while the parcel market has become less predictable. International trade flows are shifting and economic uncertainty remains. At the same time, PostNL continues to invest in technology, data and AI, while further developing an integrated network of home delivery, parcel points and parcel lockers. This enables the company to work smarter, simplify processes, serve customers better and remain a healthy and relevant company in the long term. These changes place considerable demands on employees. Their expertise, commitment and willingness to adapt

are essential to PostNL's success. That is why PostNL wants to reach CLA agreements that are good for employees, reflect the company's developments, challenges and ambitions, and remain affordable in the longer term.

**Current CLA agreements remain in force**

The previous CLAs expired on 30 June 2026. The agreements in those CLAs will remain in force until new collective labour agreements have been agreed.

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