



8 October 2021

ASX Market Announcements Office
Australian Securities Exchange
20 Bridge Street
Sydney NSW 2000

Woolworths Group settles salaried team member class action proceedings

Attached for release is an announcement regarding settlement of the salaried team member class action proceedings, together with an update on the salaried team member remediation program.

Authorised by: Kate Eastoe, Group Company Secretary

For further information contact:

Media: Woolworths Group Press Office: +61 2 8885 1033 media@woolworths.com.au
Investors and Analysts: Paul van Meurs, Head of Investor Relations: +61 407 521 651

Woolworths Group Limited ABN 88 000 014 675
1 Woolworths Way, Bella Vista NSW 2153



Woolworths Group settles salaried team member class action proceedings and update on salaried team member remediation

Woolworths Group has provisionally settled the class action proceedings, commenced in November 2019, in relation to its remediation of salaried team members covered by the General Retail Industry Award (GRIA) on the basis that the proceedings be discontinued.

Further, Woolworths Group has taken another important step in its salaried team member remediation program, with an ex-gratia payment of \$2,500 plus superannuation to be paid before Christmas to around 20,000 current and former GRIA-covered salaried store team members. The total payment is expected to be around \$50 million, and covers the period beyond the legal limitation period (January 2010 to September 2013).

Class action proceedings settled

Woolworths Group has been [defending class action proceedings](#) commenced in November 2019 in relation to its remediation of GRIA-covered salaried team members. Class members comprise former and current team members represented by Adero Law.

Woolworths Group has now provisionally settled the salaried team member class action proceedings. This is on the basis that:

- The class action will be discontinued;
- Any class member entitlement to further compensation, if any, over the period commencing November 2013 will be determined based on the Court's determination of the legal principles in the Fair Work Ombudsman (FWO) proceedings commenced in June 2021; and
- The settlement of the class action will be subject to Court approval.

Woolworths Group is defending the legal proceedings commenced by the FWO in June 2021. As [previously stated](#), Woolworths Group welcomes the opportunity to have the Federal Court clarify the complex legal issues involved, including the interpretation and application of provisions of the GRIA.

Salaried team member review update

On [30 October 2019](#), Woolworths Group announced its commitment to rectify payment shortfalls to current and former salaried store team members covered by the GRIA, including interest and superannuation contributions. Woolworths Group self-reported the matter to the FWO.

As reported in the F21 Financial Statements, to 27 June 2021, Woolworths Group has paid \$370 million in remediation (inclusive of superannuation and interest payments) to GRIA-covered salaried team members in its Supermarkets, Metro, BIG W, Dan Murphy's

and BWS businesses (prior to Endeavour Group demerger), whose salary did not satisfy the payments they would have been entitled to under the GRIA, over the period from September 2013 to September 2019.

Woolworths Group has now reviewed its records prior to mid-2013 back to the commencement of the GRIA, in January 2010 (prior to the 6 year legal limitation period). From that review, it is clear that:

- Upon the commencement of the GRIA, Woolworths Group took steps to ensure that salaries paid to GRIA-covered team members, including in the 2010/11 financial year, complied with the then new GRIA;
- Woolworths Group no longer has the requisite records (electronic or paper-based) of rosters and timesheets for individual team members for the period from 2010 to mid-2013; and
- In the absence of those records, it is not possible to determine whether there were payment shortfalls across the salaried team members in this period, nor to identify which team members may have been affected.

Nevertheless, Woolworths Group remains committed to doing the right thing by its team members, given it is possible there may have been underpayments against the requirements of the GRIA during this period, even with the steps taken in 2010.

Accordingly, Woolworths Group will make an ex-gratia payment of \$2,500 plus superannuation to every current or former GRIA-covered salaried store team member, employed for a period of six months or more during the period from 1 January 2010 to 1 September 2013, in any of the Woolworths Supermarkets, Metro and BIG W, and previously Woolworths Group-operated Dan Murphy's and BWS businesses.

Qualifying salaried store team members who no longer work with Woolworths Group are invited to [register their details](#).

Woolworths Group CEO, Brad Banducci said:

“We’re pleased to have settled the class action proceedings. This will ensure that our approach to full remediation can be appropriately addressed through the FWO proceedings.

“Since we discovered this issue in 2019, we’ve made it our priority to do the right thing for our team members. We’ve worked through hundreds of millions of records as quickly as we can to ensure former and current team members have been paid what they were entitled to, plus interest and superannuation.

“We said at the outset that we would extend our review beyond our legal obligations and look back to 2010. With detailed analysis challenging in the earlier years, we felt an equal and broad-based payment to all potentially impacted team members was a fair and equitable way to approach remediation for this period.”