

WOOLWORTHS LIMITED

This release is EMBARGOED
until 10.30am Thursday 5 June 2008

PRESS RELEASE

Woolworths to become Australia's largest private employer offering paid maternity leave

WHAT: Announcement of paid maternity leave benefits for Woolworths employees.

WHERE: Woolworths Northbridge
Northbridge Plaza, Cnr Sailors Bay Road and Eastern Valley Way,
Northbridge, Sydney, NSW 2063.

WHEN: 10.30am Thursday 5 June 2008

WHO: Michael Luscombe, CEO, Woolworths Limited
Kim Schmidt, Director Human Resources, Woolworths Limited
Lots of Woolies mums to be in uniform in store.

Woolworths is to introduce paid maternity leave from next month, becoming Australia's largest private employer to make the move.

The scheme, to be communicated to staff on Thursday morning, will see Woolworths Limited's 85,000 female employees given the opportunity to benefit from a raft of new and enhanced maternity benefits.

Australia based employees who have worked for any Woolworths division for two years or more in a permanent role will be entitled to up to eight weeks leave at full pay.

Other maternity benefits will also be increased including the ability to now take two years leave from work.

Woolworths Limited CEO, Michael Luscombe, said, "This is about Woolies doing the right thing by our employees, the majority of whom – especially in our stores – are women with families.

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“Enhanced maternity benefits are just one way we can affirm our commitment to our most valuable asset – our staff.”

Luscombe continued, “The introduction of paid maternity leave is an investment in our employees and in the long term sustainability of our business.”

The new maternity benefits will operate identically across all of Woolworths’ Australian divisions – including Woolworths and Safeway supermarkets, petrol stations and liquor stores, BIG W discount department stores, Dick Smith Electronics, BWS, Dan Murphy’s and ALH venues.

ENHANCED MATERNITY BENEFITS FOR WOOLWORTHS STAFF:

- Eight weeks paid maternity leave, made up of six weeks leave at full pay and a two week paid bonus upon return to work
- Total leave available extended to two years from one year
- Employees continue to accrue all leave while on paid leave
- Depending on their specific situation staff currently on maternity leave will also benefit from the enhanced entitlements
- Applies from 1 July 2008
- Staff qualify for the new entitlements after working for two years in a permanent Australia based role at a Woolworths Limited division
- 12 months paid employment should pass between maternity entitlements
- Woolworths’ New Zealand operations offer paid maternity leave as part of the NZ Government’s program
- Staff continue to qualify for other maternity benefits including job flexibility upon return to work.

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