



Frontline Toolbox Talks

Toll – TWU Enterprise Bargaining Agreement Update

21 April 2023

This Toll Toolbox is to support site leaders and supervisors to brief their teams on the Toll – TWU Enterprise Bargaining Agreement process. If you require further support, please email eba@tollgroup.com.

As some of you are aware, our current Heads of Agreement will expire on 30 June. Toll is pleased to have started working with your delegates and the union to negotiate the next Agreement.

Negotiations have kicked off and are going well. The first meeting was on Wednesday 19 April. The next meeting is scheduled for 9 & 10 May.

Before I run you through some of the specifics, I want you to know that I and the rest of the management team will continue talk to you and the union during these discussions. What we want by the end of the negotiations is an Agreement that works for everyone.

So let me take you through some of the key points:

What Toll wants

- It's really simple - we want to grow the Australian business. But this is a competitive industry so we need a flexible and productive workforce so we can keep current customers and bring in new customers.
- Toll is focused on retaining and securing profitable, sustainable and long-term contract for the benefit of everyone and proving a level of certainty for all our team members
- In order to grow, the new agreement needs to benefit everyone. It must give you a fair pay increase to help you deal with the cost of living, while giving Toll the certainty and predictability we need over the next few years.
- We expect the new agreement will keep your pay and conditions at the top of the industry, so the company can attract new talent and retain our current employees.

Challenges:

- But we also need to be realistic. Toll is a lot smaller business now than we were before the sale of Global Express.
- We're in a tough economic environment, with high inflation, increased interest rates and a drop in country's financial situation.
- Toll's operational costs are higher, putting huge pressure on margins which is not sustainable
- We need to take all of that into account during these negotiations.

Signing the agreement will contribute to the strength and success of our company, which benefits us all. Go to www.tollgroup.com/eba for more information.

Keeping up to date with our progress

We're committed to keeping you updated on the progress of our negotiations.

Please visit www.tollgroup.com/eba where you will find important information, toolbox talks and updates. Visit this site regularly to make sure you don't miss out on important updates.

You can also go to the website by scanning the QR Code. Please let me know if you need a hardcopy of any other documents and I will ensure that a copy is left in the breakroom.



Thank you for your time. Please speak to me or HR if you have any questions.

You can also email eba@tollgroup.com with any questions or suggestions.