



Frontline Toolbox Talks

Toll – TWU Enterprise Bargaining Agreement Update

12 May 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 we have previously discussed, our current Heads of Agreement will expire on 30 June, 2023 and we are currently working with your delegates and the union to negotiate the next agreement.

The new agreement needs to work for all of us. You deserve a pay rise and the comfort of knowing your rights are protected. The business needs flexibility and productivity to make sure we remain competitive.

Negotiations are going well. We held our second meeting on 9 and 10 May. We've started talking through the union log of claims and Toll raised a number of matters important to the business.

We'll keep talking to you while we negotiate. At the end of the day, we want an agreement that works for all of us.

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

- We've now seen a lot of what the union is asking for and we spent a lot of time discussing their current log of claims. We'll consider those claims and go back to the union at the next bargaining meeting, which will take place in three weeks' time.
- One of the big items of discussion was Toll working with the union to support proposed government reforms in the transport industry.
- Toll is already a leader in the industry, with a great safety record and some of the best pay and conditions. We'd like to see the entire industry improve, which is why we support the principles of the reforms.
- We still need to see the details of what the government is proposing, but we are happy to work with the union and the rest of the sector to improve the transport industry.

- Apart from the reform process, we also talked about how we can best support our diverse workforce. A number of ideas were raised that we'll consider during the negotiations.

End message

- Overall, you can rest assured that we will keep working to reach a new agreement to keep your pay and conditions industry leadings, so the company can attract new talent and make sure we retain our current employees.

Obtaining an 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.