



Toll Group EBA Communications Plan Toolbox Talk Messages – June 2023

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

Negotiations are still underway and going well. We held our third meeting on May 31 / 1st of June. We discussed our views on the union's log of claims and talked through some of our proposals.

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.

Briefly, what was discussed during our third session was:

- Toll is looking to reach an agreement that includes:
 - A fair wage deal
 - Maintaining our great working conditions
 - Real job security protections
 - Real measures to improve our diversity and inclusion
- Toll employees are the most well-paid transport workers in the country, and we expect to keep it that way. Toll is proposing:
 - A 3.45% wage increase to be paid from the date a new Agreement is reached
 - An additional 3% wage increase from 1 July 2024
 - An additional 3% wage increase from 1 July 2025.
- Toll is focused on growing our Australian business, in a competitive industry, by continuing to service our customers through a productive and flexible workforce.
- We will maintain our 60/40 ratio between permanent employees and outside hire to protect our permanent workforce while allowing for some flexibility to maintain our competitive position in a tough operating environment.
- Logistics is a tough industry. Toll is committed to driving reform and will continue to set the benchmark for safety standards.

End message

- The new agreement will ensure our teams' pay and conditions remain at the top of the industry, allowing us to attract new talent and retain our fantastic workforce.
- The new agreement will also allow us to retain and continue to grow our customer base, by delivering outstanding service and solutions.
- We will continue to update you as the negotiations progress, if you have any questions please reach out to your site leader or go to <https://www.tollgroup.com/eba> for more information.