



## NEWS

Australia, 22/06/2026

### Salary Entitlement Review

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We recently completed a proactive and detailed review of payroll systems and remuneration practices for award covered salaried employees over the period 1 July 2016 to 30 June 2025.

#### Why was the salary entitlement review undertaken?

- To ensure that all employee entitlements have been correctly administered.

#### What was the outcome?

- Regrettably, we identified instances of non-compliance.
- We know how important it is to be paid correctly and on time, we sincerely apologise to all current and former staff affected by these underpayments. This situation does not reflect the values or standards we hold ourselves to.
- We have self-reported this to the Fair Work Ombudsman.

#### Why did it happen?

We did not have adequate processes and systems in place to ensure compliance, and the issues were not picked up earlier.

#### Steps We're Taking to Fix This and Prevent It in Future

- Repayments with interest and superannuation for all impacted employees
- All current employees impacted had payments processed on 22 May 2026
- Former employees will be contacted in June and once their details are verified we will confirm the payment date for them
- Upgrading our HR and payroll systems, putting stronger checks in place, and regularly reviewing our processes to make sure this doesn't happen again.

#### Where can you access more information or support?

We want to make it easy for you to discuss this with a member of our Salary Compliance Team or for you to get more information, so we have a few ways you can get in touch:

📞 Call us at 1800 677 020

✉️ Email us at [SalaryCompliance@au.lactalis.com](mailto:SalaryCompliance@au.lactalis.com)

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