

13 November 2023

Dear colleagues,

At the end of September 2023, we commenced early bargaining for your next Enterprise Agreement after Hastings Deering supported an overwhelming request from our employees to improve wages sooner.

Over the past two months, the Company has engaged with your bargaining representatives and worked hard to find common ground on the claims that are important to everyone.

Significant progress has been made and agreement has been reached on many items from the consolidated list of claims. However, the Bargaining Group was unable to reach an overarching agreement in-principle. Despite this, we believe the Company's offer is market competitive, which has been our priority throughout this campaign.

We will soon be circulating our proposed 2024 Enterprise Agreement, along with other supporting materials. These documents will be available across numerous channels, including the Hastings Deering EA2024 website:

<https://www.hastingsdeering.com.au/ea2024>.

Over the next week we will also be holding employee engagement sessions facilitated by your leaders and supported by your bargaining representatives. These sessions will provide you with an opportunity to ask questions, understand the proposed Agreement, and inform you on the upcoming voting process.

We would like to ensure you have every opportunity to have your say on the Company's wage offer and other improved benefits, by taking your views to a vote later this month. A summary of the Company's offer is **attached** to this letter.

I strongly encourage you to vote during the voting period from **Monday, 27 November 2023 to Monday, 4 December 2023**. A majority yes vote is needed for the new Agreement to be lodged with the Fair Work Commission for approval.

Please reach out to your local leader, employee bargaining representative, or email ea2024@hastingsdeering.com.au with any questions or feedback.

Thank you for your continued support as we work towards your next Enterprise Agreement.

Regards



Mark Scott
CEO and Managing Director
Hastings Deering