

28 September 2023

Dear Employee,

## Enterprise Agreement 2024

This letter is your formal notification that we are about to commence bargaining for a new Enterprise Agreement.

In early September at the National Consultative Committee (NCC) meeting, your employee representatives requested that Hastings Deering agree to commence bargaining early for a new Enterprise Agreement (EA). The survey feedback received from our employees last week resoundingly confirmed that the majority of our EA workforce supported this request.

Hastings Deering is fully supportive of early bargaining and recognises the valid reasons for doing so.

Separate to this letter, you will also receive a Notice of Employee Representational Rights, also known as a NERR. This will be sent to you and will be available across multiple channels, including the email address you have nominated to receive your pay slip, as well as on noticeboards in your local Business Centre. The NERR will explain to you your rights during the bargaining process; please ensure you read this document.

Our Enterprise Agreement is important to us all. Throughout this process, we will discuss with you and assess existing employment terms and consider changes where they provide shorter and longer-term benefits, for you and for our business. It is important to know that your current entitlements will continue until a new agreement is in place.

We remain committed to the things which are important to you and the Company, and how we run our business, including:

- Focusing on safety and our commitment of achieving No Harm in our workplace
- Delivering great customer experiences through excellent service and support
- Investing in your skills and capabilities so you have a job that is meaningful and secure
- Attracting and retaining highly skilled workers, and
- Talking to you about changes in our business.

These past few years have seen us succeed in a very uncertain and competitive market and I want to sincerely thank you for your continued effort and commitment during this time.

As a valued Employee, we understand and acknowledge how critically important it is to ensure that we provide you with timely, reliable, and easily accessible information during this bargaining process.

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You will be provided with full access to relevant information through:

- Speaking with your supervisor or manager
- Speaking directly with your bargaining representative
- Attending information sessions in your area
- Receiving email and SMS updates
- The Hastings Deering EA 2024 website which will be available to you shortly, and
- Emailing your questions to [ea2024@hastingsdeering.com.au](mailto:ea2024@hastingsdeering.com.au).

Please feel free to talk with your supervisor or bargaining representatives about this letter and the NERR or send an email to [ea2024@hastingsdeering.com.au](mailto:ea2024@hastingsdeering.com.au).

Bargaining discussions with bargaining representatives will start from **Thursday, 26 October 2023** and we will continue to keep you informed throughout this process.

Regards



**Mark Scott**

Chief Executive Officer and Managing Director