

Internal Announcement

To: All Staff Employees
From: Eric Motti
Date: 18 December 2014
Subject: STAFF AWARD MODERNISATION

As you are aware in recent months Wilmar has been working closely with the Staff Association in a joint effort to secure the modernisation of the Award. The purpose of this memo is to update you of the current status of the Award modernisation process.

- The Staff Association applied to 'modernise' the staff Award some time ago, and Wilmar supported that application.
- The application was heard by the Fair Work Commission in October 2014.
- A decision was issued this week informing us that the Staff Association's application to have the Award modernised was unsuccessful
- Wilmar is committed to working diligently with the Staff Association as we work through the decision and plan for what should be done.
- This means that at the moment, the status quo will be maintained by Wilmar until further notice.
- Wilmar will continue to work with the Staff Association and concerned employees to ensure that an appropriate outcome is reached, but it is too early to say what that might be.

It is important that Wilmar and the Association carefully plan our responses and both organisations are committed to working together to ensure that. I would like to stress to all employees that in the meantime, the status quo remains.

I will continue to keep you informed as the process continues.

Eric Motti
Manager Workplace Relations