



FWO response

dusk Group Limited ('dusk', ASX:DSK) provides this announcement to clarify certain matters in relation to an Enforceable Undertaking it has entered with the Fair Work Ombudsman (FWO). The text of the public announcement agreed with the FWO is set out for reference below in *italics*.

dusk confirms that this matter was known and fully disclosed and accounted for in its Prospectus dated 2 October 2020.

*"In response to requests from former employees, Dusk recently reviewed its payroll systems and processes and identified that it had contravened the Fair Work Act 2009 (Cth) by failing to pay 1,304 current or former employees in accordance with clause 31.2 of the General Retail Industry Award 2010 (**Retail Award**).*

*On 5 and 12 June 2020 Dusk formally disclosed to the Fair Work Ombudsman (**FWO**) that contraventions of the Retail Award had occurred. Consequently, it was determined that 1,569 current or former employees had been underpaid.*

Upon conducting the review referred to above, dusk began contacting all current and former employees impacted by this breach and commenced repayments.

Dusk has now entered into an Enforceable Undertaking with the FWO to ensure its ongoing compliance with Commonwealth workplace laws.

Dusk will, as a result of the Enforceable Undertaking, commit to undertake a number of activities to ensure its ongoing compliance such as, conducting two independent audits, additional training and formally apologising to individual employees.

Dusk expresses its sincerest regrets and apologises for these contraventions.

If you worked for Dusk during the period on and from 1 July 2013 to 30 June 2019 and have queries or questions relating to your employment, please contact either:

- *the hotline being operated by independent third party RightCall on 1800 313 009. This hotline can be contacted on a confidential basis or at dusk@rightcall.com.au; or*
- *Dusk directly through their non-confidential enquiry line on 02 9308 3623 or human.resources@dusk.com.au.*

Alternatively, anyone can contact the FWO via www.fairwork.gov.au or on 13 13 94."

As stated above, this matter was disclosed in the Company's Prospectus.

The amount that was unpaid at the date of IPO was treated as a debt for the purpose of calculating pro-forma net cash in the Prospectus. The pro-forma earnings and cash flow of the business were adjusted to reflect the re-allocation of the costs associated with the underpayment to the relevant financial years.



The financial impact of the Enforceable Undertaking is in line with the amounts disclosed in the Prospectus and, to the extent relevant, was also provided for in the H1 2021 trading update provided on 29 December 2020.

This announcement has been approved by the Board of dusk Group Limited.

For more information, please contact:

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About Dusk

dusk is an Australian specialty retailer of home fragrance products, offering a range of dusk branded premium quality products at competitive prices from its physical stores and online store. dusk's product range is designed in-house and is exclusive to dusk. dusk has grown to become the leading Australian omni-channel specialty retailer focused on home fragrance products.

The product offering comprises candles, ultrasonic diffusers, reed diffusers and essential oils, as well as fragrance related homewares. Our goal is to be our customers' preferred destination for home fragrance products and for their gifting needs – including personal indulgences and 'gifts for one's self'.