

20 January 2023

ASX/Media Announcement

### **Proceedings commenced by Fair Work Ombudsman**

Super Retail Group Limited (ASX: SUL) notes that the Fair Work Ombudsman (FWO) has filed proceedings in the Federal Court of Australia in relation to previously reported pay arrangements for some team members.

As previously disclosed, the proceedings relate to pay arrangements for Super Retail Group's award-covered Set Up and retail management team members, and its enterprise agreement-covered team members.

Super Retail Group first self-reported this matter to the FWO in 2018 and apologised to affected team members. Super Retail Group has made it clear that it is unacceptable and contrary to the company's values for any team member not to be paid correctly.

With the assistance of expert external advisers, Super Retail Group has undertaken a comprehensive back payment program for affected team members, involving extensive calculations, assessment and review. This remediation process has been substantially completed, with Super Retail Group having back paid more than \$52.7 million in entitlements and interest to both current and former team members.

Super Retail Group Managing Director and Chief Executive Officer Anthony Heraghty said, "We note the allegations in the proceedings and reiterate our view that this matter represents a regrettable chapter in our company's history. It is unacceptable and contrary to the company's values for any team member not to be paid correctly.

"We are sorry for the impact on our team members and today we restate our unreserved apology to each person affected. Since 2018 we have changed our processes to fix the issues and help to ensure team members are being paid correctly. We have effectively completed our detailed remediation process to back pay affected team members and have fully cooperated with the Fair Work Ombudsman's investigation."

Super Retail Group will review the proceedings and continue to engage with the FWO on these matters.

**Further information:**

In August 2018, Super Retail Group announced it had identified that some of its Set Up team members were not paid in compliance with the appropriate modern award and that it would commence back payments to compensate affected team members.

Set Up projects involve the set up and fit out of new stores and refurbishment of existing stores.

Following a Group-wide review of employment arrangements across the business, Super Retail Group announced in February 2019 that this review had identified an underpayment of overtime and some allowances to retail managers and that it would undertake further back payments for those affected team members.

An update to the market was provided in Super Retail Group's half year results in February 2020, which also noted the identification of some additional team members who were impacted by the overtime underpayments and were added to the remediation process.

**Investor enquiries:**

Robert Wruck, Head of Investor Relations

Ph: 0414 521 124

E: [robert.wruck@superretailgroup.com](mailto:robert.wruck@superretailgroup.com)

**Media enquiries:**

Kate Carini

Ph: 07 3482 7404

E: [communications@superretailgroup.com](mailto:communications@superretailgroup.com)

Authorised for release by the Board of Super Retail Group Limited