

7 July 2021

At today's bargaining meeting, the Single Bargaining Unit (SBU) informed us that they do not accept the Company's rollover with the backpay offer we tabled on 9 June 2021.

Instead, the SBU stated they were making a counter-offer to the Company's rollover proposal. This included significant proposed changes in relation to:

- coverage of the agreement
- rosters, hours of work, start and finish times
- the representation of non-EA employees

We were disappointed to hear the SBU does not accept our rollover offer; an offer that is aligned to your wishes and ours, to get a deal done quickly, provide certainty, and no one to go backwards.

What is our offer?

The offer we tabled on 9 June 2021 includes rolling over the existing terms and conditions in your current Enterprise Agreement for another four years (with some minor updates to ensure compliance with legislation). The rollover offer includes:

- ✓ Increase of 1.5% per annum to wages and superannuation each year for four years. On average, this equates to an increase of \$9,500 in the rates of pay for each EA employee classification over the life of the agreement and maintains your position among the highest paid in the Bowen Basin.
- ✓ Backdating of wage increases to 21 May 2021 (paid upon approval by the FWC).
- ✓ Maintain the guaranteed \$15,000 production bonus per year.
- ✓ No requirement to work Christmas Day or Boxing Day.
- ✓ No changes to current annual leave arrangements.

What happens next?

The SBU has advised the Company that they do not accept the Company offer and have put a counter offer.

We have been clear that we are committed to reaching an agreement as quickly as possible to provide certainty to our employees and to our business.

The Company will now consider its position and what it does next.