



ASX Release

15 May 2020

CLASS ACTION IN RELATION TO MANAGERS IN SUPERMARKETS

Coles Group Limited (Coles or the Company, ASX: COL) has been notified that a class action proceeding has been filed in the Federal Court of Australia in relation to payment of Coles managers employed in supermarkets.

As outlined in Coles' news release on 18 February 2020, the Company has been undertaking a review of remuneration paid to award covered salaried team members. The review does not relate to team members who are remunerated in accordance with approved enterprise agreements, who comprise over 90% of Coles' workforce.

Coles has committed to finalising its review and remediating affected team members as soon as possible. Coles has advised its existing team members of the issue and is aiming to commence remediation for relevant current team members in mid-2020 and former team members shortly thereafter. Coles will deal directly with current and former team members or their nominated union in relation to these issues. In the context of these commitments, Coles believes the class action proceeding is without merit and will defend the proceeding.

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This announcement was authorised for release to ASX by the Disclosure Committee of Coles Group Limited.