Employee Vote
on
Wilmar Enterprise Agreement Variation 2026

Wilmar Sugar Pty Ltd (**Wilmar Sugar and Renewables**) would like to give all employees covered by the Wilmar Enterprise Agreement 2024, the opportunity to vote on the Wilmar Enterprise Agreement Variation 2026.

The proposed variation is a **12-month variation of the existing Enterprise Agreement**, incorporating a **3.4% wage increase** effective from the **first full pay period following 1 December 2026**, subject to employee approval through a majority in the vote and approval by the Fair Work Commission.

The variation has been developed through consultation with employee representatives and unions and provides an opportunity to implement a fair increase to wages for our employees whilst establishing a collaborative bargaining framework for negotiations on the next Enterprise Agreement, with facilitated negotiation planned to commence in February 2027.

Explanatory material

To assist you in understanding the proposed variation, an information package has been prepared including an explanatory table to clearly outline the variation.

Copies of the *Wilmar Enterprise Agreement 2024* (**Current Agreement**), and the National Employment Standards (**NES**) and *Sugar Industry Award 2020* (**2020 Award**), which are referred to in the Wilmar Enterprise Agreement, are in the **Main Office, Store Counter and Main Lunchroom**.

In advance of a vote of employees, please take your time to carefully review the Proposed Agreement and other written material, including the explanatory table, so that you understand the provisions of the Variation to the agreement and understand how this would apply to you. The changes proposed are:

- A 3.4% wage increase,
- A 12-month variation to the existing enterprise agreement
- No other changes to the employment conditions under the proposed 12-month variation to the agreement

If you have any difficulties accessing or understanding any of these materials, please immediately contact Nicole Hall, Workplace Relations Manager, on 0408 279 433.

Information sessions

In addition to the above written material, employee information sessions have been organised by Wilmar Sugar and Renewables for employees who will be covered by the Wilmar Enterprise Agreement, to explain the variation and how it will impact you. The information sessions will be held between 1 October and 7 October 2026**. The date and timing of specific sessions will be communicated by your site leader.**

If you cannot attend the information session onsite, you can contact Nicole Hall (Manager Workplace Relations, myself or your Manager Operations with any questions you may have about the Wilmar Enterprise Agreement Variation 2026. Please note, an interpreter service can be made available, should any employee require it with 24 hours prior notice provided.

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Details of vote

The vote will be held between **Thursday 8 October 2026, commencing at 7am, and concluding on Friday 9 October 2026, at 5pm**.

Voting will take place via an online platform called Vero Voting (**Vero**). Vero is an independent third-party platform which prides itself on the trust and confidence of organisations throughout Australia. Vero will send notifications to employees 24 hours before the vote commences, and again when the vote commences to enable employees to vote.

Employees to be covered by the Wilmar Enterprise Agreement Variation 2026 will be asked to vote either **yes** or **no** in response to the following question:

Do you vote in favour of the Wilmar Enterprise Agreement Variation 2026?
Employees can only cast their votes between **Thursday 8 October 2026, commencing at 7am, and concluding on Friday 9 October 2026, at 5pm**.

If you are an employee who will be covered by the Wilmar Enterprise Agreement Variation 2026 and are on leave or away from work on the date of the vote, you will be provided the same opportunity to vote via the online voting portal. Please note you must ensure that your vote is returned before the vote closes (i.e. between **Thursday 8 October 2026, commencing at 7am, and concluding on Friday 9 October 2026, at 5pm**).

If you have any questions regarding the voting process, the Wilmar Enterprise Agreement Variation 2026 or the explanatory table, please contact Nicole Hall on 0408 279 433, or please arrange a meeting with me or your Manager Operations at your earliest convenience.

Kind regards



James Wallace
General Manager – Operations
Interim General Manager – People & Culture