13 November 2026
Communication on Day Work Wages Roster - Vote Outcome and Next Steps

Thank you to everyone who participated in the recent vote on the proposed wages roster options. We appreciate the feedback and engagement throughout the consultation and voting process.

Outcome of the Vote

A clear majority of the votes cast supported the proposed alternative roster. Unfortunately, however, the total number of employees who participated in the vote did not meet the threshold required under the facilitative provisions of the Wilmar Enterprise Agreement 2024 (EA). This means the vote was not successful and the proposed alternative roster cannot be implemented at this time.
As no agreement has been reached, employees will move to the standard Day Worker roster contained in Section 6.2 of the EA from 6 December 2026.

Future Opportunities

We recognise that the majority of those who voted supported the proposed alternative roster. Given that level of support, Wilmar remains open to revisiting the proposal in the future if it has the support of a majority of the total number of employees.

Transition Rosters from 6 December 2026

- The transition rosters and the 2027–2028 EA-aligned roster has been attached for reference.
- The transition rosters have been designed to align with the EA requirements while also reflecting feedback received during consultation. In particular, they have been structured to support scheduling of RDOs approximately every fortnight during the maintenance season.
- The placement of some RDOs has been adjusted to support consistency across the transition rosters while balancing operational requirements and employee considerations.
- For employees commencing with a zero RDO balance, primarily Burdekin wages day-work employees, the transition roster includes 8.5-hour days to allow sufficient accruals to support these RDO arrangements.
- We have also made some minor adjustments to the placement of RDOs so the two transition rosters align.

Enterprise Agreement Roster Arrangements

Nominal Maintenance Season

- Days of Work: Monday to Friday
- Hours per Day: 8 hours
- Start Time: 6:30am
- Finish Time: 3:00pm
- RDOs: During the nominal maintenance season, employees will be allocated one paid RDO per fortnight (on average) in accordance with Section 6.4 of the Enterprise Agreement.

Nominal Crushing Season

- Days of Work: Monday to Friday
- Hours per Day: 8 hours
- Start Time: 6:30am
- Finish Time: 3:00pm

Implementation Date

The roster arrangements will be implemented from 6 December 2026 for all affected wages employees, excluding employees who are part-time or who have an existing approved contractual flexible work arrangement in place.

Why We Are Making This Change

Moving to a consistent roster arrangement will help support:

- Greater alignment across operations
- Improved workforce planning
- Better fatigue management outcomes
- Increased operational efficiency
- Greater consistency and standardisation across the business

These arrangements are intended to support the ongoing sustainability, safety and productivity of our operations while ensuring operational requirements continue to be met.

Next Steps - Supporting the Transition

We understand that a roster change can take some adjustment. Over the coming weeks, site leaders will work closely with employees to make the transition as clear and well supported as possible. This will include:

- Confirming implementation arrangements
- Providing support where questions or concerns arise

Continued Engagement

We recognise that changes to working arrangements can affect people differently, and we appreciate the constructive way employees have engaged throughout this process. We are also aware that the unions (AWU, AMWU and ETU) continue to hold concerns regarding implementation of the roster change.
Wilmar is confident that the required consultation process has been undertaken and that implementation can proceed. At the same time, we remain committed to engaging respectfully and constructively with employees and their representatives through the appropriate processes.

Employee Responsibilities under the New Roster

- Employees are expected to work in accordance with the roster as communicated from 6 December 2026.
- Any variation to rostered hours or working arrangements will require prior written approval from the relevant General Manager and the General Manager P&C.
- Employees who believe they may be impacted by these changes or who have questions regarding their individual circumstances are encouraged to discuss these with their site leader, who will involve Workplace Relations for review.

Looking Ahead

As we move toward implementation, our focus is on making the transition safe, well planned, and as straightforward as possible for everyone. Thank you again for your engagement, patience, and ongoing contribution to our operations.

Kind Regards

James Wallace
General Manager Operations
Interim General Manager People & Culture