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News Release

Wesfarmers

7 August 2020

COVID-19 update – Victoria Stage 4 employment arrangements

Wesfarmers is today advising all permanent team members affected by the current Stage 4 restrictions in metropolitan Melbourne that they will remain employed and paid fully for the duration of the current six week lockdown, in the event that the Group's businesses do not have meaningful work for them.

Casual team members who regularly work 12 hours a week or more will be paid the equivalent of their regular hours for the remainder of the current six week lockdown, in the event that the Group's businesses do not have meaningful work for them. In line with the advice provided earlier this week, casual team members who work less than 12 hours a week will be paid for the equivalent of two weeks of normal rostered hours in the event there is no meaningful work for them.

Wesfarmers Managing Director Rob Scott said the impact of COVID-19, and recently announced Stage 4 restrictions in metropolitan Melbourne, have resulted in enormous hardship and uncertainty to the public, including the Group's 30,000 team members in Victoria. The restrictions on business activity including the temporary closure of in-store retailing has created further anxiety for team members and their families.

"We are committed to the wellbeing of our team members who have done so much in recent months to operate our businesses safely and to support each other and our customers. This has required rapidly adjusting to changes in demand and ways of working, which will likely continue through the Stage 4 restrictions," Mr Scott said.

"Notwithstanding the Federal Government's significant stimulus and income support to employees through JobKeeper, many businesses and employees, including Wesfarmers' team members, will not be eligible. We can't eliminate the uncertainty for our team members, but we can reduce concerns about a sudden and unexpected loss of regular household income that may otherwise occur because of store closures during the restrictions. It would not have been possible to provide this support without the strong performance our teams and businesses have delivered through the early months of COVID-19.

"During the Stage 4 restrictions, many of our team members will have important work to do which includes supporting continued online and contactless click & collect operations in all our retail businesses and trade customer access in Bunnings. Our industrial operations will also continue to support their commercial customers.

"It is important we all get behind the Government's efforts to contain COVID-19. We look forward to working with the Victorian Government in the coming weeks including on any opportunities to further refine the restrictions to ensure important products remain available to the community, where this can be done safely. Beyond the lockdown, we look forward to our team members returning to their normal work. We recognise the important role they and our businesses will play in rebuilding the economy and supporting the community in the future."

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This announcement was authorised to be given to the ASX by the Wesfarmers Disclosure Committee.