

Date: 16 July 2025

UPDATE ON THE COLES CLASS ACTION

Pabalan v Coles Supermarkets Australia Pty Ltd | NSD 542 of 2020

- 1.1. Adero has been notified that the Court will be handing down a judgment on **22 August 2025**. This judgment will be in respect to the initial trial which occurred from 5 June 2023 to 21 July 2023. Justice Perram will be giving a written judgment on questions of interpretation of the *General Retail Industry Award* (the **Award**) after carefully considering all evidence and submissions by the parties. This will include principles on interpretation of various Award clauses, principles on rostering, requirements to work overtime and complete certain work, what constitutes an agreement to vary entitlements under the Award and record keeping obligations.
- 1.2. Following receipt of the judgement, the parties will use the principles contained in the judgment to calculate the group members' entitlements. This will be done before moving to any further hearings or a mediation on compensation for any remaining individual issues of group members, in order to fully resolve the matter.
- 1.3. Please be aware that there is a risk that Coles may seek to appeal certain issues which would require the parties to have a further hearing on select issues. The question on whether Coles should pay an amount for "penalties" due to breaching clauses of the Award and what amount they should pay also still needs to be determined by the Court.
- 1.4. Adero Law is focused in achieving the best outcome for group members. We understand that the pace of justice can at times be frustratingly slow. Please know that Adero Law remains committed to getting each group member a fair compensation for every hour they worked. We are grateful for your continued support and patience.
- 1.5. Please be advised that the client portal used before is no longer active. If you have any questions, please do not hesitate to email coles@aderolaw.com.au and the Coles Class Action Team will be in touch with you.

Yours Sincerely,



THE COLES CLASS ACTION TEAM