



ANNEXURE A

NOTICE OF PROPOSED SETTLEMENT

PITA AWATERE TE TAU O TE RANGI v WILSON SECURITY PTY LTD (ACN 127 406 295) (WAD229/2022) ('Class Action')

You should read this Notice carefully as it concerns your legal rights. You have been sent this Notice by order of the Federal Court of Australia because you may be a Group Member in the above proceedings. It contains important information about the proposed settlement of these proceedings and your rights to object to the settlement. This notice is not legal advice. You should seek independent legal advice if you are unsure what to do, noting the time limit to object to the proposed settlement expires on 5 December 2025.

SECTION 1 – INFORMATION ABOUT THE PROPOSED SETTLEMENT

What is this Class Action?

1. This Class Action was commenced on 27 October 2022 against Wilson Security (**Wilson**). Mr Pita Awatere Te Tau O Te Rangi (the **Applicant**) provided instructions to the solicitors, Adero Law on his own behalf and on behalf of all persons who are Group Members throughout the course of the proceeding.
2. The Class Action arose out of the proceeding initially commenced by Mr Peter Wilkinson (WAD138/2021) (**Wilkinson Proceedings**) and is in respect of alleged wage underpayments by Wilson at **Sites** operated by Woodside Petroleum (being the Karratha Gas Plant, Pluto LNG Park, King Bay Supply Base and Burrup Material Facility) under the *Security Services Industry Award 2010* (which became the *Security Services Industry Award 2020* when it commenced on 18 June 2020) (the **Awards**).

Are you a Group Member?

3. You are a Group Member if:
 - (a) you did not opt out of this proceeding by 11.59 pm AWST on 29 January 2024;
 - (b) you were at any time, in the period between 31 March 2015 to 27 October 2022, employed by Wilson and:



- (1) worked in a position:
 - (A) that was covered under the Awards;
 - (B) as a "full time employee" or "part time employee" as those terms are defined in the Awards;
 - (C) at the Sites;
 - (D) was a group member in the Wilkinson Proceedings; and
 - (2) to whom the Award applied in relation to your employment.
4. Group membership also extends to include the deceased estates of the persons described in 3 above.
 5. If you are unsure if you are a Group Member, you should contact Adero Law, the solicitors for the Applicant, on (02) 6189 1022 or at wilsonsecurity@aderolaw.com.au or seek your own legal advice without delay.

What does the Settlement involve?

6. The parties participated in a mediation on 15 September 2025.
7. The parties to the Class Action have agreed to a proposed settlement of the Class Action (**Settlement**), which means that the parties agreed to resolve the Class Action out of Court without going to trial.
8. The Settlement requires the approval of the Court. At **10.15 am AWST on 17 December 2025**, there will be a Court hearing where the Court will determine whether it approves the settlement.
9. The terms of the Settlement include the payment by Wilson of a fixed lump sum figure of **\$3,050,000** in full and final settlement of the claims of the Applicant and all Group Members and inclusive of all costs, including legal and administration costs, expenses, disbursements, interest, and penalties (**Settlement Sum**).
10. The Settlement Sum is to be paid by Wilson without any admission of liability or wrongdoing and on a commercial basis to resolve the proceedings without the parties incurring further legal fees, noting that the Class Action has already been on foot since October 2022.



11. **If the Settlement is approved by the Court, the Class Action will be dismissed, and Group Members may receive a payment from the Settlement Sum.**
12. If the Court approves the Settlement, the Applicant and all Group Members (except for those who have opted out) will release Wilson and its related entities from:
 - all claims that are made and could have been made against Wilson by the Applicant and Group Members in the Class Action; and
 - to the extent permitted by law, all claims that are made and could have been made by the Applicant and Group Members that are in respect of, or arise out of, directly or indirectly, the same, similar or related circumstances to the claims made in the Class Action,

including any claim for compensation, damages, interest, other losses, pecuniary penalties, or costs.

As a Group Member, you will be bound by the Settlement if it is approved by the Court regardless of whether you receive any money from the Settlement.

How Much Will Group Members Receive Under the Settlement?

13. The dollar amount you receive if you are found to be eligible will be worked out following a process set out in the Settlement Distribution Scheme. The Settlement Distribution Scheme outlines the process by which the Settlement Sum is proposed to be paid to Group Members on a fair and reasonable basis and must also be approved by the Court.
14. The Settlement Distribution Scheme will propose that after making deductions (see paragraph 19 below) the balance of the Settlement Sum will be distributed on the terms set out in a Settlement Distribution Scheme between Group Members, being approximately 186 individuals.
15. The precise amount that will be payable to each individual Group Member is not yet known and cannot yet be accurately estimated, including because it depends on the Court approving the method by which the settlement sum is to be distributed and the total amount of the deductions from the Settlement Sum which are to be approved by the Court.
16. It is currently proposed that Group Members' claims will be calculated using a claims calculation model that has regard to, at least, information about Group Members



produced by Wilson, such as their employment type, length of time Group Members were employed and the actual hours they worked each day (**Calculation Model**). As mentioned above, the Settlement Distribution Scheme, including the Calculation Model must be approved by the Court.

17. Please note that Group Members will **not** receive the full value of their alleged claim under the Settlement and some Group Members may not receive any monies from the Settlement Sum if the Administrator of the Settlement Distribution Scheme determines that there is no evidence to support their individual claims. The Settlement is a compromise of the claims made taking into account, amongst other matters, the time and cost of continuing to pursue the matter and the risk the Applicant may not be successful if the claims were to proceed to trial.

Are Group Members liable for legal or other costs?

18. If the Court approves the Settlement, the Settlement Sum will be in full and final satisfaction of all costs. The costs incurred by the Applicant in pursuing the Class Action, in an amount approved by the Court, will be paid from the Settlement Sum prior to the distribution of any Settlement Payments to Group Members. This ensures that all Group Members who benefit will contribute to the legal or other costs and are treated equally.
19. The amounts which are proposed to be deducted from the Settlement Sum (each of which is subject to Court approval) before it is distributed to eligible Group Members are for:
 - (a) **Adero Law's Legal Costs** representing the Applicant's reasonable legal costs and disbursements on a solicitor and own client basis (calculated in accordance with the Applicant's retainer with Adero Law) incurred on his own behalf and on behalf of all or any Group Members in the Proceeding and approved by the Court. This includes work already done, and work which will be done up to and including the Settlement Approval Application hearing, which total an estimated amount of **\$1,143,750** (including a 25% uplift fee chargeable on a portion of fees).
 - (b) **Administration Costs** of administering the Settlement Distribution Scheme, in an estimated amount of **\$87,530**. It is proposed that Adero Law be appointed as Administrator of the Settlement Distribution Scheme under Court supervision.



20. The Court will need to approve deduction of any of these costs in advance and may approve lesser amounts than what is proposed. These costs may also be subject to a costs assessment by an independent costs expert. If you have a concern about the costs proposed to be deducted, you are free to file a "Notice of Objection" (see paragraphs 31 to 32 below). The Settlement (including the Settlement Sum) may be approved by the Court even if the Court does not approve any or some of the proposed deductions above.
21. You will not otherwise be required to pay any costs for the Class Action, regardless of whether you receive a Settlement Payment.

What is the settlement approval process?

22. The Court still needs to approve the Settlement. The Settlement does not come into effect unless it is approved by the Court.
23. The Settlement Approval Application must be made by the Applicant. This will involve orders being made by the Court for the following steps:
 - (a) orders for any person to file evidence and submissions in respect of the Settlement Approval Application;
 - (b) Court approval of this notice to be distributed to Group Members regarding the Settlement;
 - (c) a hearing date, being 10.15 am AWST on 17 December 2025, for the Court's consideration and approval of:
 - (1) the Settlement;
 - (2) the proposed Settlement Distribution Scheme and its costs; and
 - (3) arrangements for the reimbursement of any costs incurred by the Applicant but not recovered from the Respondent;
 - (d) following the completion of a Settlement Distribution Scheme – disposing of the proceeding (ie by dismissing the proceeding).
24. When applying to the Court for approval of the Settlement, the Applicant will be required to persuade the Court that:



- (a) the Settlement is fair and reasonable having regard to the claims made on behalf of the Group Members who will be bound by the settlement; and
 - (b) the Settlement has been undertaken in the interests of Group Members, as well as those of the Applicant, and not just in the interests of the Applicant and the Respondent.
25. You may file a Notice of Objection to the Settlement and/or any aspect of the proposed distribution of the Settlement Sum to eligible Group Members. If you wish to file a Notice of Objection to the Settlement, you must do so by no later than **11.59 pm AWST on 5 December 2025**. The Court will take any objections into account in deciding whether or not to approve the Settlement.

How can I access the Deed and the Settlement Distribution Scheme?

26. Upon signing a Request for Inspection Form at Schedule 2 of this Notice of Settlement, Group Members may obtain a copy of the Deed of Settlement and the Settlement Distribution Scheme, which are to be kept strictly confidential.
27. If you wish to obtain a copy of these documents, you must complete and return the Request for Inspection Form at Schedule 2 of this Notice of Settlement by no later than 5 December 2025.

Where can I get more information?

28. If you have any questions or queries, you may contact Adero Law, at wilsonsecurity@aderolaw.com.au with the subject line: Settlement WAD229/2022.

If you are unsure of what to do, you should seek independent legal advice.

SECTION 2 – INFORMATION ABOUT YOUR OPTIONS

Your options if you are a Group Member

29. If you have not opted out of the Class Action, and you meet the Group Member definition (at paragraph 3), you are a Group Member and you have two options.

Option A: Do nothing (and participate in the Settlement)

30. You do not need to do anything in response to this notice and you will remain a Group Member and participate in the Settlement. **If the Settlement is approved by**



the Court, you may be eligible to receive a payment. You will be bound by the settlement and may need to provide certain information to the administrator in order for the administrator to calculate your share of the settlement.

Option B: Object by 11.59 pm AWST on 5 December 2025

31. You may object to the Settlement by completing the Notice of Objection to Settlement Form attached as Schedule 1 to this Notice and submitting it to the Court and representatives of the parties at the emails or postal addresses on the form **by no later than 11.59 pm AWST on 5 December 2025**. If you choose to do this, you will still remain a Group Member and will still participate in the Settlement if it is approved.
32. Any objections received by the Court will be considered by the Court, along with any evidence and submissions filed by the Applicant and Wilson, in determining whether or not the Settlement should be approved. The Court may permit you to make an application to opt out of the Class Action, which, if allowed, will mean you will not be bound by the Settlement, you will not receive any Settlement Payments, and you will need to pursue an individual claim by yourself.
33. If after considering any objections, the Court does not approve the Settlement and you have not opted out, then the Class Action will continue. At or following a trial of the common issues, the Court may give directions in relation to the determination of any remaining issues, including directions relating to your individual claim.



SCHEDULE 1 – OBJECTION TO SETTLEMENT

PITA AWATERE TE TAU O TE RANGI v WILSON SECURITY PTY LTD (WAD229/2022)

Please return this form to:

By post: Federal Court of Australia (WA Registry), GPO Box A30, Perth WA 6001
and
Adero Law, 3 Hobart Place, CANBERRA ACT 2601

OR

By email: perth.registry@fedcourt.gov.au with subject line: Notice of Objection
WAD229/2022
and
wilsonsecurity@aderolaw.com.au with subject line: Notice of Objection
WAD229/2022

The person named below gives notice that the person **OBJECTS** to the Settlement of this proceeding.

Details of Objector

Name of Individual	
Period of employment	
Telephone	
Email Address	
Postal Address	



Ground(s) of Objection

I am a Group Member in the above proceedings and I object to the Settlement of because
[set out below any reasons for objecting and any submissions supporting those reasons,
attaching additional pages if necessary]:

Signed	
Name of Person Signing	
Date	



**SCHEDULE 2 – REQUEST FOR INSPECTION FORM – SETTLEMENT DEED AND
SETTLEMENT DISTRIBUTIONS SCHEME**
PITA AWATERE TE TAU O TE RANGI v WILSON SECURITY PTY LTD (WAD229/2022)

Name of Individual	
Email Address	

Please sign below and send the completed Request for Inspection Form to:

By post: Adero Law, 3 Hobart Place, CANBERRA ACT 2601

OR

By email: wilsonsecurity@aderolaw.com.au with subject: Inspection Request
WAD229/2022

I, _____ [*print full name*] undertake to keep confidential, and not publish, disclose, or discuss the contents of the Settlement Deed and/or Settlement Distribution Scheme made available to me by Adero Law in connection with the proposed settlement of the Class Action, to any person or entity other than:

- a) any solicitor of Adero Law acting in the Class Action; or
- b) an Australian Legal Practitioner, for the purposes of seeking and receiving independent legal advice; or
- c) an accountant or financial adviser, for the purposes of seeking taxation advice; or
- d) any person who also has been provided with a copy of those documents in accordance with orders made by the Federal Court of Australia.

I will not use the documents provided to me by Adero Law for any other purpose other than for considering my rights in the Class Action.

I understand that this undertaking shall not apply in circumstances where I disclose the contents of the documents provided to me:

- a) after I have received written consent of Adero Law; or
- b) as required by law, or as ordered by the Court.

Signed _____ Witness _____



Date _____

Witness Name _____

Witness Date _____