

Date: 11 June 2026

UPDATE ON THE COLES CLASS ACTION

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

- 1.1. On 8 May 2026, the Court made orders by consent directing Coles to provide us with a substantial amount of employment records, including employee history, clock data, schedule data, leave records, payment data, terminations, and some remediation payment details. Coles produced these records to us on 28 May 2026, which we will use to inform the claims of group members.
- 1.2. The employment records Coles provided to us relate to the Fair Work Ombudsman's (FWO) claim period, being 1 January 2017 to 31 March 2020, so the records do not cover the entire claim period in the class action, being 19 May 2014 to 28 September 2020. This more limited data set was requested to eliminate any potential burden on Coles in giving us the employment records, and we have communicated to Coles that we intend to request records for the entire class action claim period in due course.
- 1.3. On 29 May 2026, we attended a case management hearing before the Honourable Justice Perram of the Federal Court of Australia. The parties in the Woolworths and Coles class actions were in attendance. The FWO was not present for this hearing because it only concerned the issues in the class action.
- 1.4. The outcome of that hearing is as follows:
 - (a) The parties will confer in relation to a class information notice and any trial-level work that we can complete while any appeals are ongoing.
 - (b) The Court is still working on the parties' proposed declarations, so the Court will not set the next case management hearing until the declarations have been made.
- 1.5. While the class action has made significant progress, there is still much work to be done. One element of this work includes getting information from group members about the actual hours they worked, regardless of whether those hours worked are recorded in Kronos. We will reach out to many group members directly over the coming months with requests for meaningful information to support group members' claims.
- 1.6. There are approximately 40,000 group members in total covered by both the Woolworths and Coles class actions, so we are currently only able to respond to enquiries by email. Please feel free to email us with any questions at coles@aderolaw.com.au. We thank you for your patience.
- 1.7. If any of your fellow current or former Coles salaried managers have not already signed up with us to receive updates on the class action, please invite them to **register** using the link below so we can keep them informed and continue to build momentum for the class action:

[Coles | Registration | Adero Law](#)

Yours sincerely,



THE COLES CLASS ACTION TEAM