ANNEXURE A

THE REJECT SHOP CLASS ACTION

Catherine Sylte v Dollarama Australia Pty Limited (ACN 006 122 676) VID 246/2023

This Notice is important. It relates to your right to:

(a) opt out of this class action if you do not wish to be part of it; or

(b) register your claim as part of this class action so as to participate in any pre-judgement settlement that might be agreed between the parties; or

(c) do nothing.

This notice is not legal advice. You should seek independent legal advice if you are unsure what to do, noting the time limit to opt out or register your claim.

SECTION 1 – INFORMATION ABOUT THE CLASS ACTION

Why have you received this Notice?

1. You are receiving this notice because it is likely that you are a class member in a class action that has been commenced in the Federal Court of Australia (the **Court**) against Dollarama Australia Pty Limited (trading as The Reject Shop). The class action is brought by Ms Catherine Sylte, a former Store Manager and Assistant Store Manager of The Reject Shop, on her own behalf and on behalf of all other persons (**Group Members**) who:

   (a) were employed by The Reject Shop as a Store Manager or Assistant Store Manager (or as both at different times); and

   (b) were employed on a salaried basis; and

   (c) were not employed as a casual employee; and

(d) were employed in the period 15 August 2019 to 15 August 2025; and

(e) who in any week during that period worked more than 40 hours (if a full-time employee) or more than two hours beyond their ordinary hours of work (if a part-time employee).

2. According to the records of The Reject Shop, you are or were an employee of it and may be a Group Member as defined above. As an employee or former employee of The Reject Shop, your legal rights may be affected by The Reject Shop Class Action if you are a Group Member.

3. If you are unsure whether you are a Group Member, you should contact Adero Law on (02) 6189 1022, email enquiries@aderolaw.com.au or seek your own legal advice without delay.

About the class action

4. The class action seeks orders from the Court awarding compensation and imposing penalties upon The Reject Shop for alleged contravention of section 62 of the *Fair Work Act 2009* (Cth) by requesting or requiring Group Members to work unreasonable additional hours. The firm, Adero Law (**Adero**) acts on behalf of Ms Catherine Sylte, who represents Group Members in the class action.

5. The allegations made by Ms Sylte against The Reject Shop are set out in the second Further Amended Statement of Claim, a copy of which is available at https://www.aderolaw.com.au/class-action/retail/reject-shop/. The Reject Shop denies the allegations, is defending the class action, and a copy of its Defence is also available at that link.

6. On 23 October 2026 the Court made orders referring the class action to a mediation (**Mediation**) to occur no later than **1 July 2027.** The Court also made orders:

(a) requiring that any Group Member who wishes to opt out of the class action must do so by **11:59pm (AEST) on 30 April 2027** (the **Opt Out Deadline**);

(b) informing Group Members that they may register their interest in making a claim through the class action by **11:59pm (AEST) on 30 April 2027** (the **Registration Deadline**); and

(c) requiring that this notice be sent to all Group Members so that they are aware of their options.

SECTION 2 – YOUR OPTIONS

7. **You have three options:**

   Option 1: Opt Out of The Reject Shop Class Action by the Opt Out Deadline

   Option 2: Register your interest in making a claim through The Reject Shop Class Action by the Registration Deadline

   Option 3: Do nothing.

8. Each option has different consequences, which are explained below. You should read this notice carefully. Any questions you have concerning the matters contained in this notice should not be directed to the Court. If there is anything in this notice that you don't understand then you should seek independent legal advice.

OPTION 1: OPT OUT

9. If you wish to opt out of the class action, you must complete the **Opt Out Notice** attached at **Schedule A** to this notice and send it to the Court by the **Opt Out Deadline at 11:59pm (AEST) on 30 April 2027**, either by:

   (a) Email to: vicreg@fedcourt.gov.au with the email subject line "Opt Out Notice VID246/2023"; or

   (b) Post to: Federal Court of Australia, VIC Registry,
   305 William St, Melbourne, VIC, 3000

10. If you opt out of the class action, you will no longer be a Group Member and will no longer be a part of the class action. This means you will not be affected by any orders made in the class action, you will not be bound by any settlement or judgment in the class action and you will be able to commence separate proceedings against The Reject Shop on your own behalf if you so wish. It also means that you will not be entitled to receive any benefit or compensation arising from any favourable judgment or settlement that may be obtained in the class action. **You should seek your own legal advice about your claim and the applicable time limit prior to opting out.**

OPTION 2: REGISTER YOUR INTEREST IN MAKING A CLAIM THROUGH THE REJECT SHOP CLASS ACTION BY THE REGISTRATION DEADLINE

11. If any in-principle settlement of the class action is reached before final judgment, Ms Sylte intends to apply to the Court for an order for settlement approval which, if made, will mean that Group Members who have registered by 11:59pm (AEST) on 30 April 2027 in accordance with this Notice will be permitted to seek any benefit under the settlement.

12. If you have not registered your interest prior to that date, Ms Sylte intends that there be a one or more additional rounds of registration, allowing you to seek any benefit under that settlement if you participate in an additional round of registration.

13. However, if you do not register by 11:59pm (AEST) on 30 April 2027, and do not otherwise register in any additional round of registration there may be, a settlement approved by the Court may preclude you from receiving compensation under the settlement, whilst at the same time extinguishing your rights, if any, in relation to the subject matter of the class action

14. If you wish to be sure of having the opportunity to receive a share of any monies resulting from a settlement reached between the parties in the class action, before final judgment, you should register your interest in making a claim through The Reject Shop Class Action by completing the Registration Form attached at Schedule B to this notice and sending it to Adero Law by the Registration Deadline at 11:59pm (AEST) on 30 April 2027 either:

    (a) Online: at https://www.aderolaw.com.au/class-action/retail/reject-shop/;

    (b) By email to: rejectshop@aderolaw.com.au; or

    (c) By post to: Adero Law, 3 Hobart Place, Canberra ACT 2601.

15. Registering for The Reject Shop Class Action also allows Adero Law to have the details of your claim at any settlement discussions. It will also mean that Adero Law has your contact details, which will facilitate the distribution of further notices to you in

the future with information about the progress of the class action (including in relation to any settlement, or after any judgment following the trial of common issues).

16. The implications of registering for the class action are as follows:

    (a) you may be eligible to receive compensation as part of any settlement prior to judgment (provided that it is approved by the Court and you satisfy any eligibility requirements); and

    (b) you will be bound by any resolution of the class action (meaning that you will not be permitted to bring any future claims related to the subject matter litigated in the class action).

OPTION 3: DO NOTHING

17. If you do not opt out of The Reject Shop Class Action (and you have not already registered your interest in the proceeding with or signed a retainer agreement with Adero Law) you will remain a Group Member and, subject to the below or any further order of the Court, you will be entitled to share in the benefit of any judgment that is obtained in the Class Action. There is no requirement to register to participate in the benefit of a judgment in this matter.

18. If an in-principle settlement is reached before final judgment, Ms Sylte intends to apply to the Court as part of a settlement approval application, for an order which, if made, may mean that Group Members who have not registered to participate in the settlement, either by 11:59pm (AEST) on 30 April 2027 or in any additional rounds of registration, will be bound by the settlement but may not be able to seek any benefit under it.

19. In other words, if you do nothing following receipt of this Notice, have not already registered your claim (in accordance with the procedure set out above) or do not register your claim in either the first or subsequent rounds of registration, you will remain a Group Member but, if the Court makes the order referred to at paragraph 18 above, you may not be able to receive a share of any settlement monies resulting from a settlement reached between the parties in the class action before final judgment. Your

right to bring your own claim against The Reject Shop for matters canvassed in the class action will also then be extinguished.

20. However, if an in-principle settlement is not reached before final judgment, you will remain a Group Member and will be bound by the final judgment. If the Court finds for Ms Sylte and Group Members and you satisfy the eligibility criteria set down by the Court, you may be entitled to obtain compensation or damages if ordered.

21. If you do not want to risk not being able to participate in any settlement of the class action reached before final judgment, you should register your claim as per Option 2 above

22. Alternatively, if you do not want to participate in a settlement of the class action, and you wish to avoid the risk of your right to bring your own claim against The Reject Shop being extinguished, you should exercise your right to opt out of the class action using Option 1 above.

WILL GROUP MEMBERS BE LIABLE FOR LEGAL COSTS IF THEY REMAIN PART OF THE CLASS ACTION?

23. Adero Law is conducting the class action on a "no win, no fee" basis, and in the event that the class action is unsuccessful, Group Members will have no liability to pay any legal costs or any litigation funding charges.

24. In the event that the class action is successful (that is, if monetary compensation is recovered) the Court will be asked to make orders for the legal costs to be deducted from the money recovered, so that the burden of the legal costs is shared fairly among the persons who stand to benefit from the class action. The effect of any such order, if made, would be that all Group Members who benefit from the proceedings will contribute to the legal costs on a pro rata basis, from their share of the settlement money. Before any legal costs can be deducted the Court must approve the costs as being fair, reasonable and proportionate and Group Members will be entitled to object to that.

25. In the event that the class action is unsuccessful, no Group Member other than a 'representative party' can be ordered to pay legal costs to The Reject Shop, unless the Court has (only with another Group Member's consent) appointed that Group Member as a 'sub-group Representative Party' or permitted that Group Member to appear to determine an issue relating only to the claims of that Group Member, pursuant to sections 33Q and 33R of the *Federal Court of Australia Act 1976* (Cth).

WHERE CAN I GET MORE INFORMATION?

26. For more information about The Reject Shop Class Action, you can visit the website of Adero Law at https://www.aderolaw.com.au/class-action/retail/reject-shop/.

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

SCHEDULE A

OPT OUT NOTICE

ONLY COMPLETE THIS FORM IF YOU DO NOT WISH TO BE PART OF THE REJECT SHOP CLASS ACTION

VID 246 of 2023

Federal Court of Australia
District Registry: Victoria
Division: Fair Work

CATHERINE SYLTE
Applicant

DOLLARAMA AUSTRALIA PTY LIMITED (ACN 006 122 676)
Respondent

To: vicreg@fedcourt.gov.au

Subject: Opt Out Notice VID 246/2023 OR

Federal Court of Australia, VIC Registry
305 William St, Melbourne, VIC, 3000

The person named below as a Group Member in this class action gives notice under s 33J of the *Federal Court of Australia Act 1976* (Cth) that the Group Member is opting out of the class action.

NAME OF GROUP MEMBER (print):	
POSTAL ADDRESS OF	

GROUP MEMBER:	
TELEPHONE:	
EMAIL:	

If you are signing as the solicitor or representative of the Group Member:

NAME OF PERSON COMPLETING THIS FORM (print):	
AUTHORITY OF PERSON COMPLETING THIS FORM (e.g. power of attorney, lawyer):	
POSTAL ADDRESS OF PERSON COMPLETING THIS FORM:	
TELEPHONE OF PERSON COMPLETING THIS FORM:	
EMAIL OF PERSON COMPLETING THIS FORM:	

DATE: _____

SIGNATURE: _____

PRINT NAME: _____

SCHEDULE B

REGISTRATION FORM

COMPLETE THIS FORM IF YOU WISH TO REGISTER YOUR INTEREST IN MAKING A CLAIM THROUGH THE REJECT SHOP CLASS ACTION

VID246 of 2023

Federal Court of Australia
District Registry: Victoria
Division: Fair Work

CATHERINE SYLTE
Applicant

DOLLARAMA AUSTRALIA PTY LIMITED (ACN 006 122 676)
Respondent

To: Adero Law rejectshop@aderolaw.com.au
OR

By post: Adero Law
3 Hobart Place
Canberra ACT 2601

1. FORM COMPLETION	
The person completing this form is	☐ A Group Member – skip to 3 ☐ Someone else, completing on behalf of a Group Member – please complete below.

2. PERSONAL DETAILS OF PERSON COMPLETING THIS FORM	
Title	
First Name/s	
Last Name	
Email address	

3. GROUP MEMBER DETAILS	
Title	
First Name/s	
Last Name	
Email address	
Phone number	
Alternative phone number	
Postal address	
Suburb/Town	
Postcode/ZIP	

Country	

4. DOCUMENTARY EVIDENCE

You must take reasonable steps to provide the following information.

Please attach further sheets of paper if you need more space.

Please also attach any supporting documents you want the parties to the class action to take into account.

Date your employment commenced with The Reject Shop	
Employee ID (if known)	
List of positions held during the course of your employment with The Reject Shop?	
What hours do you say that you were requested or required to work, and did in fact work, during your employment with The Reject Shop? If you have documentary records of this, please attach that material to this form.	

Date your employment with The Reject Shop ended (if applicable)	
I have attached documentary evidence in support of the information herein	☐ Yes ☐ No
5. EXECUTION	
Date	
Signed by, or on behalf of and with the authority of, the Group Member (as specified above	
Print Name	

You should keep a copy of this form for your records.