ANNEXURE A

ALINTA CLASS ACTION

Emma Grubb v Alinta Australia Pty Ltd (ACN 125 486 900) & Anor VID 453/2026

OPT OUT AND REGISTRATION NOTICE

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 to facilitate the prospect of a settlement being reached at the pending Court-ordered mediation; 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 you may be a class member in a class action that has been commenced in the Federal Court of Australia (the **Court**) against Alinta Australia Pty Ltd (**Alinta**) and Mr Mark Pinchbeck (**the Respondents**).
2. The class action is brought by Ms Emma Grubb, a former Alinta Employee, on her own behalf and on behalf of all other persons (**Group Members**) who:
   (a) were employed by Alinta at any time between 5 May 2020 and 5 May 2026; and
   (b) were employed in the position of "Uniform Shop Assistant" or "Retail Uniform Shop Assistant"; and
   (c) were so-employed to perform retail work in a uniform shop operated by Alinta;
   (d) were employed as a "casual employee" as that term is defined in the *Fair Work Act 2009* (Cth); and
   (e) in any pay period between 5 May 2020 and 5 May 2026 worked at least one rostered hour.

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

4. 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.

What is a class action?

5. A class action is an action that is brought by one person ("Applicant") on his or her own behalf and on behalf of a class of people ("class members" or "group members") against another person ("Respondent") where the Applicant and the group members have similar claims against the Respondent.

6. Group members are "bound" by the outcome in the class action, unless they have opted out of the proceeding. A binding result can happen in two ways being either a *judgment* following a trial, or a *settlement* at any time that is approved by the Court.

7. If there is a judgment or a settlement of a class action group members *will not* be able pursue the same claims and *may not* be able to pursue similar or related claims against the respondent in other legal proceedings. Group members should note that:

   (a) in a *judgment* following trial, the Court will decide various factual and legal issues in respect of the claims made by the Applicant and group members. Unless those decisions are successfully appealed they bind the Applicant, group members and the respondent. Importantly, if there are other proceedings between a group member and the respondent, it may be that neither of them will be permitted to raise arguments in that proceeding which are inconsistent with a factual or legal issue decided in the class action.

   (b) in a *settlement* of a class action, where the settlement provides for compensation to group members it is likely to extinguish *all* rights to compensation which a group member might have against the respondent which arise in any way out of the events or transactions which are the subject-matter of the class action.

8. If you consider that you have claims against the Respondents which are based in your individual circumstances or otherwise additional to the claims described in the Alinta Class Action, then it is important that you seek independent legal advice about the potential binding effects of the class action before the deadline for opting out (see below).

About the Alinta Class Action

9. As part of the Alinta Class Action, Ms Grubb seeks orders from the Court, for the benefit of herself and Group Members, awarding compensation and imposing penalties upon the Respondents for alleged underpayments under the General Retail Industry Award 2020 and other contraventions of the *Fair Work Act 2009* (Cth).

10. The allegations made by Ms Grubb against the Respondents are set out in the Statement of Claim, a copy of which is available at https://www.aderolaw.com.au/class-action/retail/alinta-apparel/.

11. The Respondents deny the allegations, are defending the class action, and a copy of their Defence is also available at that link.

12. On 13 November 2026 the Court made orders referring the Alinta Class Action to a mediation (**Mediation**) by 9 April 2027**.** The Court also made orders which require any Group Member who wishes to opt out of the Alinta Class Action to do so by **11:59pm (AEDT) on 29 January 2027** (the **Deadline**). The Court also approved the sending of this notice to Group Members, which gives Group Members an opportunity to register their details (if they have not already signed a retainer agreement with Adero Law) so that their specific claims can be considered at the Mediation. Any settlement agreed will be subject to Court approval. The Court has ordered that this Notice be sent to all Group Members so that they are aware of their options.

SECTION 2 – YOUR OPTIONS

13. **You have three options:**

Option 1: Opt Out of the Alinta Class Action by the Deadline

Option 2: Register your interest in making a claim through the Alinta Class Action by the Deadline

Option 3: Do Nothing

14. 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 legal independent legal advice.

OPTION 1: OPT OUT

15. 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 **Deadline at 11:59pm (AEDT) on 29 January 2027**, either by:

(a) Email to: vicreg@fedcourt.gov.au with the email subject line "Opt Out Notice VID453/2026"; or

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

16. If you opt out of the Alinta Class Action, you will no longer be a Group Member and will no longer be a part of the Alinta Class Action. This means you will not be affected by any orders made in the Alinta Class Action and you will not be bound by any settlement or judgment in the Alinta Class Action. 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 Alinta Class Action. You may be able to commence separate proceedings against the Respondents on your own behalf if you so wish, provided you issue court proceedings within the time limit applicable to your claim. **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 ALINTA CLASS ACTION BY THE DEADLINE

17. Registering for the Alinta Class Action involves providing details about you and your

claim to Adero.

18. You do not have to register to remain a Group Member. However, registering for the Alinta Class Action allows Adero Law and the Respondents to have the details of your claim at the pending Mediation and any subsequent 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).

19. If you have already completed a registration form on the Alinta Class Action webpage or signed an Authority to Act form with Adero Law, you do not need to register again, and no further action is required other than providing Adero Law with information about your employment with Alinta if you have not already done so. If necessary, Adero Law may contact you requesting further information.

20. If you have NOT already completed a registration form on the Alinta Class Action webpage or signed an Authority to Act form with Adero Law, you can register your interest in making a claim through the Alinta Class Action by completing the Alinta Class Action Registration Form attached at Schedule B to this notice (**Registration Form**) online at https://www.aderolaw.com.au/class-action/retail/alinta-apparel/ or by emailing or posting a hard copy to the applicant's solicitors at the address shown on the Registration Form by the Deadline at 11:59pm (AEDT) on **29 January 2027**.

21. If you are considering becoming a Registered Group Member, you should read this Notice carefully and if you do not understand everything, you should get independent legal advice. If you want to register and ensure your individual claim is taken into account in any settlement discussions, you must provide (or take reasonable steps to provide) the information requested in the Registration Form by the Deadline of 11:59pm (AEDT) on 29 January 2027 (AEDT). Registrations received after the Deadline may not be accepted, with the result being that you will be treated as having not responded to this Notice unless you have completed and submitted an Opt Out Notice in accordance with Option 1 above.

OPTION 3: DO NOTHING

22. If you do not register for, or opt out of, the Alinta 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.

23. If an in-principle settlement is reached at the Mediation or before final judgment, your individual claims may not have been taken into account at the Mediation and in any in-principle settlement agreement that may be reached at the Mediation. If an in-principle settlement is reached, the parties will then seek the Court's approval of any in-principle settlement agreement.

24. If you are permitted to receive any part of the settlement sum, you will have to register in any event in order to participate.

25. As a Group Member you will be bound by any settlement approved by the Court that affects you or by any judgment given in the Alinta Class Action after the trial of common issues.

26. 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 Grubb 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.

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

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

28. In the event that the Alinta Class Action is successful, 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 Alinta 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 in relation to that.

29. In the event that the Alinta Class Action is unsuccessful, no group member other a

‘representative party’ can be ordered to pay legal costs to the Respondents, 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?

30. For more information about the Alinta Class Action, you can visit the website of Adero Law at https://www.aderolaw.com.au/class-action/retail/alinta-apparel/

31. 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 ALINTA CLASS ACTION

VID 453/2026

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

EMMA GRUBB
Applicant

ALINTA AUSTRALIA PTY LTD (ACN 125 486 900) & Anor
Respondents

To: vicreg@fedcourt.gov.au
Subject: Opt Out Notice VID 453/2026
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 ALINTA CLASS ACTION

VID453/2023

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

EMMA GRUBB
Applicant

ALINTA AUSTRALIA PTY LTD (ACN 125 486 900) & Anor
Respondents

To: Adero Law
alintaapparel@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 Alinta	
Alinta Employee ID (if known)	
Were you employed as a casual employee? If yes, the period(s) that you were employed as a casual.	
Stores at which you worked during the course of your employment with Alinta	
List of positions held during the course of your employment with Alinta	
Were you ever required to attend your work prior to or after the times specified for you rostered shift? If yes, why, and for how long did you work before and after your rostered shift (please give separate times for time before you rostered shift and after your rostered shift)	

Date your employment with Alinta 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 below)	
Print Name	

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