

# michael hill

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## OPEN LETTER TO PAST AND PRESENT TEAM MEMBERS

22 January 2021

Dear current and former Australian retail store team members

I am providing an important update on the Michael Hill wage remediation program initially announced on 10 July 2019.

In our October 2020 update, we advised that we had reassembled our team who were dedicated to the wage remediation program following the pause due to COVID.

Supported by independent external experts, PriceWaterhouseCoopers, we have since made significant progress in our remediation activities.

From 28 January 2021, we will be communicating directly with former team members who have been identified as being owed a payment. The purpose of this communication will be to advise that a payment will be forthcoming and to seek updated personal information so that payment details and identification can be validated prior to the payment being made.

We will also make contact with current team members who have been identified as requiring a top up payment due to the system and process improvements that have been made since initial payment was made.

No action by any current or former team member is needed right now. We will be in contact with affected individuals from 28 January.

Should any current or former team members wish to ensure their contact details are correct in our systems, we welcome them emailing [px@michaelhill.com.au](mailto:px@michaelhill.com.au) to provide updated contact information.

Sincerely



**Daniel Bracken**  
**Chief Executive Officer**  
**Michael Hill International**