

## Public Notice

In November 2019, David Jones undertook an audit of its payroll processes and systems and as a result David Jones determined that it had contravened the *Fair Work Act 2009* (Cth) in relation to entitlements payable to employees.

The errors identified in the review process relate to configuration and integration errors within our payroll systems and, in some instances, have led to the underpayment of wages and superannuation entitlements with varying impacts for individual team members across our business.

Additionally, as part of the review process, in September 2020, David Jones voluntarily disclosed to the Fair Work Ombudsman (FWO).

David Jones has personally notified its current and former employees impacted, with a letter outlining payments owed and what these payments relate to. David Jones unreservedly apologises for the contraventions, and we have taken all necessary steps to remedy the contravention.

David Jones has now entered into an Enforceable Undertaking with the FWO to ensure its ongoing compliance with Commonwealth workplace laws.

David Jones will, as a result of the Enforceable Undertaking, commit to undertake a number of activities to ensure its ongoing compliance, such as conducting two independent audits.

If you worked for David Jones and have queries or questions relating to your employment, please contact:

- the hotline being operated by independent third-party Deloitte on 1800 504 994. This hotline can be contacted on a confidential basis; or
- David Jones directly, through our non-confidential enquiry line on [PeopleAssist@davidjones.com.au](mailto:PeopleAssist@davidjones.com.au)

Alternatively, anyone can contact the FWO via [www.fairwork.gov.au](http://www.fairwork.gov.au) or on 13 13 94.