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Toll Transport Pty Limited
ABN 31 006 604 191

1 April 2026

Andrew Molnar
Legal Counsel
Australian Federation of Air Pilots
Level 4 132-136 Albert Rd
South Melbourne VIC 3205

Dear Andrew,

Re: Notices in Relation to Partial Work Bans

We refer to your letter of 26 March 2026.

As you know, on 26 March 2026, we wrote to our employees and notified them that Toll Transport Pty Ltd (the **Company**) had decided to reduce pay to workers who engaged in the Contact Ban, which was defined in that letter as being protected industrial action notified to the Company which comprised:

An unlimited number of indefinite or periodic bans on the performance of work relating to accepting or responding to work-related telephone calls or electronic messages on personal devices, including when off duty (**Contact Ban**).

In our notification to our employees, we informed them that the Company would apply a reduction in pay for employees who engaged in a Contact Ban, pursuant to s 471(1)(c) of the *Fair Work Act 2009* (Cth). We also informed our employees that the reduction in pay would be a proportionate amount of an employee's telephone and internet allowance for each day that they engaged in the Contact Ban.

In our view, our notification was sufficiently clear. However, to avoid any misunderstanding, the Company intends to deduct an amount from an employee's telephone and internet allowance that is equal to the number of days that the employee participates in the Contact Ban.

The Company will use its reasonable endeavours to identify any employee participating in the Contact Ban for the purpose of s 471(1)(c).

We otherwise thank you for your letter, and trust that this clarifies matters.

Yours sincerely,

Thomas O'Doherty
Senior Industrial Relations Advisor - Toll