



A MESSAGE FROM

MICK SORRENSON
MANAGING DIRECTOR, BAA

**** The following message is from Mick Sorrenson, Managing Director BAA. Managers are asked to share this information with employees who may not have access to email ****

Team,

As noted in yesterday's email, our collective commitment has resulted in a positive result under the Gainshare scheme.

Whilst this was welcome news, the realities of the business environment cannot be ignored, with BAA fighting through one of the most challenging and unpredictable times in its history.

As we begin 2022, we face increased challenges to our programs as the financial impacts of COVID-19 continue. Despite these challenges, we can work together to achieve an EA that works for BAA and our employees.

BAA will meet with the other bargaining representatives this week (Thursday 3 February 2022) to commence the bargaining in 2022 for a new EA.

To this effect, immediately following this message in a separate email, we will send out the Notice of Employee Representational Rights. The Notice of Employee Representational Rights is a requirement under the *Fair Work Act 2009* (Cth) as part of the enterprise agreement-making process. We will also put copies of the Notice at the entry gates and in the Canteen.

I encourage each of you to engage with your bargaining representatives, your Managers and your Leaders so that we can finalise this EA early in 2022, ensure our team mates get their salary increases and ensure a strong BAA that can withstand the challenges to our business.

Stay safe,

Mick