



NZ Toll Employees | Alert Level 4 Update | 27th March 2020

Dear all,

As previously communicated, the Government have recognised that our industry is an essential service and therefore we will continue to operate, however, at a reduced capacity.

Further to our communication yesterday, Toll has applied for Government wage subsidy assistance for all employees. This will support us to mitigate the adverse impact of COVID-19 both on our business and our employees.

What this means for our employees is that, over the COVID-19 Alert Level 4 lockdown period of four weeks, we will be paying, in good faith, 100% of all employees' remuneration.

For those in the team that are continuing to work, whether it is from one of our sites or your home, we thank you for your efforts and ask that you continue to do all that you can to drive the business forward during this unique and challenging time.

We will continue to review the current situation over the next four weeks and keep you updated on any changes that may impact you.

COVID-19 is not only changing the way we work, but also the way we socialise, travel and live. We know many people are feeling anxious, worried and scared and that's why we all must look out for one another and our wellbeing, as we get through this – together.

Please remember that the Employee Assistance Program is available to you, offering confidential, practical support and guidance as needed. You can access our employee assistance programme which is run by Vitae. A referral from a manager or HR is not required to access this service. You can contact Vitae on 0508 664 981 or email at assistance@vitae.co.nz and their website at www.vitae.co.nz.

Best Regards,

Jon Adams
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