

Apology to Cotton on Staff for breaches of workplace laws during 2008.

The Office of the Fair Work Ombudsman ("the FWO") recently investigated allegations that Cotton On breached workplace laws during 2008. The allegations were that Cotton On failed to pay a number of employees for compulsory staff meetings and training sessions conducted outside normal work hours and also failed to keep adequate records to these staff meetings and training sessions.

Cotton On has formally admitted to the FWO that it did in fact breach the workplace laws by:

- failing to pay a large number of retail employees for staff meetings and training sessions conducted after-hours between 13 February 2008 and 9 December 2008 and
- failing to make and keep records of the specific employees who attend after hours training sessions and meetings and the time employees spent at after-hours training sessions and meetings.

An Enforceable Undertaking has been given by the Cotton On group to the FWO to reflect these formal admissions (available at www.fwo.gov.au).

Happily for Cotton On and its many employees, in June 2009 Cotton On made payment to all staff who were affected in this case.

Cotton On expresses its sincere regret and apologises to all past and present employees for failing to comply to its lawful obligations. Furthermore, Cotton On gives its commitment that such conduct will not occur again and that it will comply with Commonwealth workplace relations laws.