

25 June 2021

Select Committee on the impact of technological and other change on the future of work and workers in New South Wales

By email: FutureOfWork@parliament.nsw.gov.au

Dear Committee

Please find below answers to questions taken on notice during the 17 May 2021 hearing into the 'Impact of technological and other change on the future of work and workers in New South Wales.'

1. Of the more than 33,000 team members working in Coles stores in New South Wales (NSW) approximately 90 per cent work in supermarkets, five per cent in liquor stores and five per cent at Coles Express sites.
2. In addition to the three distribution centre locations provided at the hearing, the fourth is also located at Eastern Creek.
3. More than 1,000 team members are working in Coles' New South Wales distribution centres.
4. To date, 20 per cent of financial support from the Coles Nurture Fund has been provided to businesses in NSW.
5. The Coursera program is available to team members in the Store Support Centre, supermarkets and distribution centres. 1,400 scholarships have been offered to team members in 2021.
6. Coles advertises full time, part time and casual positions and people choose the roles they want to apply for.
7. Please find attached to this email the media releases about Coles' charter with the Transport Workers Union on standards in road transport and the gig economy and Coles' Ethical Retail Supply Chain Accord with the Shop, Distributive and Allied Employees Association, the Transport Workers Union and the Australian Workers Union.
8. While Coles has suspended suppliers for non-compliance with our Ethical Sourcing Policy, in the past two years none of these have been in NSW.

9. Information about Coles' ethical sourcing policy can be found in the attached Human Rights Strategy. In relation to the report by the McKell Institute, none of the suppliers where issues were identified are part of the Coles supply chain. Coles publishes a list of all grievances/investigations, including those made to the Coles wages and conditions hotline in the Human Rights section of colesgroup.com.au
10. Coles is a self-insurer in relation to workers compensation in NSW.

Yours sincerely

Vittoria Bon
Government and Industry Relations Manager