Australian Government Fair Work OMBUDSMAN

ENFORCEABLE UNDERTAKING

This undertaking is **given** by Peabody Energy Australia Coal Pty Ltd (ABN 61 001 401 663) and **accepted** by the Fair Work Ombudsman pursuant to section 715 of the *Fair Work Act 2009.*

ENFORCEABLE UNDERTAKING

PARTIES

1. This enforceable undertaking (**Undertaking**) is given to the Fair Work Ombudsman (**FWO**) pursuant to section 715 of the *Fair Work Act 2009* (Cth) (**FW Act**) by Peabody Energy Australia Coal Pty Ltd (ABN 61 001 401 663) of Level 14, 31 Duncan Street, Fortitude Valley, Queensland, 4006 (**Peabody**).

COMMENCEMENT OF ENFORCEABLE UNDERTAKING

2. This Undertaking comes into effect when:

   a. the Undertaking is executed by Peabody;

   b. the FWO accepts the Undertaking so executed (**Commencement Date**); and

   c. remains in effect for a period of twelve months, or should a further audit (per clause 30) be identified as necessary during the first 12 months, 18 months.

BACKGROUND:

3. Peabody is a coal producer that operates 4 black coal mines in Australia in Queensland and New South Wales locations.
4. Peabody is a wholly owned and controlled subsidiary of United States based ultimate parent company Peabody Energy Corporation (**Peabody Energy**), which as of May 2026, had control of 57 Australian based subsidiaries. Its Australian holding company, Peabody Australia Holdco Pty Ltd, holds the majority of Peabody Coal mining operations in Australia.
5. As at 24 March 2026, Peabody employed 595 workers. The majority of employees' terms and conditions of employment are informed by the *Black Coal Mining Industry Award 2020*, formerly the *Black Coal Mining Industry Award 2010* (the **Award**).
6. In May 2023, Peabody wrote to the FWO to self-report non-compliance with the FW Act and the Award in relation to current and former employees engaged between 1 January 2016 to 30 April 2023 (**Review Period**) who had not been paid out their accrued personal leave balance and allowances upon termination of employment.

Peabody acknowledged that former employees who had 70 hours or more accrued and untaken personal leave were entitled to have this paid at the date of their termination of employment by way of redundancy.

7. 197 Peabody employees (**Affected Employees**) were affected by the personal leave and allowance issues.

8. The FWO acknowledges Peabody has taken steps to calculate and rectify the underpayments for all Affected Employees, including full back payment inclusive of superannuation and interest.

9. The FWO acknowledges Peabody's commitment to establishing and implementing systems and processes across the business to avoid future non-compliance with its workplace relations obligations, including but not limited to, the contraventions listed at clause 11. Peabody has:

   a. created a new Redundancy Calculations and Summary Estimate Guideline for payroll, which ensures all involuntary terminations by way of redundancy are captured and calculated correctly and in a consistent manner;

   b. provided training to HR and payroll staff to ensure future compliance. Such training has focused on the provisions of the Redundancy Calculations and Summary Estimate Guideline and has been delivered through in-person discussions; and

   c. implemented a new online system for employees to record and request periods of leave. Specifically, under the new system:

      i. employees are responsible for putting their leave into an online portal which is then approved by their line manager; and

      ii. once the leave entry has been approved, payroll will enter the leave into Peabody's timekeeping system (Kronos).

10. In consideration of these matters, the FWO accepts this Undertaking, the terms of which are set out below.

ADMISSIONS

11. The FWO has a reasonable belief, and Peabody admits that during the Review Period, Peabody contravened:

a. section 45 of the FW Act by contravening clause 33.4(b)(i) and (ii) of the *Black Coal Mining Industry Award 2020* by failing to pay Affected Employees accrued and not taken personal leave when their employment was terminated by way of redundancy;

b. section 45 of the FW Act by contravening clause 13.4(b)(i) and (ii) (previously, clause number 13.5(b)(i) and (ii) until August 2019) of the *Black Coal Mining Industry Award 2010* by failing to pay Affected Employees accrued and not taken personal leave when their employment was terminated by way of redundancy;

c. section 90(2) of the FW Act by failing to pay Affected Employees the allowance component of their wages for accrued and outstanding annual leave when their employment was terminated by way of redundancy; and

d. section 117(2)(b) of the FW Act by failing to pay Affected Employees the allowance component of their wages for the termination notice period when their employment was terminated by way of redundancy.

12. The contraventions referred to in clause 11 do not include:

a. any contraventions which relate to or arise as a consequence of Peabody failing to correctly apply the FW Act and the Award to any employee who is not one of the Affected Employees;

b. any contraventions which have not yet occurred at the date that this Undertaking is offered by Peabody; or

c. any contraventions of the FW Act or Award by Peabody which occurred outside of the Review Period defined in clause 6.

RECTIFICATION

13. Peabody has informed the FWO that a total of **$4,982,069.76** (inclusive of $988,568.47 in interest and $20,511.29 in superannuation) (**Total Underpayments**) have been paid to the Affected Employees in rectification of the contraventions listed in clause 11.

14. The Total Underpayments and Affected Employees is set out at **Attachment A.**

UNDERTAKINGS

15. Peabody will take the actions set out at clauses 16 to 59 (inclusive) below.

Independent Audit

16. Peabody must, at its cost, engage an appropriately qualified, experienced, external and independent accounting professional or an employment law specialist (**Independent Auditor**) to conduct an audit of Peabody's compliance with the FW Act and *Fair Work Regulations 2009* (Cth) (**FW Regulations**) and the Award (**Audit**).

17. Peabody will notify the FWO of its proposed Independent Auditor by no later than 45 days after the Commencement Date. The FWO may in its sole discretion approve the Independent Auditor in writing or otherwise require Peabody to propose other Independent Auditors until the FWO has approved in writing an Independent Auditor. In this event, the FWO will provide reasons in writing to Peabody as to why the Independent Auditor nominated by Peabody is not considered appropriate and Peabody will be given a reasonable opportunity to address those reasons in writing before the FWO determines whether to decline approval or not. The Independent Auditor must be approved by the FWO in writing before being engaged by Peabody.

18. Peabody must ensure that the Audit conducted by the Independent Auditor includes:

    a. an assessment of (the greater of) 15 employees or 5% of all employees to whom the Award (or any replacement industrial instrument) apply, across a range of classifications and employment types (including full-time, part-time and casual if applicable), during the relevant audit period (**Sampled Employees**) in respect of their employment by Peabody;

    b. an assessment of whether the Sampled Employees have been correctly classified under the Award by Peabody;

    c. an assessment of whether the pay and conditions of the Sampled Employees during the relevant audit period comply with the FW Act and FW Regulations and the Award (or replacement industrial instruments);

    d. the production of a written report on the Audit setting out the Independent Auditor's findings, and the facts and circumstances surrounding them, to the FWO; and

    e. that the written report referred to in 18(d) above contains the following declarations from the Independent Auditor:

i. the Independent Auditor has no actual, potential or perceived conflict of interest in providing the report to the FWO;

ii. notwithstanding that the Independent Auditor is retained by Peabody the Independent Auditor undertakes that it has acted independently, impartially, objectively and without influence from Peabody in preparing the report;

iii. the report is provided in accordance with applicable professional standards (which will be listed in the report); and

iv. the report is provided to the FWO and Peabody for its benefit and the FWO can rely on the report.

The Audit

19. Peabody must ensure the Independent Auditor commences the Audit by no later than six months after the Commencement Date.

20. The relevant audit period for the Audit must be at least two full pay periods (both of which include a public holiday) falling within the period of 1 January 2026 and 30 April 2026 to be agreed with the FWO.

21. Within four months of the Commencement Date, Peabody will provide for the FWO's approval, details of the Independent Auditor's methodology that it intends to use to conduct the Audit. Any proposed changes to the methodology by the FWO must be discussed with Peabody.

22. Peabody will use its best endeavours to ensure the Independent Auditor provides simultaneously on the same date a draft written report of the Audit to the FWO and Peabody no later than nine months after the Commencement Date setting out the draft Audit findings, and the facts and circumstances supporting the draft Audit findings.

23. Peabody will be given an opportunity to seek clarification and provide comments on any matters raised in the draft Audit report, including by reviewing the draft calculations. Any such communications between Peabody and the Independent Auditor must be made available to the FWO on request.

24. Peabody will use its best endeavours to ensure the Independent Auditor finalises the Audit and provides simultaneously on the same date a written report of the Audit

(**Audit Report**) to the FWO and Peabody within six weeks of FWO and Peabody providing any comments on the draft report to the Independent Auditor.

Outcome of Audit

25. If the Audit identifies underpayments to any Sampled Employees, Peabody will:
    a. within 30 days of receipt of the Audit Report, (and subject to clauses 29 and 30 below) rectify any underpayments identified in the relevant audit period; and
    b. within 120 days of receipt of the Audit Report, and unless otherwise advised by the FWO, conduct a reconciliation of the amounts paid and owed to the Sampled Employees from 1 January 2026 and 30 April 2026, and rectify any underpayments that are identified.
26. Peabody will provide to the FWO Reasonable Evidence of such rectification within 30 days of reconciliation payments being made.
27. If any employees identified in the Audit as having underpayments owing to them cannot be located within 150 days of the conclusion of the Audit, Peabody will pay those amounts to the Commonwealth of Australia (through the FWO) in accordance with section 559 of the FW Act. Peabody will complete the required documents supplied by the FWO for this purpose.
28. If Peabody believes that in any respect there is inaccuracy or error in respect of any underpayments identified by the Independent Audit, it will have the right within 30 days of the receipt of the Audit Report to make written submissions to the FWO and the Independent Auditor seeking a reconsideration of the affected underpayments.
29. The FWO and the Independent Auditor will give consideration to any issues raised and will provide a response to those matters before requiring Peabody to proceed with rectification as set out at clause 25 and following above.
30. If the Audit identifies an underpayment of minimum entitlements to one or more of the Sampled Employees, and the FWO reasonably believes that employees not included in the Audit are also likely to have been underpaid, the FWO (subject to clause 31 and following below) may direct Peabody to engage an accounting professional or an employment law specialist approved by the FWO to conduct a further audit which may require an audit of all its employees to whom the Award (or any replacement industrial instruments) apply (**Additional Audit**). Any Additional

Audit must be paid for by Peabody.

31. Prior to the FWO giving any direction at clause 30, Peabody will be given an opportunity to seek clarification and provide written submissions to the FWO as to whether the Additional Audit is warranted and the scope and reference terms of any Additional Audit.

32. The FWO will consider any submissions made and must provide Peabody with reasoning as to why it maintains that an Additional Audit is required and as to the scope and reference terms of any Additional Audit.

33. If requested by the FWO, Peabody will provide the FWO with all records and documents used to conduct the Audit and any Additional Audit, within 21 days of such a request subject to any legal professional privilege attaching to such records.

Complaints and review mechanism

34. Peabody will operate an established complaints and review mechanism, to be supported by a dedicated helpline available to all employees if they do not believe they have received their correct entitlements from Peabody, to be maintained until all other obligations in relation to this Undertaking are completed (**Mechanism**).

35. For the avoidance of doubt, the Mechanism should as far as practicable be consistent with the process for the resolution of disputes established under Part 7 of the Award.

36. Peabody will issue written guidance to all decision makers under the terms of the Mechanism, detailing Peabody's approach to assumptions and expectations when resolving complaints or disputes. Where there is a lack of records to determine an employee's entitlements, or an ambiguity as to the interpretation of the earlier or current industrial instruments, and a lack of clear policy as to the interpretation to be applied, the Mechanism will be applied in a manner that is favourable to employees.

37. Peabody will report to the FWO all instances of complaints or disputes arising from the Mechanism on a quarterly basis, including the outcomes of these complaints or disputes.

38. Peabody will establish and maintain centralised oversight of any complaint arising from the Mechanism to ensure consistent management and outcomes.

39. Where the FWO considers it appropriate, the FWO will notify Peabody within 21 days of any request for assistance from employees being received by the FWO where the FWO identifies that the Mechanism has not first been applied.

40. Within 60 days of receipt of the notification referred to in clause 39, Peabody will report the outcome of the complaint or dispute to the FWO. Peabody will also provide, within a reasonable period specified by the FWO, Reasonable Evidence relied upon to satisfy itself that Peabody met its obligations with respect to employees.

41. Peabody undertakes to cooperate fully in relation to any request for assistance received by the FWO in relation to an employee where the employee does not consider the complaint has been addressed through the application of the Mechanism.

Corporate Governance

42. Peabody will ensure the Chief Human Resources Officer reviews and, where necessary, amends their internal processes for reporting to the Peabody Energy Australia Coal Pty Ltd Corporate Governance Committee (**CGC**) to ensure that the CGC is appropriately notified of Peabody's compliance with its workplace relations obligations and any potential breaches of the FW Act. In particular, the Chief Human Resources Officer will:

    a. ensure that the Audit Report prepared in accordance with clause 18 is tabled before the CGC within 60 days of its finalisation;

    b. implement a program of quarterly reporting to the CGC in relation to:

        i. all complaints received from employees where entitlements arising from the FW Act and/or applicable industrial instruments have not been met (including but not limited to the details of the entitlement, including Award clause/s and the outcome including any action taken and the quantum of any monetary remediation); and

        ii. a report on the effectiveness of current workplace systems and processes (including the payroll systems, and the payroll partner) in ensuring compliance with the FW Act and the Award;

    c. ensure that all reports presented to the CGC for the purposes of 42(a) and (b) above are tabled for discussion by the CGC and that where issues are identified, those issues are rectified in a timely manner, with the action taken to address those issues being subsequently reported to the CGC; and

d. by no later than nine months after the Commencement Date, ensure the CGC provides documentation to the FWO which demonstrates that the CGC is regularly updated, on at least a quarterly basis, on Peabody's compliance with their FW Act obligations and this Undertaking.

Joint Consultative Committee

43. A Joint Consultative Committee (**JCC**) will be created within 45 days of the Commencement Date to provide a forum for consultation on matters pertaining to employee pay and conditions in accordance with clauses 44 to 520 of this Undertaking below.

44. The JCC must comprise of at least one senior leader representing Peabody, three employee representatives and one representative of the relevant Union.

45. For the purposes of this Undertaking:

a. all JCC meetings will include:

i. a standing agenda item relating (but not limited) to the number of complaints received and a breakdown (e.g. the substance and outcome) of each complaint or dispute arising from the Mechanism as defined in clause 34; and

ii. a standing agenda item relating to the progress of the Audit, and written reports on and/or Peabody's response to the Audit (as appropriate at the time); and

b. to the extent it relates to the matters set out at clause 45(a) above:

i. the proceedings of the JCC meetings shall not be confidential; and

ii. the relevant union representative may report on the business of the JCC to each of their members.

46. Peabody will provide quarterly reports to the JCC on:

a. underpayment issues that Peabody has been made aware of by employees or relevant union representatives, including the scope of such non-compliance, the number of affected employees and remediation efforts in relation to any potential underpayment;

b. any proposed changes to Peabody's operations, systems, workflow or service delivery that have a material effect on the pay and conditions of Peabody's employees;
c. the progress and outcomes of the Audit; and
d. any consideration of systemic or significant underpayment issues by Peabody's Audit Committee, to the extent such consideration is not confidential or commercially sensitive.

47. For the purposes of clause 46(d) above, a systemic or significant underpayment issue means an issue that occurs over an extended period of time (i.e. exceeding 6 months), and/or impacts multiple employees, and/or involves high value sums (i.e. exceeding $10,000 per employee).

48. Where Peabody has become aware of systemic or significant underpayment(s) to its current or former employees and has taken steps to remediate this underpayment, the quarterly report referred to in clause 46 above shall also include the following information:
    a. the number of current and former employees who were underpaid;
    b. the total quantum of the underpayment;
    c. where former employees are involved, the progress of Peabody attempts to contact affected former employees; and
    d. the total quantum of remediation payments processed as at the time of the quarterly report.

49. Where Peabody has become aware issues referred to in clause 48, Peabody will provide the report referred to in clause 46 above to the CGC.

50. The JCC meeting minutes will be provided to the CGC.

51. The arrangements in clauses 45 and 50 of this Undertaking for the JCC will continue to operate for the duration of the Undertaking.

52. Peabody will provide the FWO with a copy of the quarterly reports provided to the JCC under clause 46 above.

Reporting Changes in Circumstances

53. Peabody will notify the FWO of any changes of circumstances that impacts on Peabody's ability to comply with the obligations contained in this Undertaking, as soon as reasonably practicable after they become aware of such circumstances. Such circumstances include but are not limited to:

    a. a sale or potential sale or transfer of the organisation, or part of the organisation;
    b. ceasing or an expectation of ceasing to trade/operate; or
    c. the organisation going into administration or liquidation.

No Inconsistent Statements

54. Peabody must not and must use its best endeavours to ensure that its officers, employees or agents do not make any statement or otherwise imply, either orally or in writing, anything that is inconsistent with admissions or acknowledgements contained in this Undertaking.

Contrition Payment

55. Within 30 days of the Commencement Date, Peabody will make a contrition payment of $50,000 (**Contrition Payment**).
56. Peabody will make the Contrition Payment to the Cleaning Accountability Framework Ltd (**CAF**).
57. Peabody will provide evidence to the FWO of the Contrition Payment within 14 days of making the relevant payment to the CAF.

Extensions of Time

58. Peabody may request of the FWO an extension on a time specified for completion of an obligation under this Undertaking. The FWO will not unreasonably withhold agreement on a request for an extension of time.
59. Where a time specified for undertaking an obligation under this Undertaking is contingent on or follows from the time specified for the completion of another obligation under this Undertaking, and that time for completion has been extended by the FWO, the time specified for completion of the later obligation is

correspondingly extended by the same period.

ACKNOWLEDGEMENTS

60. Peabody acknowledges that:

a. The FWO may;

    i. make this Undertaking (and Attachment A) available for public inspection, including by posting it on the FWO internet site at www.fairwork.gov.au;

    ii. release a copy of this Undertaking (and Attachment A) pursuant to any relevant request under the *Freedom of Information Act 1982* (Cth);

    iii. issue a media release in relation to this Undertaking;

    iv. from time to time, publicly refer to the Undertaking (and Attachment A) and its terms; and

    v. rely upon the admissions made by Peabody set out in clause 11 above in respect of decision making concerning any future non-compliance with Peabody's workplace relations obligations.

b. consistent with the Note to section 715(4) of the FW Act, this Undertaking in no way derogates from the rights and remedies available to any other person arising from the conduct set out herein;

c. consistent with section 715(3) of the FW Act, Peabody may withdraw from or vary this Undertaking at any time, but only with the consent of the FWO; and

d. if Peabody contravenes any of the terms of this Undertaking:

    i. the FWO may apply to any of the Courts set out in section 715(6) of the FW Act, for orders under section 715(7) of the FW Act; and

    ii. this Undertaking may be provided to the Court as evidence of the admissions made by Peabody in clause 11 above, and also in respect of the question of costs.

DICTIONARY

Unless the contrary intention appears, words in the singular include the plural, and other than terms defined, have their ordinary natural meaning.

The following defined term is adopted in this Undertaking:

- **Reasonable Evidence** means such evidence as the FWO may reasonably require, and which could reasonably be expected to satisfy a court of:
  a. the truth of any fact asserted by Peabody or by any of its servants or agents;
  b. the accuracy and correctness of any information provided by Peabody, or by any of its servants or agents; and/or
  c. compliance by Peabody with any term of this Undertaking.
- **Relevant Audit Period** means the period of at least two full pay periods falling within the preceding six months of the start of the Audit for which the Independent Auditor will conduct an assessment of whether the pay and entitlements of the Sampled Employees are in compliance with the FW Act, FW Regulations and the Award (or replacement industrial instruments).

Executed as an undertaking

EXECUTED by Peabody Energy Australia Coal Pty Ltd in accordance with section 127(1) of the *Corporations Act 2001*:

Ferdinand Kruger

(Name and position of authorised signatory) (Signature of authorised signatory)

in the presence of:

Elizabeth Rakitovszky

(Name of witness) (Signature of witness)

24th July 2026

(Date)

ACCEPTED BY THE FAIR WORK OMBUDSMAN PURSUANT TO SECTION 715(2) OF THE FAIR WORK ACT 2009 ON:

Michael Campbell – Group Manager – Operations	27 July 2026
	(Date)

Delegate for the FAIR WORK OMBUDSMAN

in the presence of:

	Louise Cato
(Signature of witness)	(Name of Witness)

Attachment A – Total Underpayments for Affected Employees

Full name	Total Paid to Date
[redacted]	$37,299.72
	$45,041.36
	$17,243.81
	$15,343.95
	$34,409.40
	$9,659.03
	$9,377.59
	$20,426.00
	$30,064.90
	$15,798.42
	$6,106.89
	$6,990.02
	$26,007.72
	$8,853.25
	$18,267.78
	$6,473.85
	$95,649.85
	$70,457.15
	$33,671.01
	$48,226.67
	$53,071.29
	$8,112.83
	$13,878.12
	$11,708.55
	$11,752.31
	$49,571.42
	$9,712.49
	$21,192.08
	$39,425.22

[redacted]		$20,816.50
[redacted]		$3,957.66
[redacted]		$7,418.16
[redacted]		$44,494.22
[redacted]		$39,601.53
[redacted]		$8,446.08
[redacted]		$38,280.87
[redacted]		$9,825.83
[redacted]		$11,895.01
[redacted]		$26,350.84
[redacted]		$41,165.40
[redacted]		$34,500.89
[redacted]		$40,783.77
[redacted]		$35,416.38
[redacted]		$26,421.35
[redacted]		$16,963.27
[redacted]		$8,961.11
[redacted]		$1,750.99
[redacted]		$56,825.47
[redacted]		$49,411.14
[redacted]		$70,644.51
[redacted]		$32,976.38
[redacted]		$8,707.31
[redacted]		$10,164.24
[redacted]		$19,212.15
[redacted]		$10,085.04
[redacted]		$23,189.59
[redacted]		$32,066.38
[redacted]		$3,657.67
[redacted]		$14,097.04
[redacted]		$9,288.10
[redacted]		$14,553.07

[redacted]		$5,264.95
		$21,356.51
		$30,026.40
		$24,003.66
		$5,497.14
		$24,616.70
		$8,044.34
		$18,002.06
		$25,568.15
		$27,307.92
		$27,064.34
		$7,612.51
		$58,206.72
		$43,798.09
		$54,416.37
		$18,247.23
		$5,427.89
		$14,437.51
		$8,246.74
		$59,578.93
		$6,917.94
		$5,445.34
		$17,436.06
		$42,605.76
		$28,524.60
		$3,186.03
		$17,743.24
		$13,795.72
		$24,080.29
		$12,755.22
		$38,521.89
		$23,218.03

[redacted]		$14,150.64
[redacted]		$7,929.67
[redacted]		$12,614.47
[redacted]		$46,616.83
[redacted]		$12,234.37
[redacted]		$11,336.01
[redacted]		$30,156.89
[redacted]		$27,757.75
[redacted]		$4,419.32
[redacted]		$32,195.23
[redacted]		$12,624.34
[redacted]		$7,553.58
[redacted]		$12,262.27
[redacted]		$26,085.96
[redacted]		$31,804.16
[redacted]		$58,397.20
[redacted]		$30,900.29
[redacted]		$100,458.26
[redacted]		$46,882.52
[redacted]		$4,946.78
[redacted]		$9,355.13
[redacted]		$21,020.03
[redacted]		$8,207.75
[redacted]		$33,621.93
[redacted]		$51,325.95
[redacted]		$11,329.24
[redacted]		$52,864.45
[redacted]		$12,837.32
[redacted]		$38,013.79
[redacted]		$21,190.81
[redacted]		$26,815.75
[redacted]		$326.53

[redacted]		$12,737.49
[redacted]		$3,960.88
[redacted]		$26,488.65
[redacted]		$3,765.17
[redacted]		$16,985.06
[redacted]		$49,251.85
[redacted]		$26,438.55
[redacted]		$112,531.33
[redacted]		$7,212.71
[redacted]		$9,382.86
[redacted]		$20,760.32
[redacted]		$7,945.84
[redacted]		$63,792.07
[redacted]		$80,543.05
[redacted]		$35,760.24
[redacted]		$6,730.05
[redacted]		$16,195.85
[redacted]		$2,959.98
[redacted]		$98,279.65
[redacted]		$4,687.48
[redacted]		$3,661.55
[redacted]		$10,137.90
[redacted]		$78,194.28
[redacted]		$52,358.16
[redacted]		$15,809.53
[redacted]		$19,097.71
[redacted]		$3,957.42
[redacted]		$3,016.96
[redacted]		$13,546.37
[redacted]		$34,107.40
[redacted]		$12,068.69
[redacted]		$67,568.24

[redacted]		$27,703.61
		$9,270.35
		$8,008.60
		$7,232.20
		$29,028.80
		$22,304.65
		$13,139.94
		$6,325.14
		$14,357.45
		$19,776.60
		$7,031.11
		$10,094.04
		$40,313.09
		$12,035.23
		$67,745.62
		$37,853.94
		$27,690.33
		$7,853.26
		$38,598.30
		$21,957.58
		$22,470.61
		$7,546.17
		$49,064.40
		$10,490.62
		$23,586.01
		$40,988.49
		$7,915.32
		$35,405.75
		$9,353.03
		$45,477.75
		$13,141.94
		$25,450.87

[redacted]		$19,407.54
		$42,534.54
		$33,167.01
		$29,465.23
		$17,687.41
		$29,266.70
		$35,084.77
		$51,402.33
Total inclusive of superannuation and interest		**$4,982,069.76**