

QANTAS GROUND SERVICES

Part of the  QANTAS GROUP

31 January 2020

P **Confidential**

[Redacted]

BY HAND

[Redacted]

Direction to follow reasonable and lawful directions

I understand on 30 January 2020, that you refused to board an aircraft and perform your duties in relation to Qantas Flight QF130 from Beijing. You advised that this was due to your concerns about the risk of contracting Coronavirus. You were advised at the time that the risk of that occurring was negligible and that there was PPE available.

I again confirm that the risk of aircraft workers contracting Coronavirus as a result of working on aircraft is negligible. This position has been confirmed verbally by a representative from Qantas Medical this morning. We have also provided you with written advice to this effect.

In these circumstances, and with the information available to you, you cannot reasonably be concerned that working on aircraft originating from China would expose you to a serious risk to your health or safety or that there is a risk of immediate or imminent exposure to Coronavirus.

Direction

Given the above, the Company is formally directing you to perform your duties as required including performing your duties on aircraft originating from ports in China.

The Company's position is that the direction outlined above is reasonable and lawful, and you are required to comply with it. It is important that you are aware that should you fail to comply with this direction, this may result in disciplinary action being taken against you, up to and including termination of your employment.

Employee Assistance Program (EAP)

Please also remember that professional, confidential counselling is available to you, free of charge, through our EAP provider. Appointments may be made by contacting the provider directly on 1300 OUR EAP (1300 687 327).

Thank you for your time this morning.

Yours sincerely,

[Redacted signature]

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