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FOR IMMEDIATE RELEASE

General Manager  
ASX Market Announcements  
Australian Securities Exchange  
PO Box H224  
Australia Square  
Sydney NSW 1215

### Legal update

Further to the commentary made at the AGM BSA notes with interest the High Court decision last week impacting on Litigation Funders and Law Firms seeking to profit from Class Actions and the individuals involved.

Shine Lawyers has previously publicly announced that it is investigating, but has not filed, an action against BSA Limited (ASX: BSA) (**BSA** or the **Company**) (amongst others) on behalf of telecommunications technicians. Shine has prepared a proposed statement of claim, but consistent with the above, has not filed it.

The threatened action makes claims relevant to BSA's contracting arrangements, specifically, in relation to independent contractors and whether they are properly characterised as such.

To BSA's understanding, there are two proposed lead applicants in the proposed action.

BSA makes the following comments on its contracting arrangements:

- BSA strongly denies any inappropriate classification of its contracting partners. We have a long track record of good working relationships with independent contractors.
- BSA believes its contracting arrangements to be compliant with legal obligations and in line with those used industry wide by all reputable major industry players.
- BSA takes its obligations in this area very seriously and has over many years regularly tested its contracting arrangements to ensure they are compliant. We have applied added scrutiny in the last twelve months as we note that other telecommunications companies have been targeted and another telecommunications company has recently been the subject of a similar action by Shine Lawyers as the legal representatives, funded by a litigation funder.
- BSA is confident that its contractors are appropriately compensated for the work they perform, and post a recent review has found that a substantial proportion of its contractors have earned more than they would have received under the applicable award.
- BSA values its workforce, and all stakeholders in its organisation, and strives to ensure that they are treated both fairly and consistently with all applicable laws.
- Given this and in the light of the High Court decision and recent industry commentary it reinforces our belief that the broad interests of contractors will not be served by costly and time consuming litigation. BSA has always been open and available to discuss any stakeholder concerns. Direct dealings will always offer a better outcome for individuals in situations where any potential outcomes would be unencumbered by Litigation Funder commissions, legal fees and protracted proceedings.
- BSA will keep the market informed in relation to this matter as and when appropriate.

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For on behalf of the BSA Limited Board of Directors

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