Bank of Queensland Limited
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2 April 2026

Julia Angrisano
National Secretary – Finance Sector Union
Level 13, 380 La Trobe Street
MELBOURNE VIC 3000

By email: julia.angrisano@fsunion.org.au

Dear Julia,

**FSU request for suspension of office attendance requirements**

We refer to your letter dated 23 March 2026, in which the FSU requested BOQ Group to immediately suspend any office attendance requirements in light of ongoing cost of living pressures.

While we hope that the current circumstances will resolve soon, we acknowledge the current challenging external environment and the impact that this may continue to have on our people.

As outlined in our letter to Nicole McPherson dated 26 November 2025, BOQ Group employees enjoy significant flexibility and the majority of flexible work requests are approved, including work from home requests. Further, during enterprise bargaining discussions, BOQ Group has verbally shared that current office attendance data indicates employee attendance is already below the levels contemplated by BOQ Group's hybrid working approach. This reflects the practical application of leader discretion in supporting work from home arrangements where appropriate.

If employees are experiencing difficulties with the office attendance requirements in the current environment, then we encourage them to speak with their leader and consider making a flexible work request. Any such requests will be considered based on the requirements of the employees' role, their personal circumstances (including access to public transport options) and any current challenges they are experiencing due to the external environment. We will endeavour to support such requests as far as possible.

We note also the Australian Government's Four-Stage Plan to guide Australia through the fuel crisis and the current assessment stage of *Level Two: Keep Australia Moving*. BOQ Group will continue to monitor developments in this regard and will review and adjust its approach where appropriate should circumstances materially change.

Yours sincerely,

Alexandra Taylor
**Chief People Officer**

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