



Declaration of Results

Protected Action Ballot

Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union”
known as the Australian Manufacturing Workers’ Union (AMWU)

V

Fonterra Australia Pty Ltd

(B2023/186)

**Tuesday 07 March 2023 3:38pm
AWST**

1. Vote Result

Vero Engagement & Voting Solutions Pty Ltd

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Total Eligible Voters: **31**
 Total Voted: **29 (93.5%)**
 Total Voted All Questions: **29 (93.5%)**

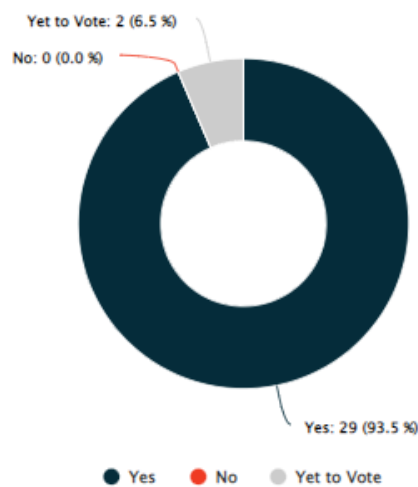
Final Vote Audit: 7 March 2023 2:23 PM AWST

1. AN UNLIMITED NUMBER OF INDEFINITE AND/OR PERIODIC STOPPAGES ON THE PERFORMANCE OF ALL WORK?

Yes - 29 (100% of votes cast)

No - 0 (0% of votes cast)

Yet to vote - 2



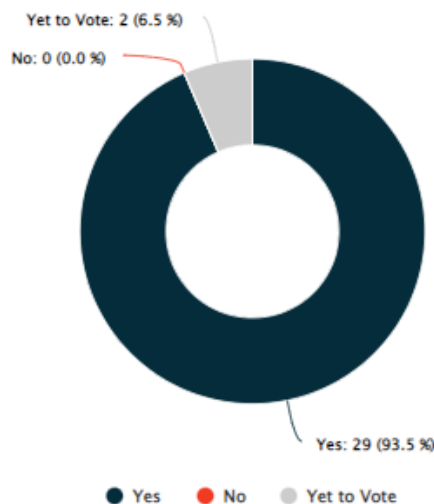
Highcharts.com

2. AN UNLIMITED NUMBER OF INDEFINITE AND/OR PERIODIC BANS ON OVERTIME?

Yes - 29 (100% of votes cast)

No - 0 (0% of votes cast)

Yet to vote - 2



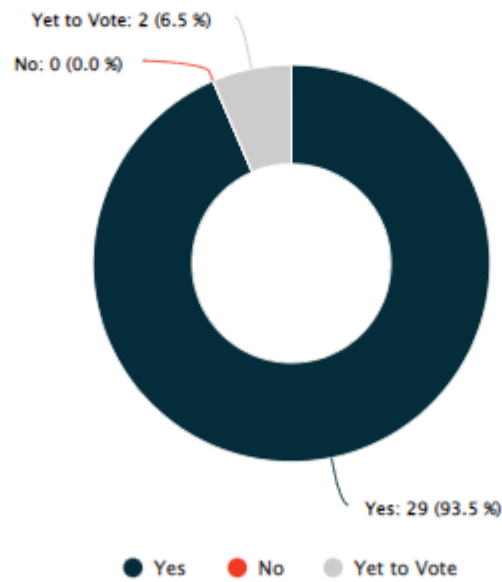
Highcharts.com

3. AN UNLIMITED NUMBER OF INDEFINITE AND/OR PERIODIC BANS ON CALL BACKS?

Yes - 29 (100% of votes cast)

No - 0 (0% of votes cast)

Yet to vote - 2



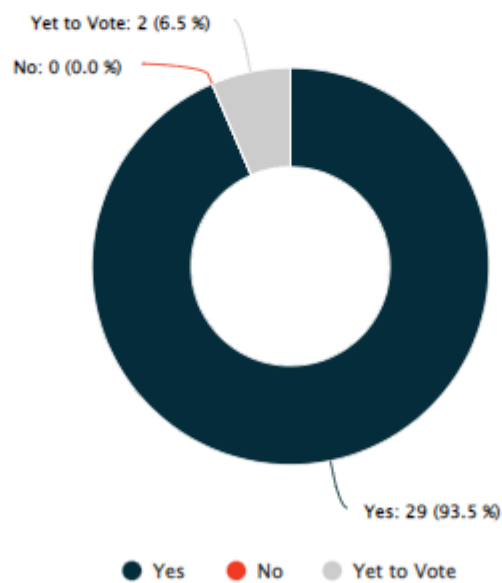
Highcharts.com

4. AN UNLIMITED NUMBER OF INDEFINITE AND/OR PERIODIC BANS ON THE USE OF COMPUTERS?

Yes - 29 (100% of votes cast)

No - 0 (0% of votes cast)

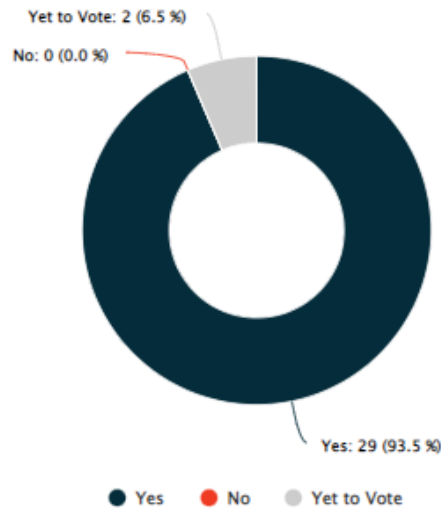
Yet to vote - 2



Highcharts.com

5. AN UNLIMITED NUMBER OF INDEFINITE AND/OR PERIODIC BANS ON THE USE OF ELECTRONIC COMMUNICATION DEVICES (IE PHONES, RADIOS ETC) FOR BUSINESS PURPOSES

Yes - 29 (100% of votes cast)
No - 0 (0% of votes cast)
Yet to vote - 2



Highcharts.com

2. Vero Voting Independence Declaration

The Protected Action Ballot vote has been managed and declared independent of Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU), Fonterra Australia Pty Ltd & Fair Work.

No individual vote has been disclosed to Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU), Employer & Fair Work.

The Protected Action Ballot vote result has been audited and the declared result is assured.

Regards,



Greg Mitchell
Director, Vero Engagement and Voting Solutions Pty Ltd