



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union

v

Wilmar Sugar Pty Ltd

(B2024/412)

26 April 2024

1. Ballot Result

Total Eligible Voters: 381
Total Participated: 358

358 out of 381 have answered all questions 94.0%

Final Ballot Audit: Friday, 26 April 2024 at 11.05 am AWST

Diagram 1: Final Vote Participation

Australian Workers' Union Protected Action Ballot (B2024/412) Voters: 381 Total Participated: 358 (94.0%)
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2. CiVS Independence Declaration

The Australian Workers' Union Protected Action Ballot (B2024/412) has been managed and declared independent of all other parties.

The Australian Workers' Union Protected Action Ballot (B2024/412) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

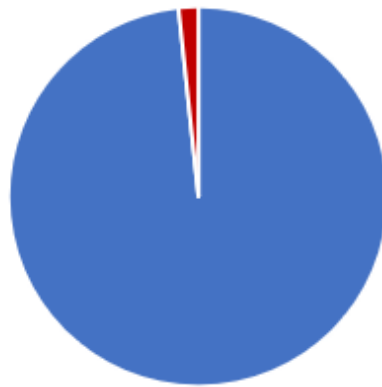
3. Questions and Results

Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work, including consecutive stoppages of work, of one (1) hour duration?

- Yes - 352 (98.3%)
- No - 6 (1.7%)

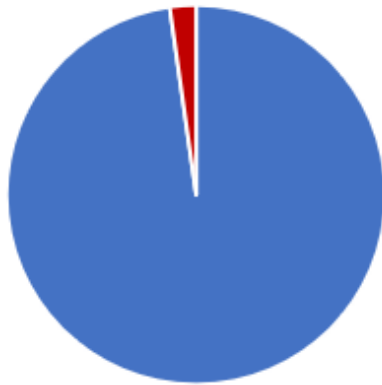


Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, of two (2) hour duration?

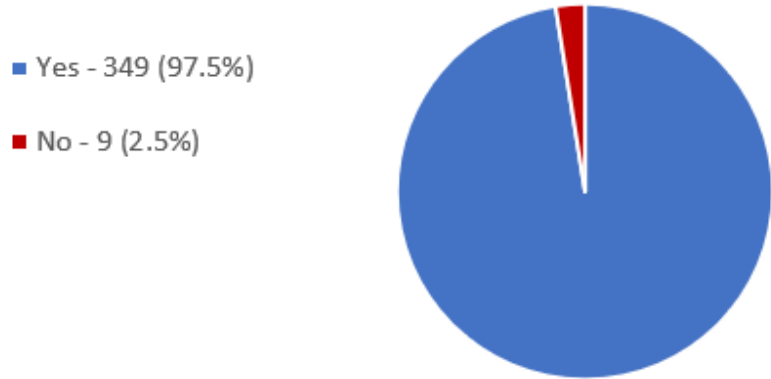
- Yes - 350 (97.8%)
- No - 8 (2.2%)



Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

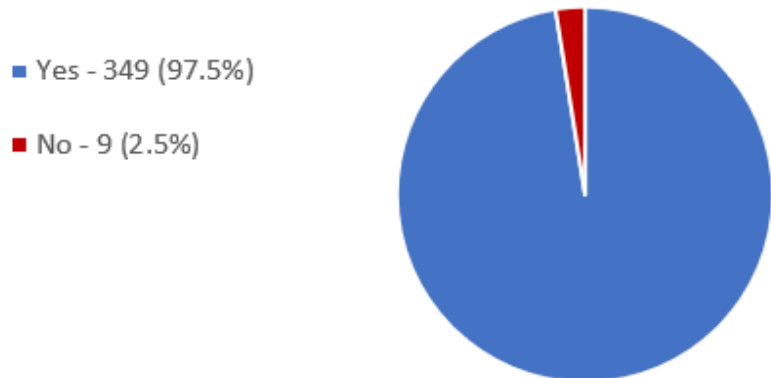
3. An unlimited number of stoppages of work, including consecutive stoppages of work, of four (4) hour duration?



Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, of eight (8) hour duration?

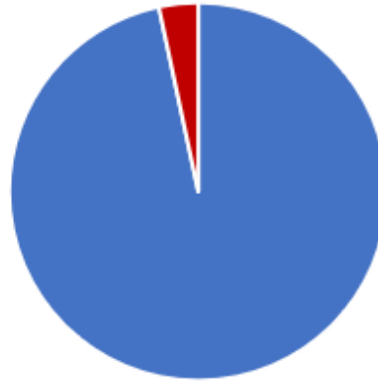


Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of work, including consecutive stoppages of work, of twelve (12) hour duration?

- Yes - 346 (96.6%)
- No - 12 (3.4%)

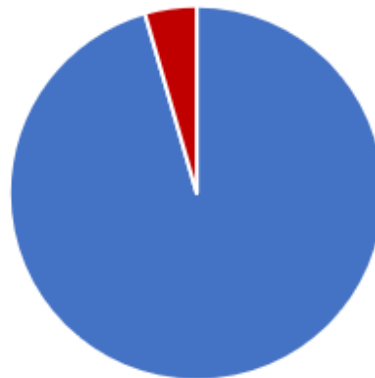


Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of stoppages of work, including consecutive stoppages of work, of Forty Eight (48) hour duration?

- Yes - 342 (95.5%)
- No - 16 (4.5%)



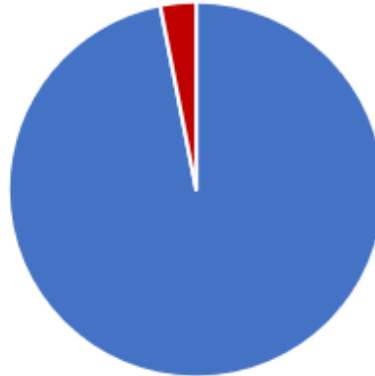
Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of indefinite or periodic bans on overtime?

■ Yes - 347 (96.9%)

■ No - 11 (3.1%)



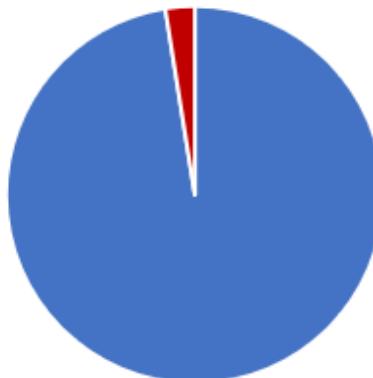
Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite or periodic bans on performing call outs?

■ Yes - 349 (97.5%)

■ No - 9 (2.5%)



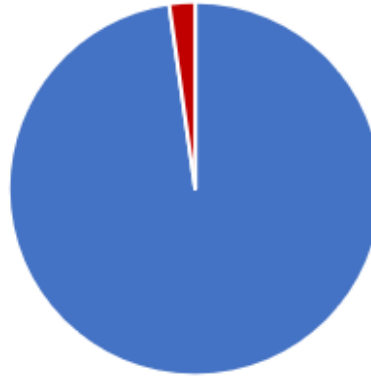
Question 9

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

9. An unlimited number of indefinite or periodic bans on the utilization of high-risk tickets?

■ Yes - 350 (97.8%)

■ No - 8 (2.2%)



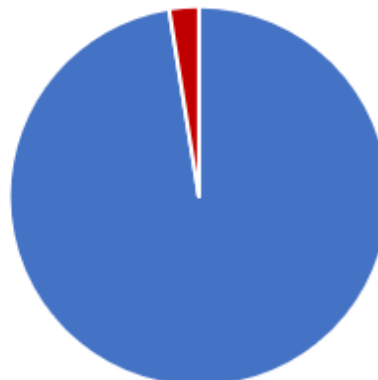
Question 10

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periodic bans on the performance of working additional shifts outside the normal roster?

■ Yes - 349 (97.5%)

■ No - 9 (2.5%)



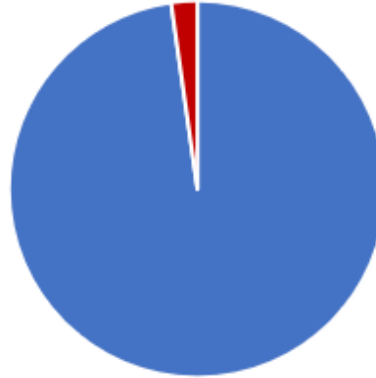
Question 11

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periodic bans on the use of computers to document work?

■ Yes - 350 (97.8%)

■ No - 8 (2.2%)



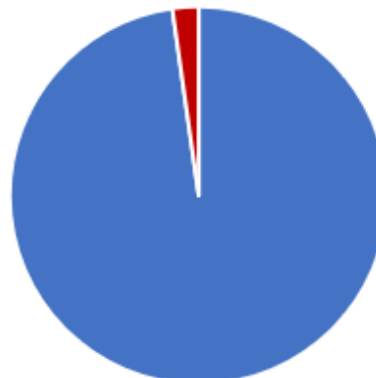
Question 12

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of indefinite or periodic bans on the use of keys (including locks for doors, vehicles, personal isolation locks and electronic swipe keys)?

■ Yes - 350 (97.8%)

■ No - 8 (2.2%)



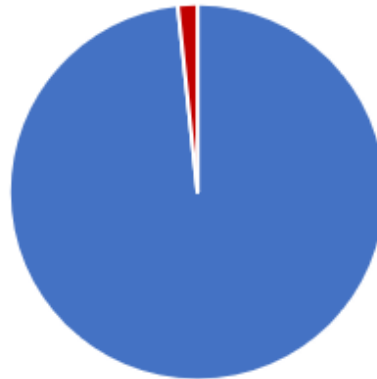
Question 13

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorized by this ballot, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite or periodic bans on working with contractors?

■ Yes - 352 (98.3%)

■ No - 6 (1.7%)





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