



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia**

v

**The Smith's Snackfood Company Pty Limited
(B2023/1006)**

4 October 2023

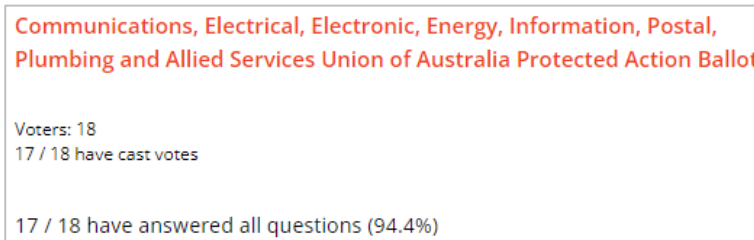
1. Ballot Result

Total Eligible Voters: 18
Total Participated: 17

17 out of 18 have answered all questions 94.4%

Final Ballot Audit: Wednesday, 4 October 2023 at 12.20pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot 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, for one (1) hour in duration?

- Yes - 17 (100%)
- No - 0 (0%)



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 for two (2) hours in duration?

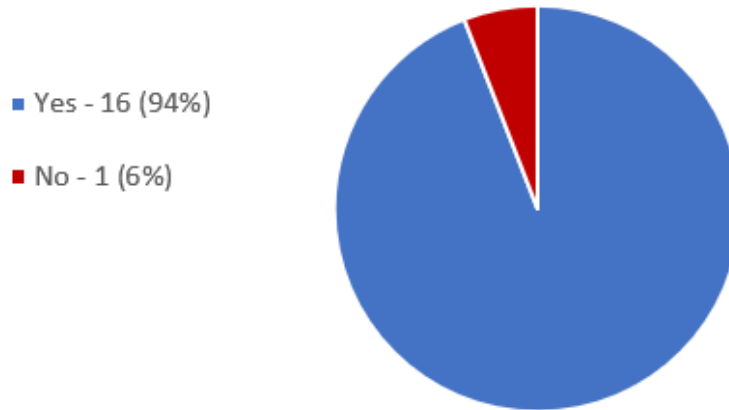
- Yes - 17 (100%)
- No - 0 (0%)



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:

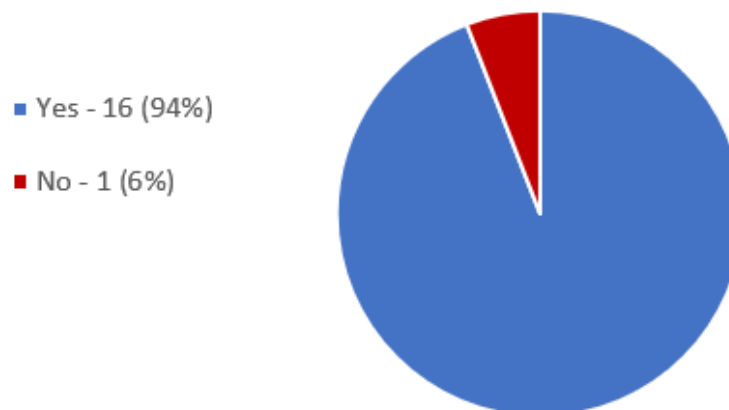
3. An unlimited number of stoppages of work, including consecutive stoppages of work for four (4) hours in duration?



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 for twenty four (24) hours in 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 indefinite or periodic bans on the use of company phones?

■ Yes - 17 (100%)

■ No - 0 (0%)



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 indefinite or periodic bans on the completion of paperwork?

■ Yes - 17 (100%)

■ No - 0 (0%)



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 the use of company computers?

■ Yes - 17 (100%)

■ No - 0 (0%)





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