



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

**Icon Distribution Investments Limited and Jemena Networks
(ACT) Pty Ltd T/A Evoenergy
(B2023/1023)**

12 October 2023

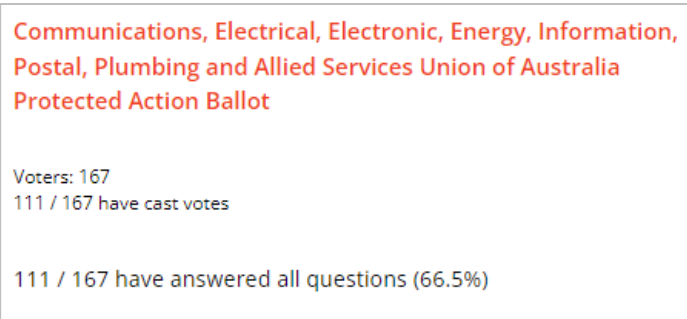
1. Ballot Result

Total Eligible Voters: 111
Total Participated: 167

111 out of 167 have answered all questions 66.5%

Final Ballot Audit: Thursday, 12 October 2023 at 11.05am 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

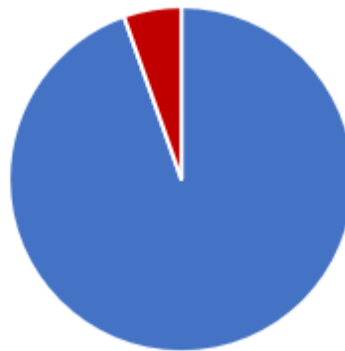
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by CEPU members, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below (subject to the Safety Commitment given below):

1. An unlimited number of stoppages of work of between 1 minute and 72 hours duration?

- Yes - 105 (95%)
- No - 6 (5%)

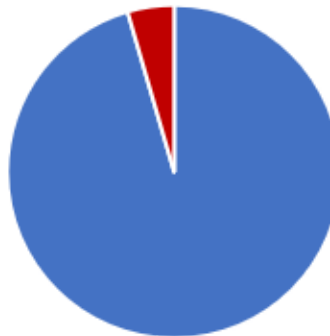


Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by CEPU members, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below (subject to the Safety Commitment given below):

2. An unlimited number of indefinite or periodic bans on the use of any, or all, of the following:
Outlook, Cityworks, AR!A, IVMS , ADMS, Beakon , iAuditor?

- Yes - 106 (95%)
- No - 5 (5%)



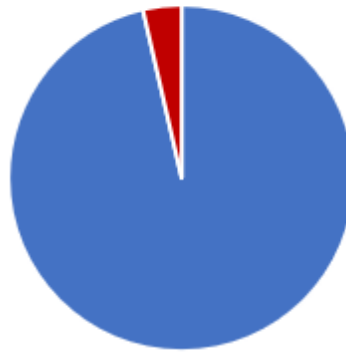
Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by CEPU members, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below (subject to the Safety Commitment given below):

3. An unlimited number of indefinite or periodic bans on the use of Teams Apps?

■ Yes - 107 (96%)

■ No - 4 (4%)



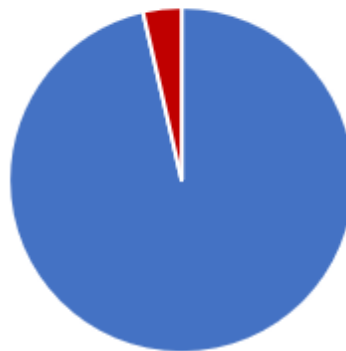
Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by CEPU members, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below (subject to the Safety Commitment given below):

4. An unlimited number of indefinite or periodic bans on locking systems?

■ Yes - 107 (96%)

■ No - 4 (4%)



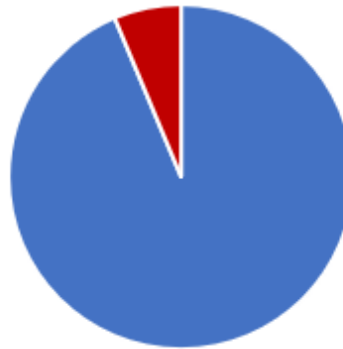
Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by CEPU members, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below (subject to the Safety Commitment given below):

5. An unlimited number of indefinite or periodic bans on issuing Access Authorities?

■ Yes - 104 (94%)

■ No - 7 (6%)



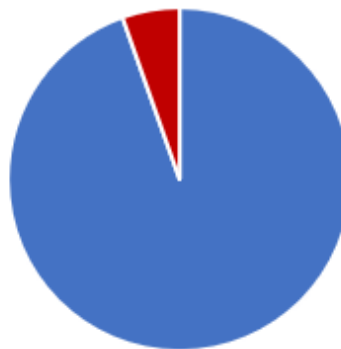
Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by CEPU members, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below (subject to the Safety Commitment given below):

6. An unlimited number of indefinite or periodic bans on Field Staff Switching?

■ Yes - 105 (95%)

■ No - 6 (5%)



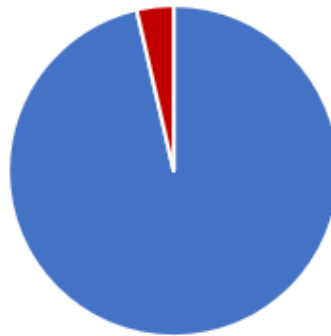
Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by CEPU members, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below (subject to the Safety Commitment given below):

7. An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by Professionals Australia?

■ Yes - 107 (96%)

■ No - 4 (4%)





(08) 6314 0580
info@civs.com.au

