



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry, Maritime, Mining and Energy Union

v

Anglo Coal (Moranbah North Management) Pty Ltd

(B2023/1148)

15 November 2023

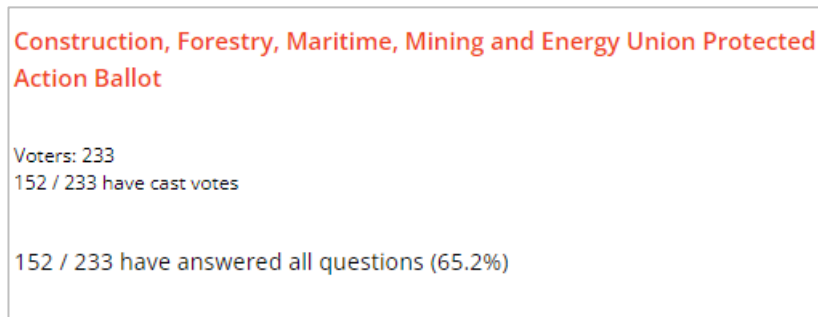
1. Ballot Result

Total Eligible Voters: 233
Total Participated: 152

152 out of 233 have answered all questions 65.2%

Final Ballot Audit: Wednesday, 15 November 2023 at 12.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot has been managed and declared independent of all other parties.

The Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

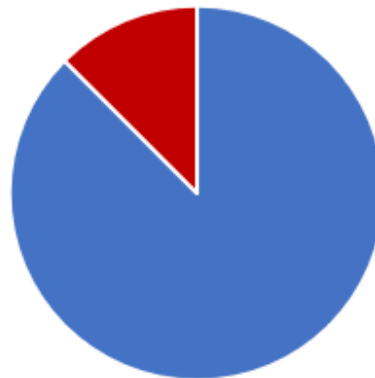
3. Questions and Results

Question 1

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

1. An unlimited number of stoppages of work, of between one and six hours in duration?

- Yes - 133 (88%)
- No - 19 (12%)

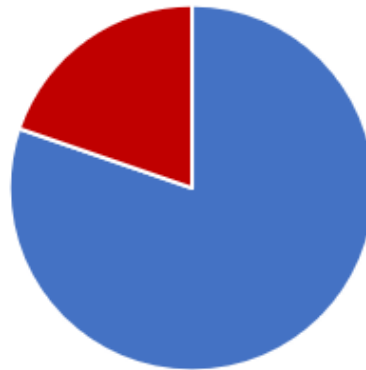


Question 2

In support of reaching agreement with your employer do you endorse the taking of any and all protected industrial action 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 a shift length duration?

- Yes - 122 (80%)
- No - 30 (20%)



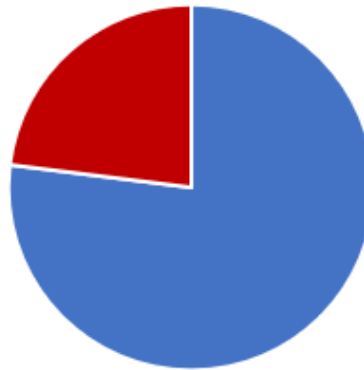
Question 3

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

3. An unlimited number of bans on the performance of leading hand and supervisor duties?

■ Yes - 117 (77%)

■ No - 35 (23%)



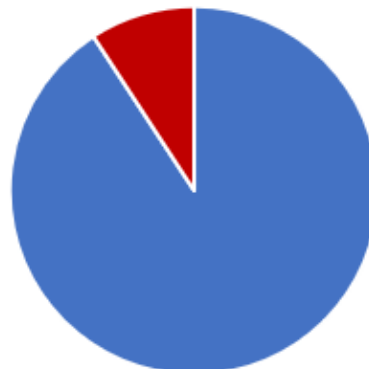
Question 4

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

4. Action in the form of the taking of meal breaks (crib) at a designated time and location as notified?

■ Yes - 138 (91%)

■ No - 14 (9%)



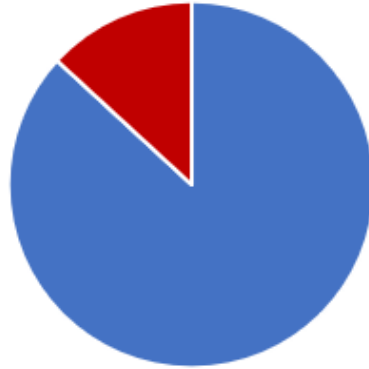
Question 5

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

5. An unlimited number of bans on the performance of non-rostered overtime?

■ Yes - 132 (87%)

■ No - 20 (13%)





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