



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Transport Workers' Union of Australia

v

**Linfox Armaguard Pty Ltd T/A Armaguard
(B2023/683)**

1 August 2023

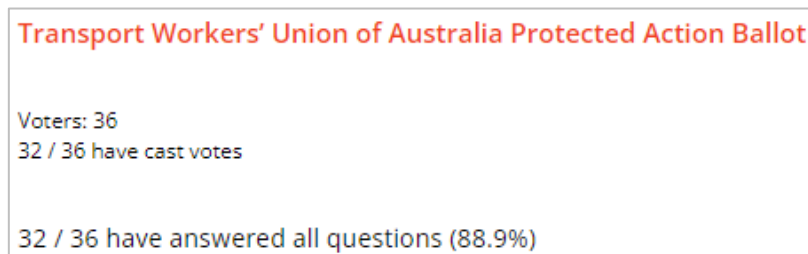
1. Ballot Result

Total Eligible Voters: 36
Total Participated: 32

32 out of 36 have answered all questions 88.9%

Final Ballot Audit: Tuesday, 1 August 2023 at 12.30pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Transport Workers' Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Transport Workers' 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

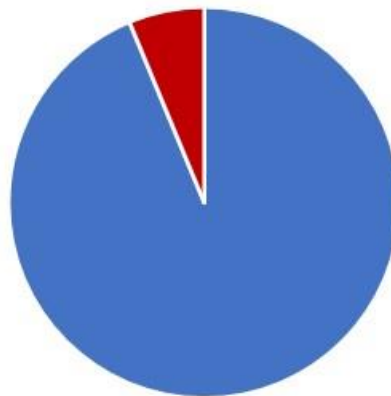
Question 1

In support of reaching an Enterprise Agreement with your employer, do you support the taking of protected industrial action against your employer which may involve one or more of the following taken separately or consecutively:

1. An unlimited number of periodic or indefinite bans on the working of overtime?

■ Yes - 30 (94%)

■ No - 2 (6%)



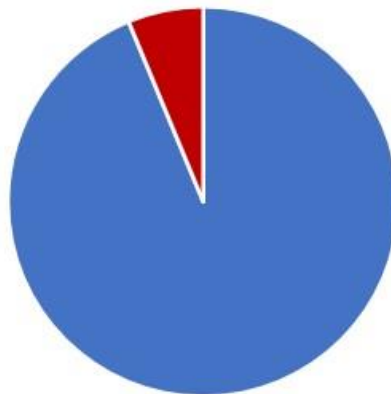
Question 2

In support of reaching an Enterprise Agreement with your employer, do you support the taking of protected industrial action against your employer which may involve one or more of the following taken separately or consecutively:

2. An unlimited number of stoppages of work for 2 hours?

■ Yes - 30 (94%)

■ No - 2 (6%)

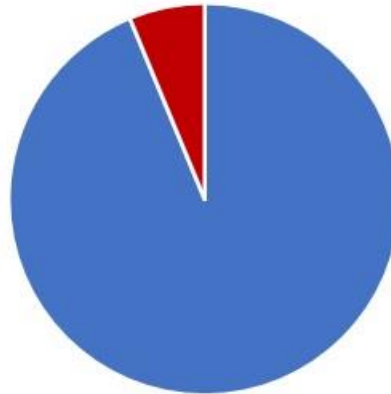


Question 3

In support of reaching an Enterprise Agreement with your employer, do you support the taking of protected industrial action against your employer which may involve one or more of the following taken separately or consecutively:

3. An unlimited number of stoppages of work for 4 hours?

- Yes - 30 (94%)
- No - 2 (6%)

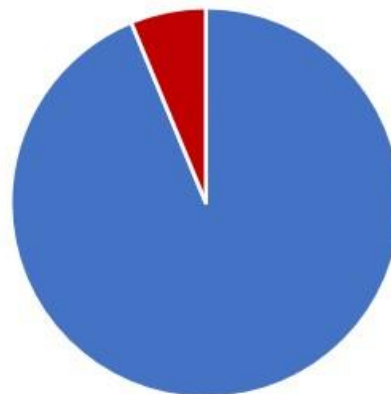


Question 4

In support of reaching an Enterprise Agreement with your employer, do you support the taking of protected industrial action against your employer which may involve one or more of the following taken separately or consecutively:

4. An unlimited number of stoppages of work for 8 hours?

- Yes - 30 (94%)
- No - 2 (6%)



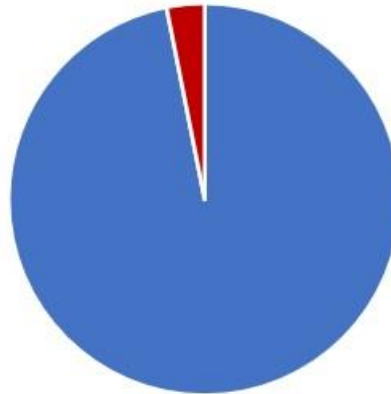
Question 5

In support of reaching an Enterprise Agreement with your employer, do you support the taking of protected industrial action against your employer which may involve one or more of the following taken separately or consecutively:

5. An unlimited number of stoppages of work for 24 hours?

■ Yes - 31 (97%)

■ No - 1 (3%)



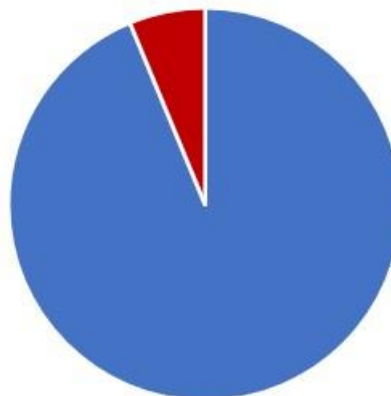
Question 6

In support of reaching an Enterprise Agreement with your employer, do you support the taking of protected industrial action against your employer which may involve one or more of the following taken separately or consecutively:

6. An unlimited number of indefinite stoppages of work?

■ Yes - 30 (94%)

■ No - 2 (6%)



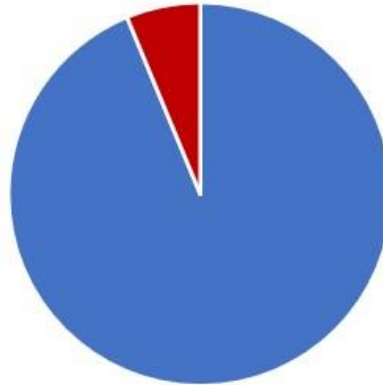
Question 7

In support of reaching an Enterprise Agreement with your employer, do you support the taking of protected industrial action against your employer which may involve one or more of the following taken separately or consecutively:

7. A ban on the performance of work unless wearing badges and/or hats and/or face masks with TWU branding and or TWU EBA campaign messages and or High Visibility clothing instead of, or in addition to the employer's uniform?

■ Yes - 30 (94%)

■ No - 2 (6%)



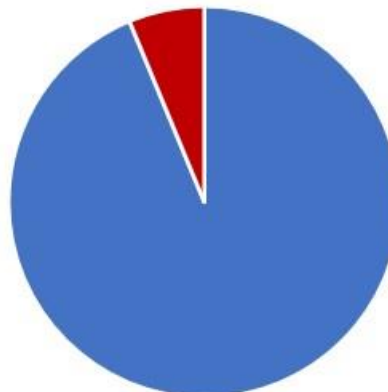
Question 8

In support of reaching an Enterprise Agreement with your employer, do you support the taking of protected industrial action against your employer which may involve one or more of the following taken separately or consecutively:

8. A ban on the performance of paperwork either periodically or indefinitely unless it is required to protect the health and safety of employees?

■ Yes - 30 (94%)

■ No - 2 (6%)





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