



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

v

**Volvo Group Australia Pty Ltd
(B2024/135)**

6 March 2024

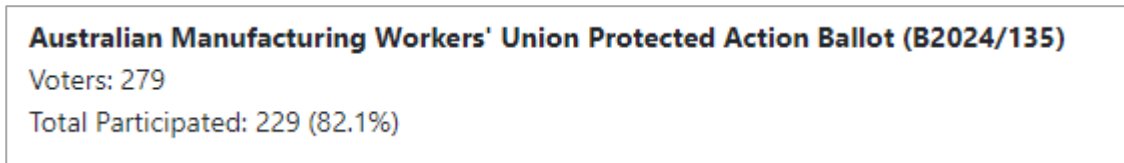
1. Ballot Result

Total Eligible Voters: 279
Total Participated: 229

229 out of 279 have answered all questions 82.1%

Final Ballot Audit: Wednesday, 6 March 2024 at 12.10 pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/135) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/135) result has been audited and the declared result is assured.

Yours Sincerely,



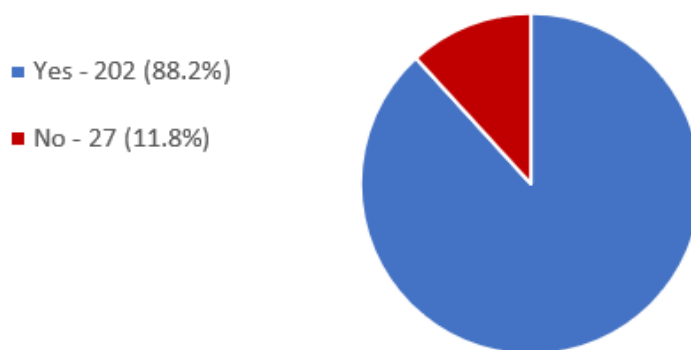
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

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 against your employer separately, concurrently and/or consecutively, in the form of:

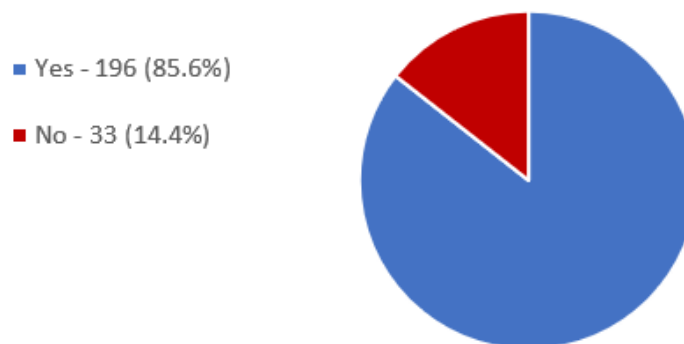
1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?



Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

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

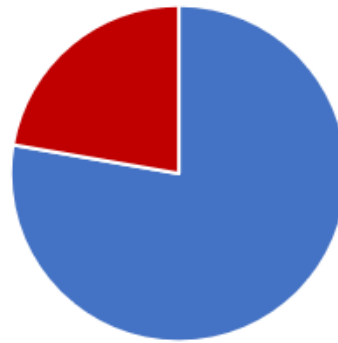


Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?

- Yes - 178 (77.7%)
- No - 51 (22.3%)

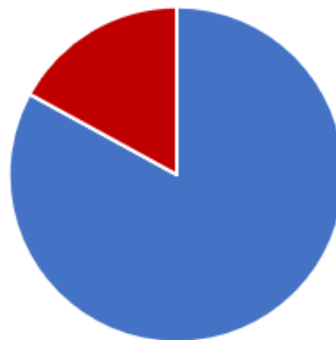


Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of indefinite or periodic bans on the performance of overtime?

- Yes - 190 (83%)
- No - 39 (17%)

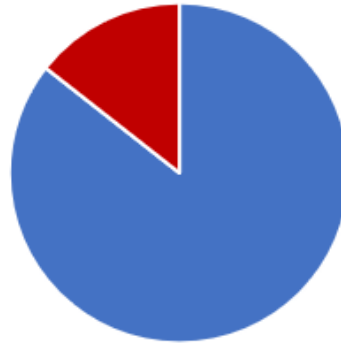


Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of indefinite or periodic bans on performing work at an employee's work station unless that work is in compliance with a SOP (Standard Operating Procedure)?

- Yes - 196 (85.6%)
- No - 33 (14.4%)

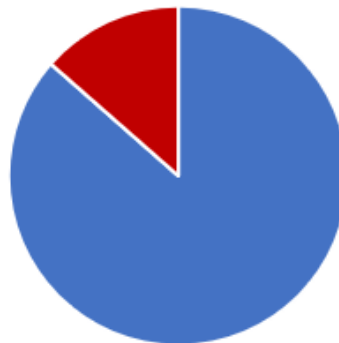


Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of indefinite or periodic bans on manual handling parts or equipment weighing equal to or greater than 10 kilograms?

- Yes - 198 (86.5%)
- No - 31 (13.5%)



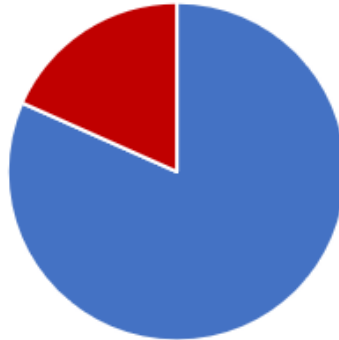
Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of indefinite or periodic bans on charging any electrical plant, machinery, tooling or equipment?

■ Yes - 187 (81.7%)

■ No - 42 (18.3%)



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