



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

**ACIRL Proprietary Limited
(B2023/726)**

4 August 2023

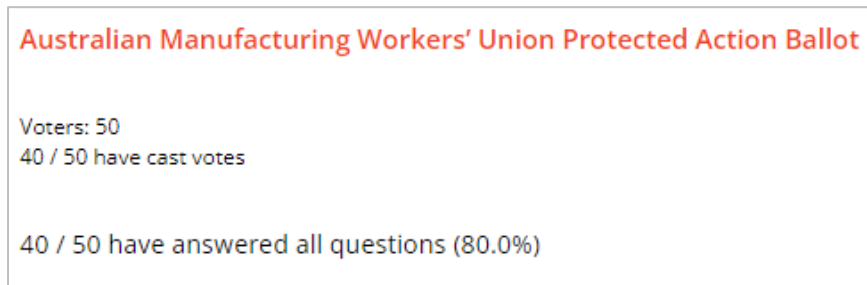
1. Ballot Result

Total Eligible Voters: 40
Total Participated: 50

40 out of 50 have answered all questions 80.0%

Final Ballot Audit: Friday, 4 August 2023 at 12.10pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

The Australian Manufacturing Workers' 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 an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised 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 - 40 (100%)
- No - 0 (0%)

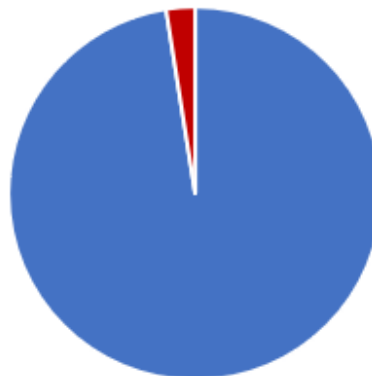


Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised 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 - 39 (98%)
- No - 1 (2%)

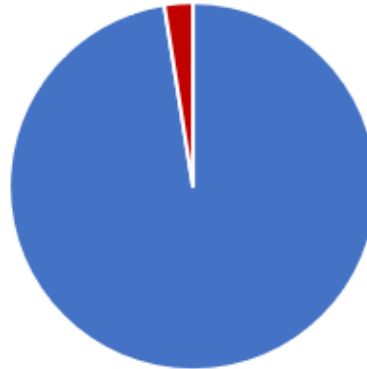


Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised 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?

- Yes - 39 (98%)
- No - 1 (2%)

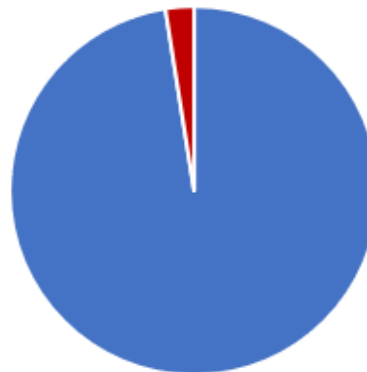


Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised 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 six (6) hours in duration?

- Yes - 39 (98%)
- No - 1 (2%)

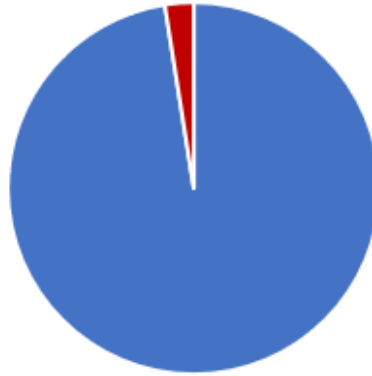


Question 5

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

5. An unlimited number of stoppages of work, including consecutive stoppages of work, for eight (8) hours in duration?

- Yes - 39 (98%)
- No - 1 (2%)

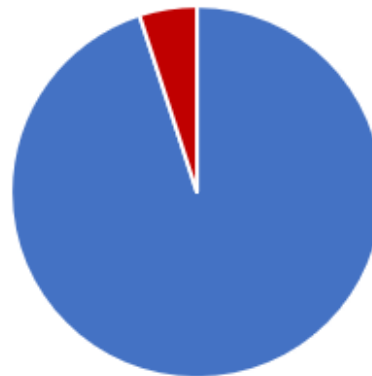


Question 6

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

6. An unlimited number of stoppages of work, including consecutive stoppages of work, for twelve (12) hours in duration?

- Yes - 38 (95%)
- No - 2 (5%)



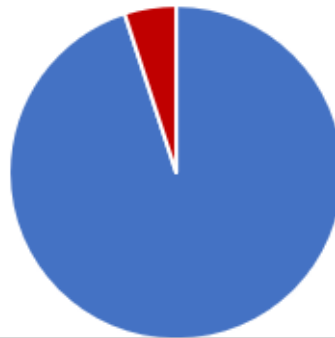
Question 7

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

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

■ Yes - 38 (95%)

■ No - 2 (5%)



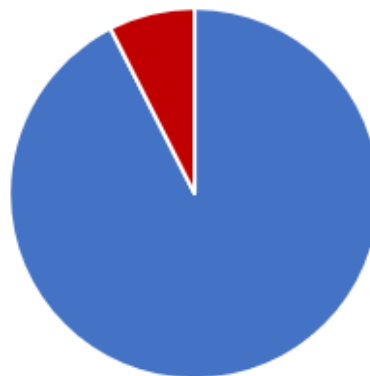
Question 8

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

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

■ Yes - 37 (93%)

■ No - 3 (7%)



Question 9

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

9. An unlimited number of indefinite or periodic bans on attending or performing work at worksites other than the normal rostered location?

■ Yes - 40 (100%)

■ No - 0 (0%)



Question 10

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

10. An unlimited number of indefinite or periodic bans of the use of lifting aids?

■ Yes - 40 (100%)

■ No - 0 (0%)



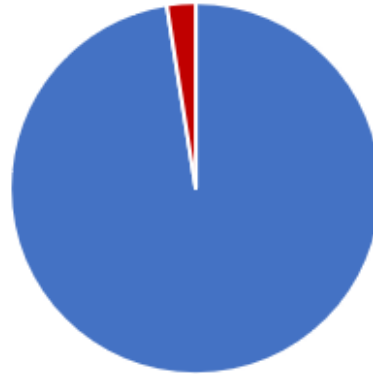
Question 11

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

11. An unlimited number of indefinite or periodic bans on the performance of overtime, however described or rostered?

■ Yes - 39 (98%)

■ No - 1 (2%)



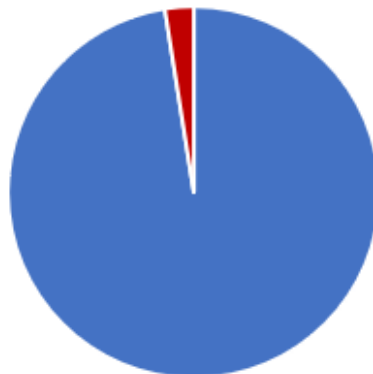
Question 12

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

12. An unlimited number of indefinite or periodic bans on the use of technology including (but not limited) to computers, tablets, phones, fax machines, radios and the like?

■ Yes - 39 (98%)

■ No - 1 (2%)



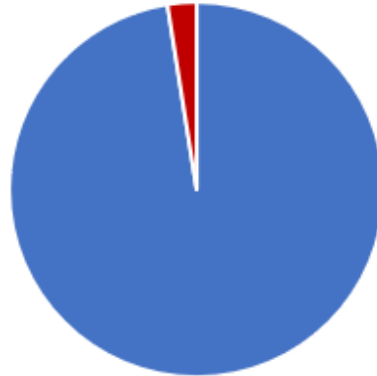
Question 13

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

13. An unlimited number of indefinite or periodic bans on paperwork?

■ Yes - 39 (98%)

■ No - 1 (2%)



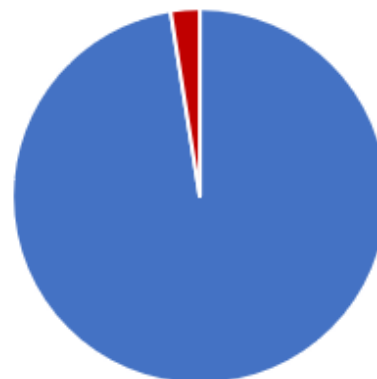
Question 14

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

14. An unlimited number of indefinite or periodic bans on the performance of tasks not specific to employee classifications?

■ Yes - 39 (98%)

■ No - 1 (2%)



Question 15

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

15. An unlimited number of indefinite or periodic bans on the use of machinery?

■ Yes - 40 (100%)

■ No - 0 (0%)



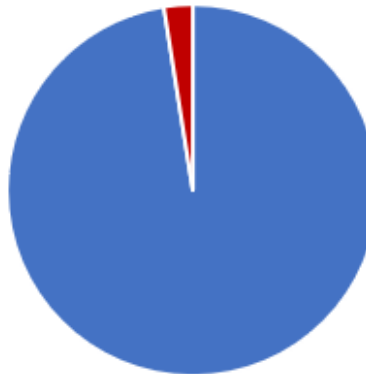
Question 16

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

16. An unlimited number of indefinite or periodic bans of the use of personal hand tools?

■ Yes - 39 (98%)

■ No - 1 (2%)





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