



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Association of Professional Engineers, Scientists and
Managers, Australia, The**

v

**Icon Distribution Investments Limited and Jemena
Networks (ACT) Pty Ltd T/A EvoEnergy
(B2023/980)**

4 October 2023

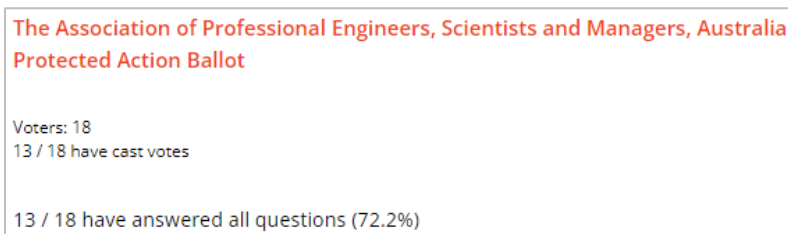
1. Ballot Result

Total Eligible Voters: 18
Total Participated: 13

13 out of 18 have answered all questions 72.2%

Final Ballot Audit: Wednesday, 4 October 2023 at 11.45am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Association of Professional Engineers, Scientists and Managers, Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Association of Professional Engineers, Scientists and Managers, Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

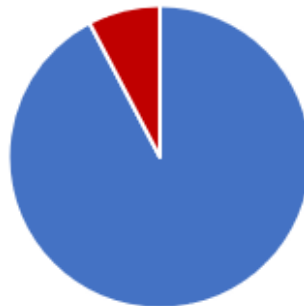
3. Questions and Results

Question 1

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

1. Only performing work when wearing of Professionals Australia and industrial campaign related clothing, caps, badges, facemasks in EvoEnergy offices and worksites?

- Yes - 12 (92%)
- No - 1 (8%)

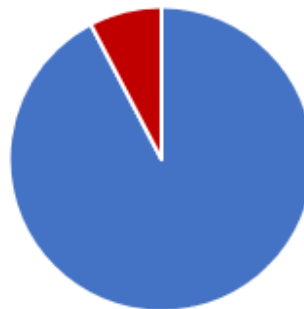


Question 2

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. Stopping work to arrange the display and distribution of Professionals Australia and industrial campaign related materials physically and digitally including but not limited to posters, flyers, badges, email signatures, video conference platform virtual backgrounds?

- Yes - 12 (92%)
- No - 1 (8%)

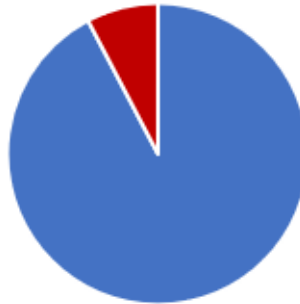


Question 3

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. During work time, providing information, in any form, concerning the views of employees about industrial action and Professionals Australia’s campaign for a new enterprise agreement to members of the community, including to members of the media and members of the ACT Legislative Assembly?

- Yes - 12 (92%)
- No - 1 (8%)

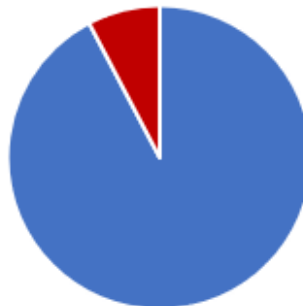


Question 4

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. Including in emails sent to external addresses from evoenergy.com.au domain email accounts an email footer that details and/or includes information about Professionals Australia’s campaign for a new enterprise agreement?

- Yes - 12 (92%)
- No - 1 (8%)



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. Attaching union and industrial campaign related material, including email footers, to outgoing emails?

- Yes - 11 (85%)
- No - 2 (15%)

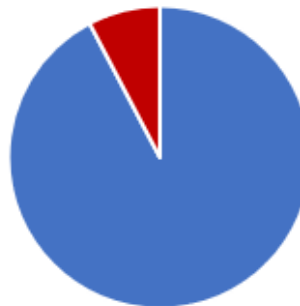


Question 6

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. During work time, providing the email address of the ActewAGL Chief Executive Officer, ActewAGL people and Legal General Manager, EvoEnergy General Manager to members of the community including to members of the media when communicating about industrial action and Professionals Australia's campaign for a new enterprise agreement?

- Yes - 12 (92%)
- No - 1 (8%)

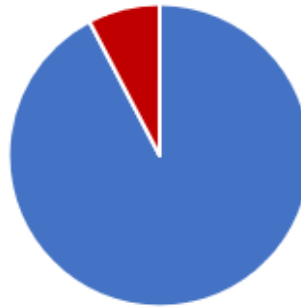


Question 7

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 emailing, calling, or otherwise communicating with or responding officers, employees, representatives, or agents of the Australian Capital Territory Government?

- Yes - 12 (92%)
- No - 1 (8%)

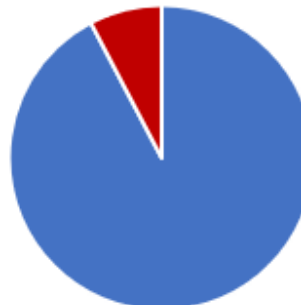


Question 8

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:

8. An unlimited number of indefinite or periodic bans on emailing, calling, or otherwise communicating with or responding to persons or entities that are contracted or otherwise engaged to undertake works for or on behalf of the Australian Capital Territory Government?

- Yes - 12 (92%)
- No - 1 (8%)



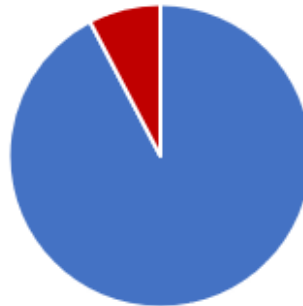
Question 9

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:

9. An unlimited number of indefinite or periodic bans on emailing, calling, or otherwise communicating with or responding to officers, employees, representatives, or agents of the Commonwealth of Australia?

■ Yes - 12 (92%)

■ No - 1 (8%)



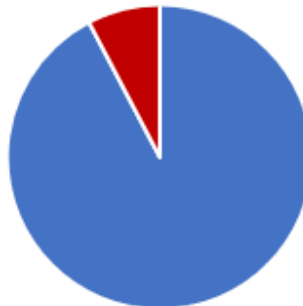
Question 10

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:

10. An unlimited number of indefinite or periodic bans on emailing, calling, or otherwise communicating with or responding to persons or entities that are contracted or otherwise engaged to undertake works for or on behalf of the Commonwealth of Australia?

■ Yes - 12 (92%)

■ No - 1 (8%)

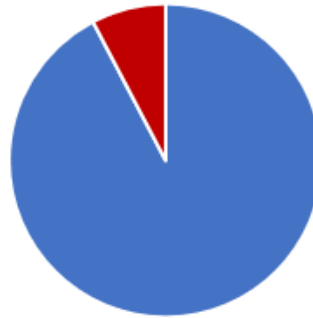


Question 11

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:

11. An unlimited number of indefinite or periodic bans or limitations on the use of all, some, or any combination of the following:
Microsoft Excel, Microsoft Teams, Microsoft Outlook, Microsoft Word, Microsoft SharePoint, Cityworks, AR!A, IVMS, ADMS, Beakon, iAuditor, ArcGIS, ArcMap, ArcFM, AutoCAD, Meridian, QGIS, BYDA, CISCO Jabber / Softphone program, SINCAL, CYMCAP, LVDrop, Aurion, Oracle

- Yes - 12 (92%)
- No - 1 (8%)

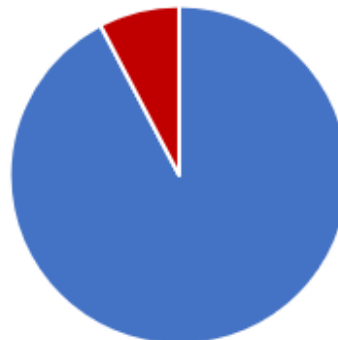


Question 12

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:

12. An unlimited number of 5 minute stoppages of work?

- Yes - 12 (92%)
- No - 1 (8%)



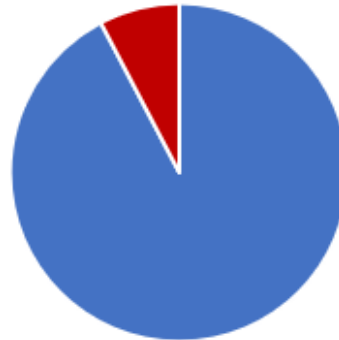
Question 13

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:

13. An unlimited number of 10 minute stoppages of work?

■ Yes - 12 (92%)

■ No - 1 (8%)



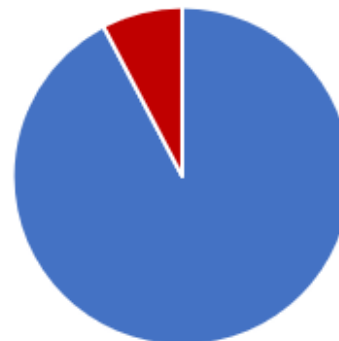
Question 14

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:

14. An unlimited number of 30 minute stoppages of work?

■ Yes - 12 (92%)

■ No - 1 (8%)



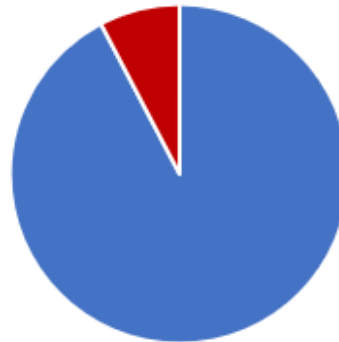
Question 15

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:

15. An unlimited number of 1 hour stoppages of work?

■ Yes - 12 (92%)

■ No - 1 (8%)



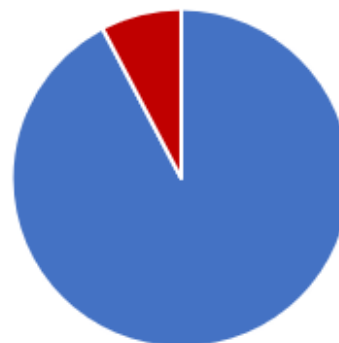
Question 16

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:

16. An unlimited number of 2 hour stoppages of work?

■ Yes - 12 (92%)

■ No - 1 (8%)

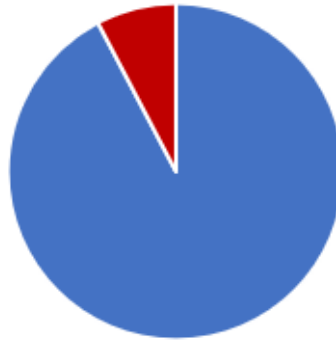


Question 17

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:

17. An unlimited number of indefinite or periodic bans on performing work which is subject to protected industrial action bans by any or all of the members of the CEPU, CPSU, TWU, or CFMMEU?

- Yes - 12 (92%)
- No - 1 (8%)





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