



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union

v

**The Smith's Snackfood Company Pty Ltd T/A The Smith's
Snackfood Company
(B2023/1053)**

13 October 2023

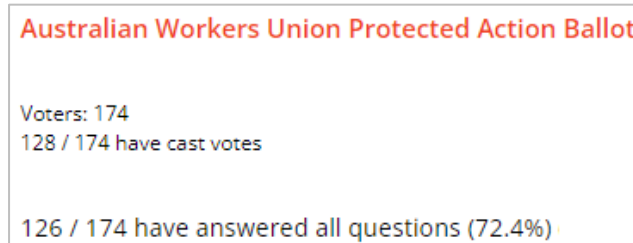
1. Ballot Result

Total Eligible Voters: 174
Total Participated: 128

126 out of 174 have answered all questions 72.4%

Final Ballot Audit: Friday, 13 October 2023 at 2.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

The Australian Workers Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

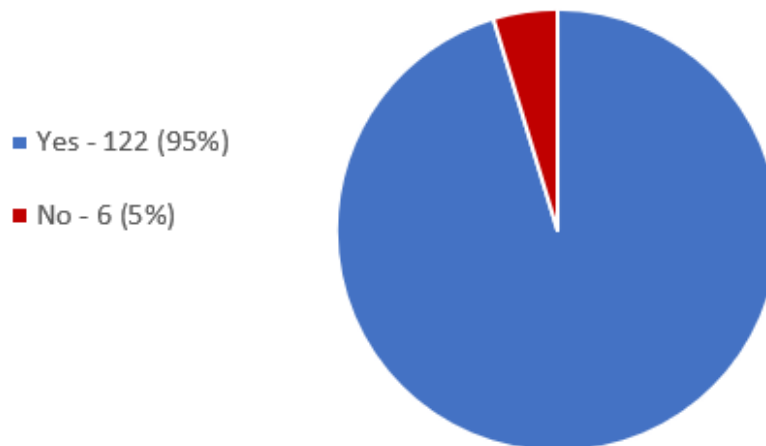
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

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:

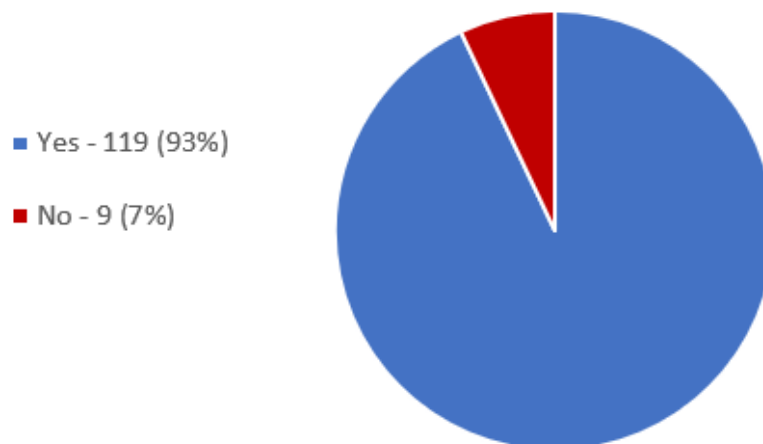
1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?



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:

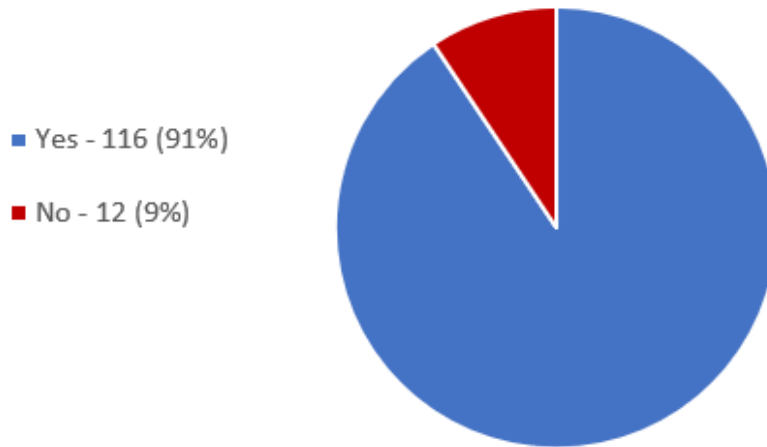
2. An unlimited number of stoppages of work, including consecutive stoppages of work, for two (2) hours in duration?



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:

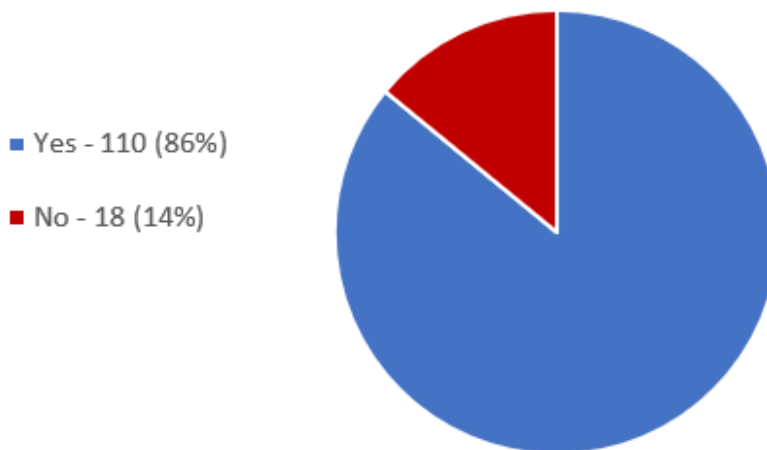
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?



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:

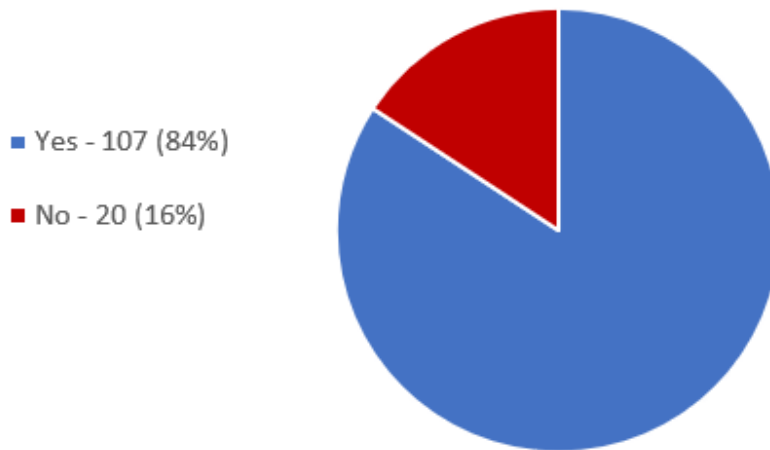
4. An unlimited number of stoppages of work, including consecutive stoppages of work, for eight (8) hours in duration?



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:

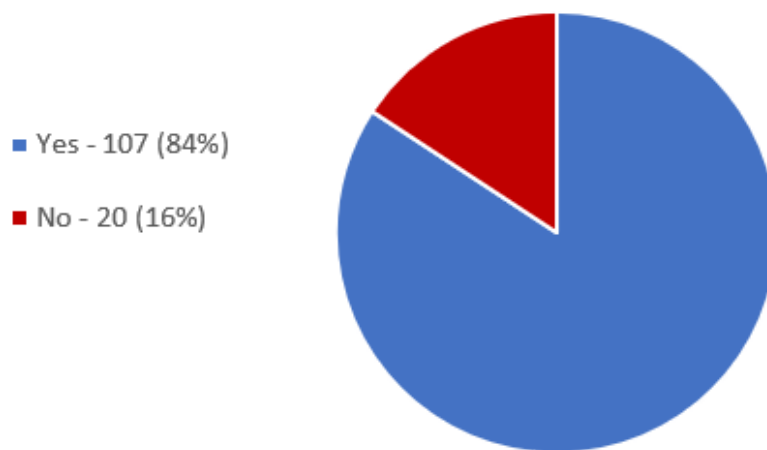
5. An unlimited number of stoppages of work, including consecutive stoppages of work, for twelve (12) hours in duration?



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:

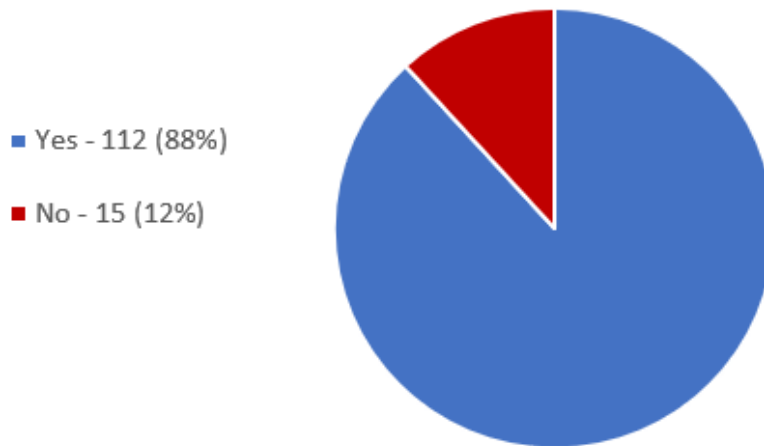
6. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?



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:

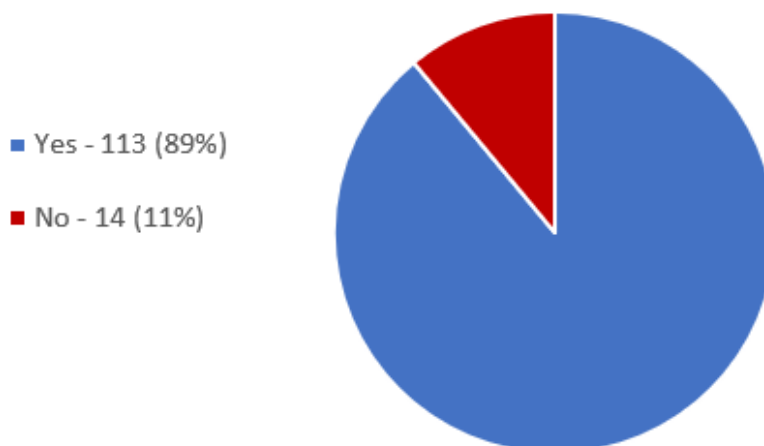
7. An unlimited number of indefinite or periodic bans on the performance of working post shift overtime only?



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:

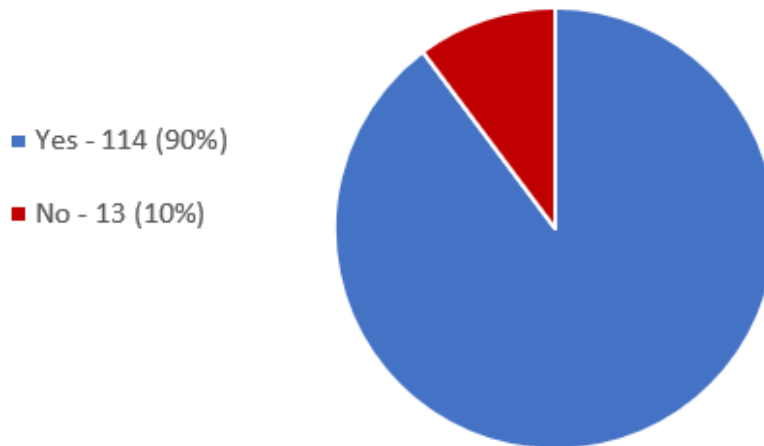
8. An unlimited Number of indefinite or periodic bans on the performance of working Preshift overtime only?



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:

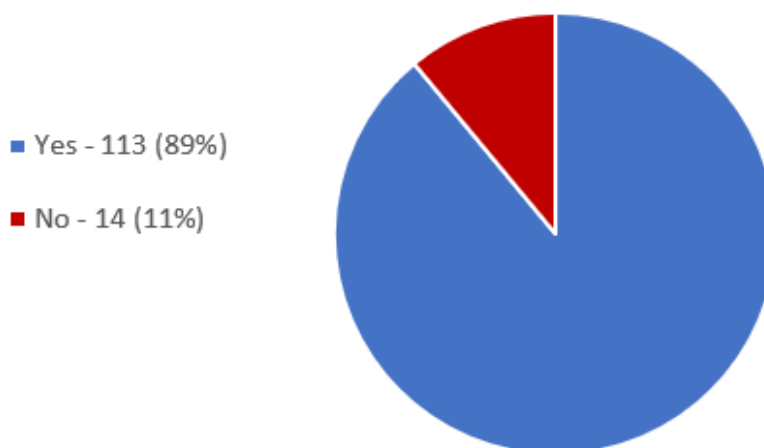
9. An unlimited Number of indefinite or periodic bans on the utilisation of Paperwork?



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:

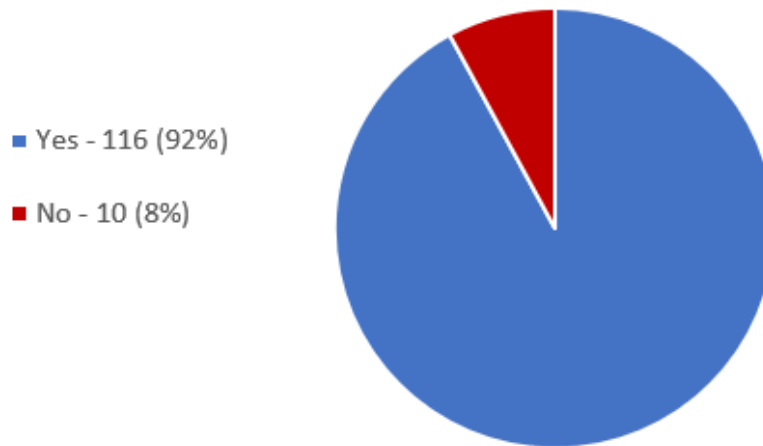
10. An unlimited Number of indefinite or periodic bans on the performance of working additional shifts outside of the normal roster?



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:

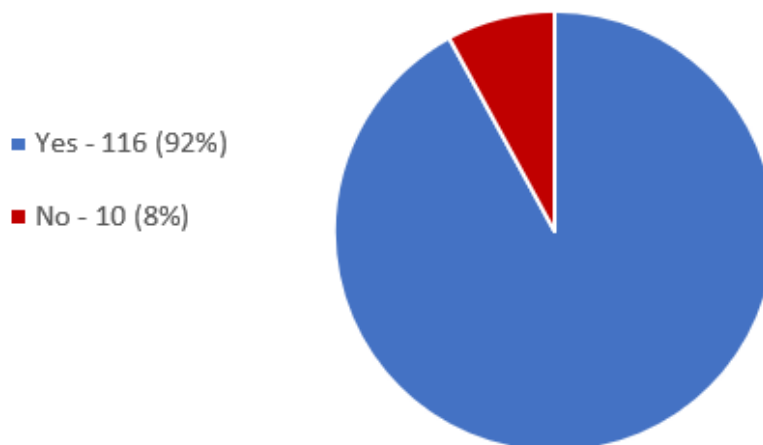
11. An unlimited Number of indefinite or periodic bans on being flexible when taking meal and rest breaks?



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:

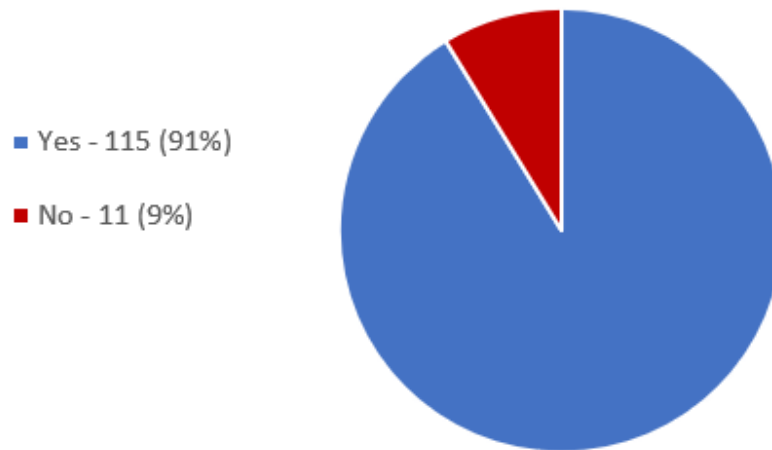
12. An unlimited Number of indefinite or periodic bans on the using Computers to document work?



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 the using of telephones?





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