



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry, Maritime, Mining and Energy Union

v

BHP Iron Ore Pty Ltd

(B2023/1055)

25 October 2023

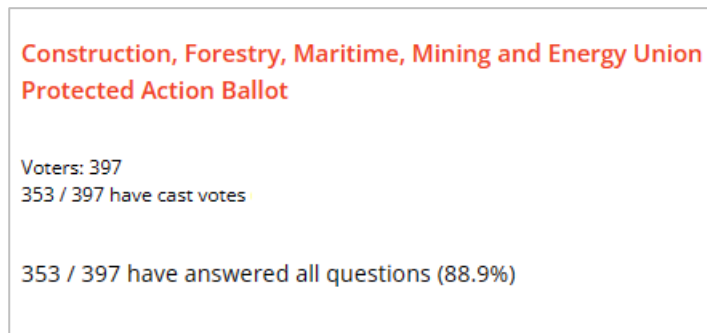
1. Ballot Result

Total Eligible Voters: 397
Total Participated: 353

353 out of 397 have answered all questions 88.9%

Final Ballot Audit: Wednesday, 25 October 2023 at 2.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot has been managed and declared independent of all other parties.

The Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

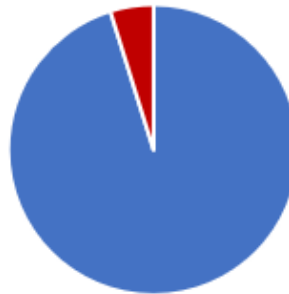
3. Questions and Results

Question 1

For the purpose of supporting or advancing claims in support of the proposed enterprise agreement with your employer BHP Iron Ore Pty Ltd (the employer), do you authorise the following forms of industrial action to be taken against your employer, which may involve you and/or your fellow employees engaging in any and all of the following forms of industrial action separately, concurrently and/or consecutively:

1. An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours duration?

- Yes - 336 (95%)
- No - 17 (5%)

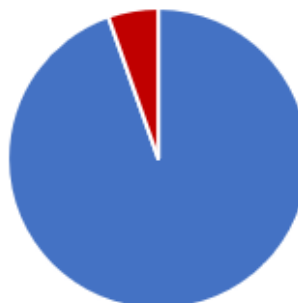


Question 2

For the purpose of supporting or advancing claims in support of the proposed enterprise agreement with your employer BHP Iron Ore Pty Ltd (the employer), do you authorise the following forms of industrial action to be taken against your employer, which may involve you and/or your fellow employees engaging in any and all of the following forms of industrial action separately, concurrently and/or consecutively:

2. When operating an empty train, operating the train in a manner that limits the speed of the train to no greater than 30 kilometres per hour?

- Yes - 334 (95%)
- No - 19 (5%)

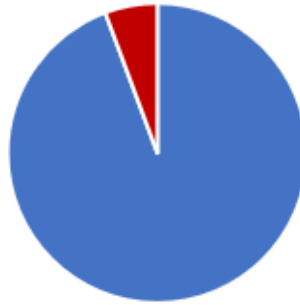


Question 3

For the purpose of supporting or advancing claims in support of the proposed enterprise agreement with your employer BHP Iron Ore Pty Ltd (the employer), do you authorise the following forms of industrial action to be taken against your employer, which may involve you and/or your fellow employees engaging in any and all of the following forms of industrial action separately, concurrently and/or consecutively:

3. When operating a loaded train between Newman Yard and South Poonda (PAS), operating the train in a manner that limits the speed of the train to no greater than 30 kilometres per hour?

- Yes - 333 (94%)
- No - 20 (6%)

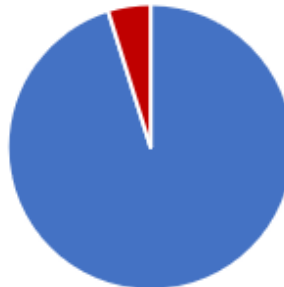


Question 4

For the purpose of supporting or advancing claims in support of the proposed enterprise agreement with your employer BHP Iron Ore Pty Ltd (the employer), do you authorise the following forms of industrial action to be taken against your employer, which may involve you and/or your fellow employees engaging in any and all of the following forms of industrial action separately, concurrently and/or consecutively:

4. When operating a loaded train between Garden North (GNN) and Port Hedland, operating the train in a manner that limits the speed of the train to no greater than 30 kilometres per hour?

- Yes - 336 (95%)
- No - 17 (5%)

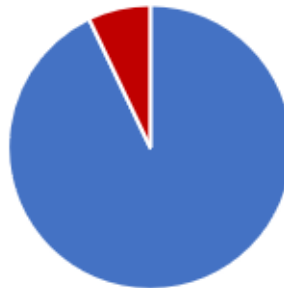


Question 5

For the purpose of supporting or advancing claims in support of the proposed enterprise agreement with your employer BHP Iron Ore Pty Ltd (the employer), do you authorise the following forms of industrial action to be taken against your employer, which may involve you and/or your fellow employees engaging in any and all of the following forms of industrial action separately, concurrently and/or consecutively:

5. An indefinite or unlimited number of bans on operating light vehicles?

- Yes - 328 (93%)
- No - 25 (7%)

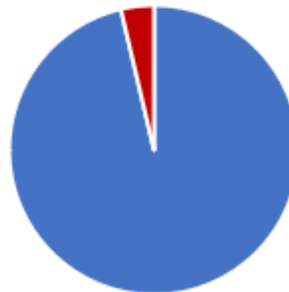


Question 6

For the purpose of supporting or advancing claims in support of the proposed enterprise agreement with your employer BHP Iron Ore Pty Ltd (the employer), do you authorise the following forms of industrial action to be taken against your employer, which may involve you and/or your fellow employees engaging in any and all of the following forms of industrial action separately, concurrently and/or consecutively:

6. An indefinite or unlimited number of bans on the performance of non-rostered overtime?

- Yes - 340 (96%)
- No - 13 (4%)

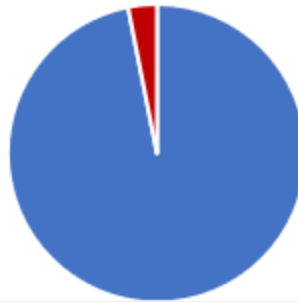


Question 7

For the purpose of supporting or advancing claims in support of the proposed enterprise agreement with your employer BHP Iron Ore Pty Ltd (the employer), do you authorise the following forms of industrial action to be taken against your employer, which may involve you and/or your fellow employees engaging in any and all of the following forms of industrial action separately, concurrently and/or consecutively:

7. An indefinite or unlimited number of bans on using the Crew Rostering mobile application?

- Yes - 342 (97%)
- No - 11 (3%)

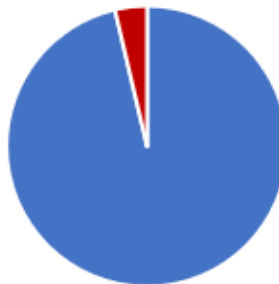


Question 8

For the purpose of supporting or advancing claims in support of the proposed enterprise agreement with your employer BHP Iron Ore Pty Ltd (the employer), do you authorise the following forms of industrial action to be taken against your employer, which may involve you and/or your fellow employees engaging in any and all of the following forms of industrial action separately, concurrently and/or consecutively:

8. An indefinite or unlimited number of bans on operating trains while the train is leaving the Nelson Point, Boodarie or Mooka Rail Yards unless the train's toilet has not been used since it was last cleaned?

- Yes - 340 (96%)
- No - 13 (4%)

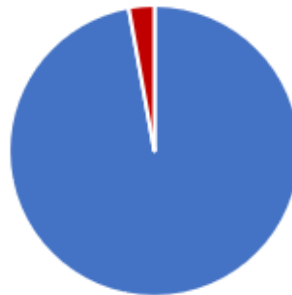


Question 9

For the purpose of supporting or advancing claims in support of the proposed enterprise agreement with your employer BHP Iron Ore Pty Ltd (the employer), do you authorise the following forms of industrial action to be taken against your employer, which may involve you and/or your fellow employees engaging in any and all of the following forms of industrial action separately, concurrently and/or consecutively:

9. An indefinite or unlimited number of bans on acting in positions not covered by the BHP Billiton Iron Ore Locomotive Drivers Agreement 2014?

- Yes - 343 (97%)
- No - 10 (3%)





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