



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Construction, Forestry, Maritime, Mining and Energy Union -  
The Maritime Union of Australia Division**

**v**

**The Trustee for Polaris Marine Trust No. 1 T/A Polaris Marine  
(B2023/1209)**

**24 November 2023**

# 1. Ballot Result

Total Eligible Voters: 15  
Total Participated: 14

14 out of 15 have answered all questions 93.3%

Final Ballot Audit: Friday, 24 November 2023 at 11.05am AWST

*Diagram 1: Final Vote Participation*

**Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot**  
Voters: 15  
Total Participated: 14 (93.3%)

## 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

In support of reaching an enterprise agreement with Polaris Marine Pty Ltd, do you support the taking of protected industrial action which involves one or more of the following:

1. An unlimited number of stoppages of work of 1 hour duration which may be organised or arranged in consecutive periods?

- Yes - 14 (100%)
- No - 0 (0%)



#### Question 2

In support of reaching an enterprise agreement with Polaris Marine Pty Ltd, do you support the taking of protected industrial action which involves one or more of the following:

2. An unlimited number of stoppages of work of 4 hours duration which may be organised or arranged in consecutive periods?

- Yes - 14 (100%)
- No - 0 (0%)



### Question 3

In support of reaching an enterprise agreement with Polaris Marine Pty Ltd, do you support the taking of protected industrial action which involves one or more of the following:

3. An unlimited number of bans on performing deliveries with a load in excess of two pallets, or two vehicles?

■ Yes - 14 (100%)

■ No - 0 (0%)



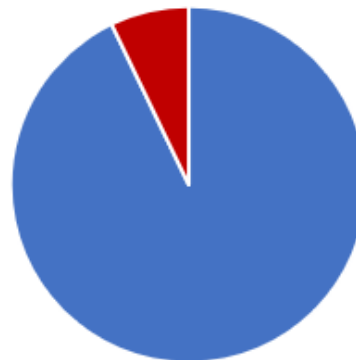
### Question 4

In support of reaching an enterprise agreement with Polaris Marine Pty Ltd, do you support the taking of protected industrial action which involves one or more of the following:

4. An unlimited number of bans or limitations on the wearing company-issued uniforms?

■ Yes - 13 (92.9%)

■ No - 1 (7.1%)



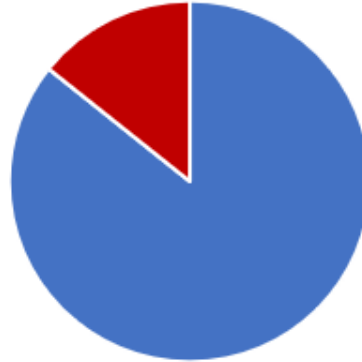
## Question 5

In support of reaching an enterprise agreement with Polaris Marine Pty Ltd, do you support the taking of protected industrial action which involves one or more of the following:

5. The wearing of union merchandise, logos, trademarks, badges, or stickers for an indefinite period?

■ Yes - 12 (85.7%)

■ No - 2 (14.3%)



## Question 6

In support of reaching an enterprise agreement with Polaris Marine Pty Ltd, do you support the taking of protected industrial action which involves one or more of the following:

6. An unlimited number of bans or limitations on the performance of refuelling nominated vessels or tanks owned by Polaris Marine Group or third parties?

■ Yes - 14 (100%)

■ No - 0 (0%)



## Question 7

In support of reaching an enterprise agreement with Polaris Marine Pty Ltd, do you support the taking of protected industrial action which involves one or more of the following:

7. An unlimited number of bans on the performance of working overtime for an indefinite period?

- Yes - 14 (100%)
- No - 0 (0%)



## Question 8

In support of reaching an enterprise agreement with Polaris Marine Pty Ltd, do you support the taking of protected industrial action which involves one or more of the following:

8. An unlimited number of bans or limitations on the performance of work using any kind of crane or lifting equipment, including but not limited to the use of a forklift?

- Yes - 14 (100%)
- No - 0 (0%)



## Question 9

In support of reaching an enterprise agreement with Polaris Marine Pty Ltd, do you support the taking of protected industrial action which involves one or more of the following:

9. An unlimited number of bans or limitations on the performance of work using any kind of fender or boom after 12pm.

■ Yes - 14 (100%)

■ No - 0 (0%)





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