



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

**Sydney Aquarium Company Pty Ltd T/A Sea Life Sydney Aquarium;
Melbourne Underwater World Pty Ltd T/A Sea Life Melbourne
Aquarium; Underwater World Sunshine Coast Pty Ltd T/A Sea Life
Sunshine Coast; The Otway Fly Pty Ltd T/A Otway Fly Treetop
Adventures; Centre Melbourne Pty Ltd T/A Legoland Discovery
Centre
(B2023/31)**

1 February 2023

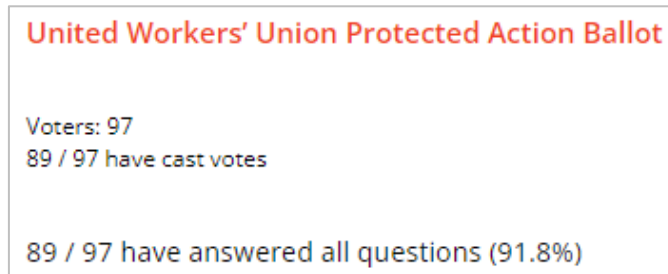
1. Ballot Result

Total Eligible Voters: 97
Total Participated: 89

89 out of 97 have answered all questions 91.8%

Final Ballot Audit: Wednesday, 1 February 2023 at 11.30am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

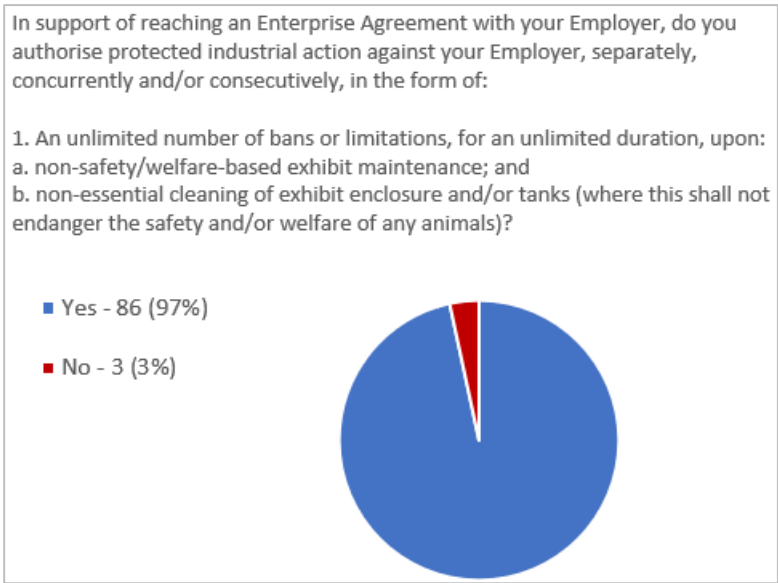
The United Workers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

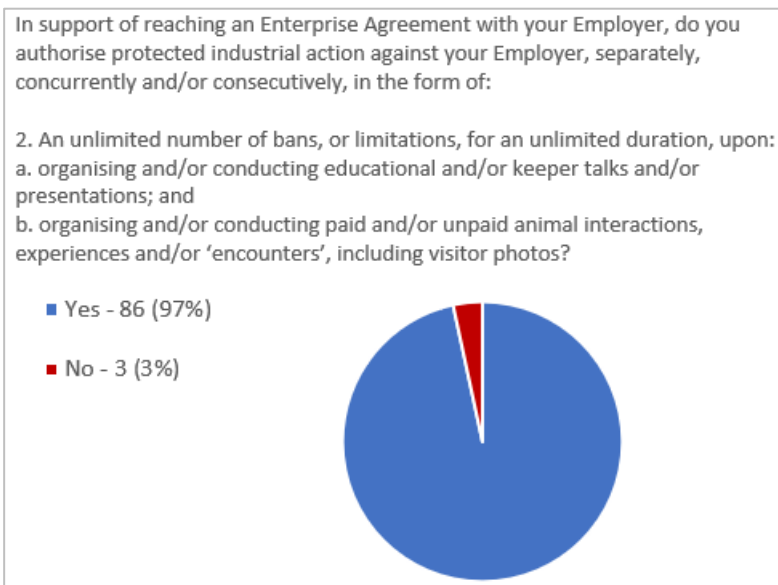
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1



Question 2

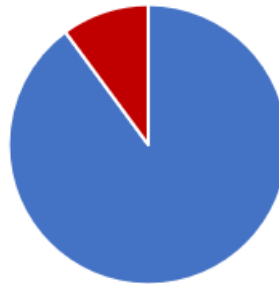


Question 3

In support of reaching an Enterprise Agreement with your Employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of bans or limitations, for an unlimited duration, upon animal 'catch-outs' and/or transport?

- Yes - 80 (90%)
- No - 9 (10%)

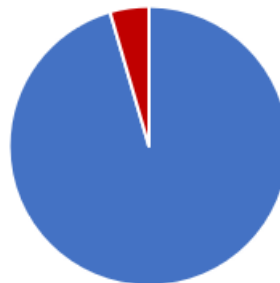


Question 4

In support of reaching an Enterprise Agreement with your Employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

4. A periodic or indefinite change to the way that work is performed by wearing and displaying union and industrial campaign material such as t-shirts, badges, hats, lanyards, high-vis vests and stickers?

- Yes - 85 (96%)
- No - 4 (4%)

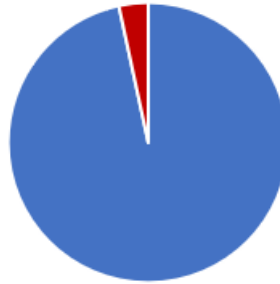


Question 5

In support of reaching an Enterprise Agreement with your Employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

5. A periodic or indefinite change to the way that work is performed by attaching union and industrial campaign material to your Employer's assets, including in and/or on exhibits, where this does not impact on safety?

- Yes - 86 (97%)
- No - 3 (3%)

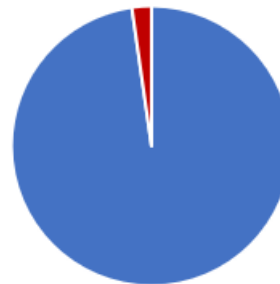


Question 6

In support of reaching an Enterprise Agreement with your Employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

6. A periodic or indefinite change to the way that work is performed by providing any information, in any form, concerning the views of employees about any aspect of the bargaining campaign to any members of the public, including the media?

- Yes - 87 (98%)
- No - 2 (2%)

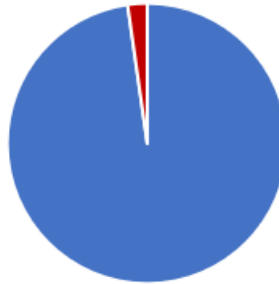


Question 7

In support of reaching an Enterprise Agreement with your Employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of stop work meetings of between 5 minutes and 1 hour's duration?

- Yes - 87 (98%)
- No - 2 (2%)

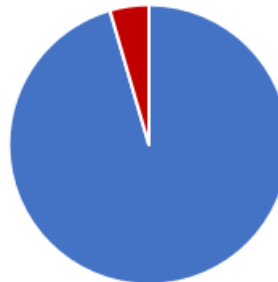


Question 8

In support of reaching an Enterprise Agreement with your Employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of bans for an unlimited duration on all work except safety and animal welfare-related duties?

- Yes - 85 (96%)
- No - 4 (4%)





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