



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

Fonterra Australia Pty Ltd

(B2023/932)

28 September 2023

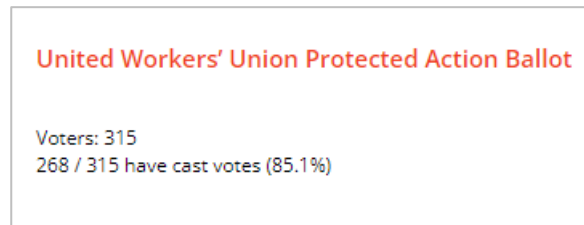
1. Ballot Result

Total Eligible Voters: 315
Total Participated: 268

268 out of 315 have answered all questions 85.1%

Final Ballot Audit: Thursday, 28 September 2023 at 11.05am 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

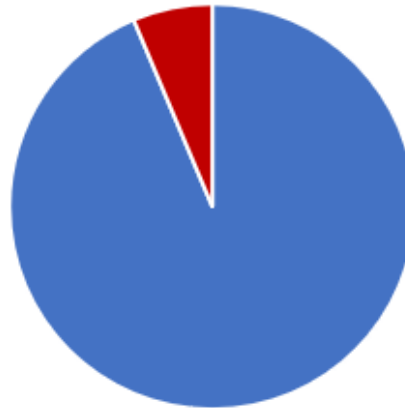
Question 1

In support of reaching an Enterprise Agreement with Fonterra Australia Pty Ltd do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of 24 hours duration?

■ Yes - 251 (94%)

■ No - 17 (6%)





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