



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Manufacturing Workers' Union (AMWU)

v

**Isis Central Sugar Mill Company Limited
(B2023/403)**

22 May 2023

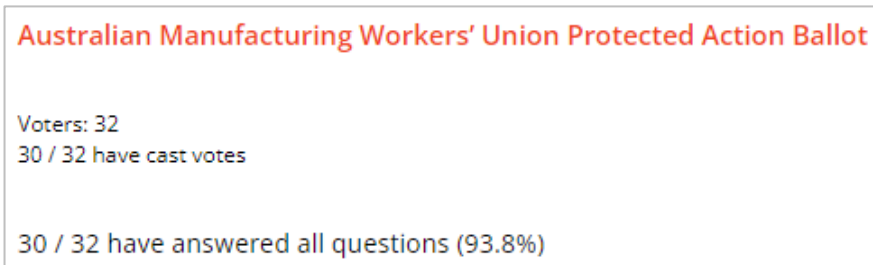
1. Ballot Result

Total Eligible Voters: 32
Total Participated: 30

30 out of 32 have answered all questions 93.8%

Final Ballot Audit: Monday, 22 May 2023 at 12.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

The Australian Manufacturing 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?

- Yes - 30 (100%)
- No - 0 (0%)

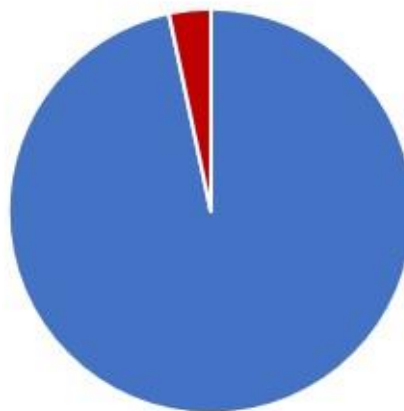


Question 2

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?

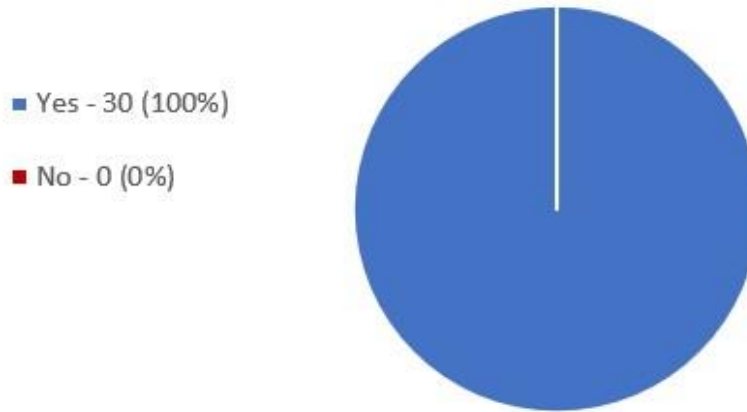
- Yes - 29 (97%)
- No - 1 (3%)



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:

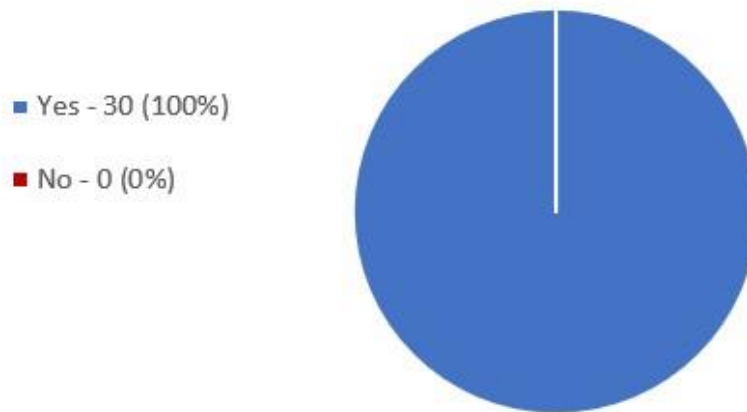
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?



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 the duration of a rostered shift?



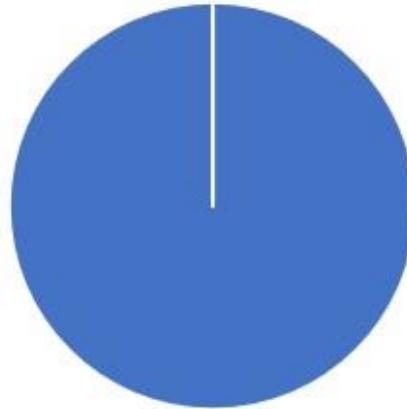
Question 5

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 indefinite or periodic bans on the performance of overtime however so described or rostered?

■ Yes - 30 (100%)

■ No - 0 (0%)



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 indefinite or periodic bans on performing recalls and/or call-backs?

■ Yes - 30 (100%)

■ No - 0 (0%)



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 training, supervising or otherwise working with contractors and/or labour hire?

■ Yes - 30 (100%)

■ No - 0 (0%)



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 use of technology including (but not limited to) phones, radios, computers, tablets, fax machines and the like?

■ Yes - 30 (100%)

■ No - 0 (0%)





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