



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

v

**MSF Sugar Pty Ltd
(B2025/638)**

8 May 2025

1. Ballot Result

Total Eligible Voters: 41
Total Participated: 31

31 out of 41 have answered all questions 75.6%

Final Ballot Audit: Thursday, 8 May 2025 at 12.05pm AWST

Diagram 1: Final Vote Participation

Australian Manufacturing Workers' Union Protected Action Ballot (B2025/638)
Voters: 41
Total Participated: 31 (75.6%)

2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/638) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/638) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

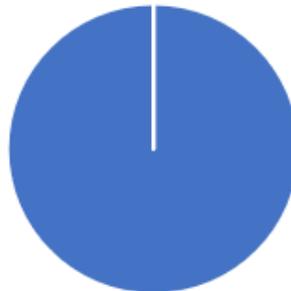
Question 1

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, of one (1) minute duration?

■ Yes - 31 (100.0%)

■ No - 0 (0%)



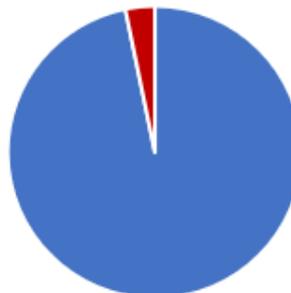
Question 2

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, of one (1) hour duration?

■ Yes - 30 (96.8%)

■ No - 1 (3.2%)

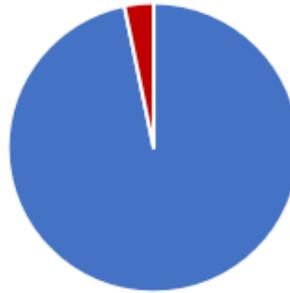


Question 3

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, of twenty-four (24) hour duration?

- Yes - 30 (96.8%)
- No - 1 (3.2%)

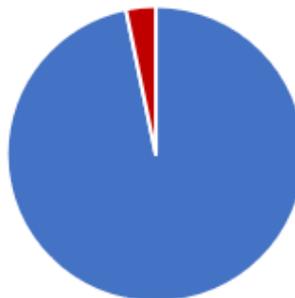


Question 4

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, of a shift length duration?

- Yes - 30 (96.8%)
- No - 1 (3.2%)

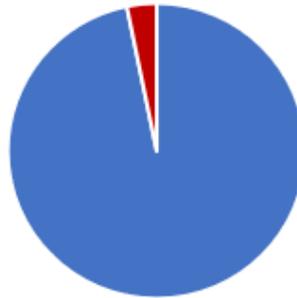


Question 5

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 stoppages of work, including consecutive stoppages of work, of Forty-Eight (48) hour duration?

- Yes - 30 (96.8%)
- No - 1 (3.2%)



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 overtime?

- Yes - 29 (93.5%)
- No - 2 (6.5%)

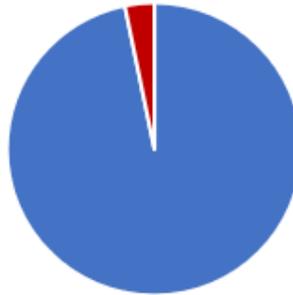


Question 7

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 performing call outs?

- Yes - 30 (96.8%)
- No - 1 (3.2%)

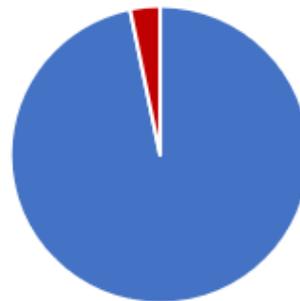


Question 8

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 utilization of high-risk work licences?

- Yes - 30 (96.8%)
- No - 1 (3.2%)

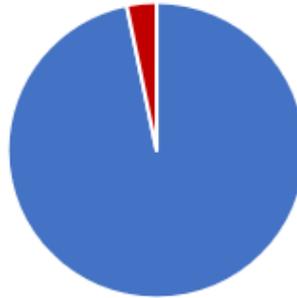


Question 9

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:

9. An unlimited number of indefinite or periodic bans on the performance of working additional shifts outside the normal roster?

- Yes - 30 (96.8%)
- No - 1 (3.2%)



Question 10

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:

10. An unlimited number of indefinite or periodic bans on the use of computers and or technology including mobile phones and two way radios?

- Yes - 30 (96.8%)
- No - 1 (3.2%)

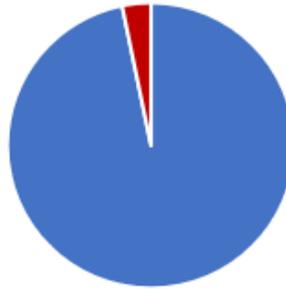


Question 11

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:

11. An unlimited number of indefinite or periodic bans on the use of keys (including locks for doors, vehicles, personal isolation locks and electronic swipe keys)?

- Yes - 30 (96.8%)
- No - 1 (3.2%)

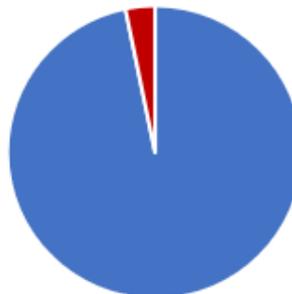


Question 12

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:

12. An unlimited number of indefinite or periodic bans on working with, or providing instruction or direction to, Contractors?

- Yes - 30 (96.8%)
- No - 1 (3.2%)

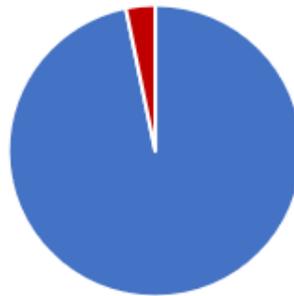


Question 13

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:

13. An unlimited number of indefinite or periodic bans on attendance of workplace meetings (including toolbox meetings)?

- Yes - 30 (96.8%)
- No - 1 (3.2%)





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