



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

The Australian Workers' Union

v

Cockburn Cement Limited

(B2026/332)

22 April 2026

1. Ballot Result

Total Eligible Voters: 29
Total Participated: 27

27 out of 29 have answered all questions 93.1%

Final Ballot Audit: Wednesday, 22 April 2026 at 2.05pm AWST

Diagram 1: Final Vote Participation

Australian Workers Union Protected Action Ballot (B2026/332)
Voters: 29
Total Participated: 27 (93.1%)

2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2026/332) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2026/332) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

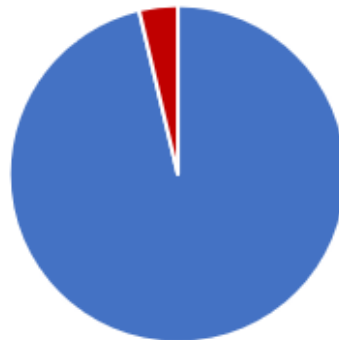
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of indefinite bans on the working of overtime?

- Yes - 26 (96.3%)
- No - 1 (3.7%)



Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?

- Yes - 27 (100%)
- No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of stoppages of the performance of work for the duration of 1 hour?

■ Yes - 27 (100%)

■ No - 0 (0%)



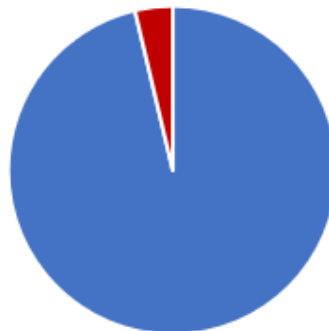
Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of stoppages of the performance of work for the duration of 6 hours?

■ Yes - 26 (96.3%)

■ No - 1 (3.7%)

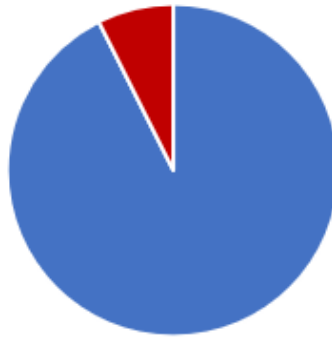


Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of stoppages of the performance of work for the duration of 12 hours?

- Yes - 25 (92.6%)
- No - 2 (7.4%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

