



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Workers' Union**

**v**

**INPEX Australia Pty Ltd**

**(B2026/361)**

**24 April 2026**

# 1. Ballot Result

Total Eligible Voters: 346  
Total Participated: 326

326 out of 346 have answered all questions 94.2%

Final Ballot Audit: Friday, 24 April 2026 at 02.30 pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2026/361) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2026/361) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

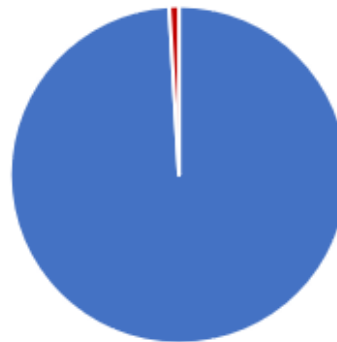
### 3. Questions and Results

#### Question 1

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

1. An unlimited number of stoppages of the performance of work for any amount of time between 30 minutes and 24 hours inclusive?

- Yes - 323 (99.1%)
- No - 3 (0.9%)

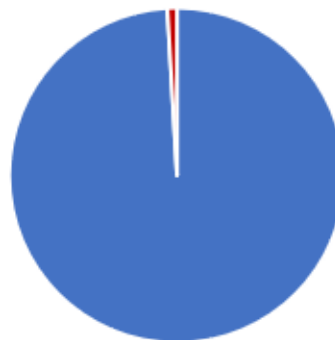


#### Question 2

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

2. An unlimited number of bans for an indefinite period on the performance of overcycle work?

- Yes - 323 (99.1%)
- No - 3 (0.9%)



### Question 3

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

3. An unlimited number of bans for an indefinite period on the performance of work after 06:00 on the day of demobilisation from an offshore facility?

■ Yes - 326 (100.0%)

■ No - 0 (0%)



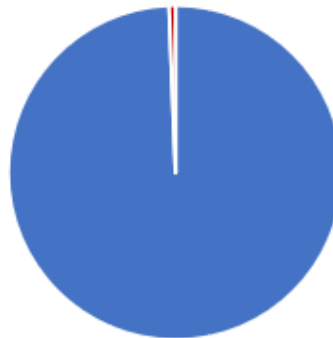
### Question 4

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

4. An unlimited number of bans for an indefinite period on swapping from a rostered Night Shift to Day Shift or a rostered Day Shift to Night Shift unless at least 4 weeks' notice has been given of the change?

■ Yes - 324 (99.4%)

■ No - 2 (0.6%)

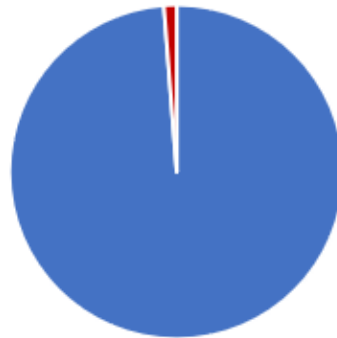


## Question 5

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

5. An unlimited number of bans for an indefinite period on creating, reviewing, & submitting risk assessments?

- Yes - 322 (98.8%)
- No - 4 (1.2%)



## Question 6

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

6. An unlimited number of bans for an indefinite period on endorsing and signing permits as an Area Authority?

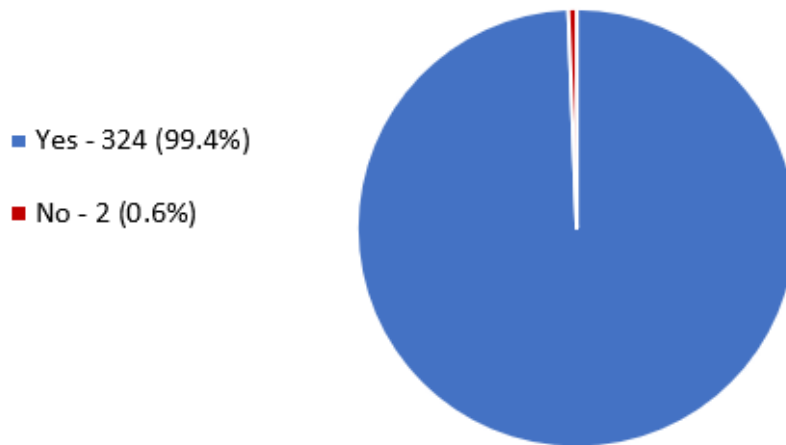
- Yes - 325 (99.7%)
- No - 1 (0.3%)



## Question 7

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

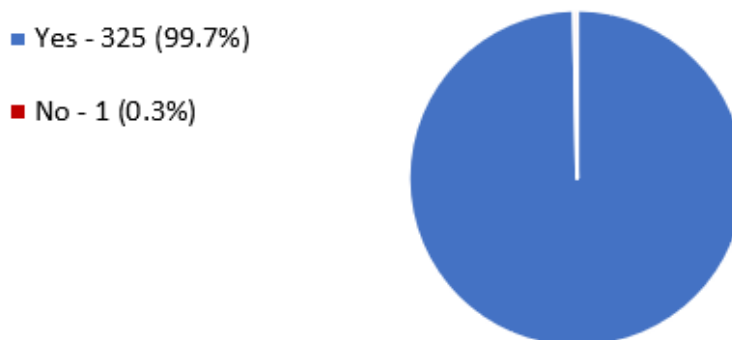
7. An unlimited number of bans for an indefinite period on signing permits as a permit holder or work party?



## Question 8

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

8. An unlimited number of bans for an indefinite period on issuing or closing permits as an Issuing Authority?



## Question 9

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

9. An unlimited number of bans for an indefinite period for Issuing Authorities performing these duties?

- Yes - 325 (99.7%)
- No - 1 (0.3%)

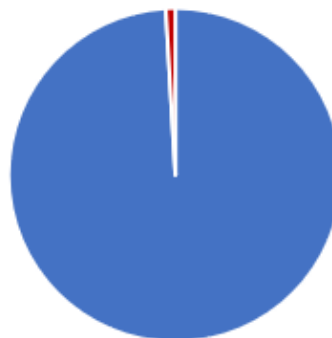


## Question 10

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

10. An unlimited number of bans for an indefinite period on creating, reviewing, acknowledging, approving, isolating or verifying on any type of isolation certificate?

- Yes - 323 (99.1%)
- No - 3 (0.9%)

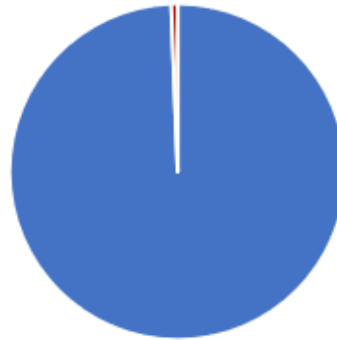


## Question 11

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

11. An unlimited number of bans for an indefinite period on performing higher duties?

- Yes - 324 (99.4%)
- No - 2 (0.6%)

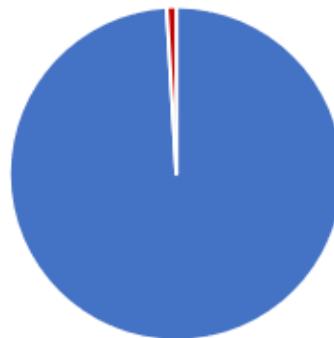


## Question 12

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

12. An unlimited number of bans for an indefinite period on the preparation, review, acknowledgement, application and verification of Bypass Certificates, Sanction to Test Certificates or Electrical Safety Certificates?

- Yes - 323 (99.1%)
- No - 3 (0.9%)

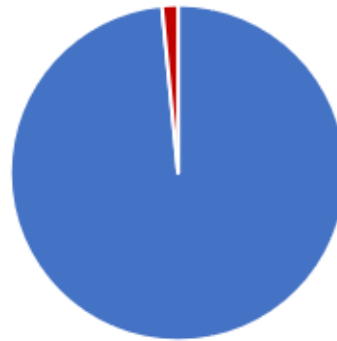


## Question 13

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

13. An unlimited number of bans for an indefinite period on the resetting of electrical, instrumentation, mechanical and process equipment which are in alarm or have tripped (excluding safety systems)?

- Yes - 321 (98.5%)
- No - 5 (1.5%)



## Question 14

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

14. An unlimited number of bans for an indefinite period on conducting or participating in any knowledge or skills assessments (including verification of competency) as an assessor or Subject Matter Expert for employees of Inpex and/or any other workers engaged to perform work on Inpex facilities?

- Yes - 326 (100.0%)
- No - 0 (0%)

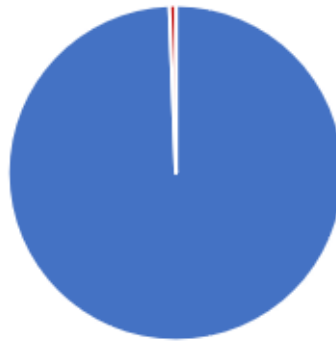


## Question 15

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

15. An unlimited number of bans for an indefinite period on starting or restarting the MEG (monoethylene glycol) regeneration system?

- Yes - 324 (99.4%)
- No - 2 (0.6%)

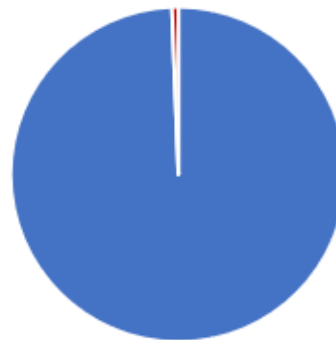


## Question 16

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

16. An unlimited number of bans for an indefinite period on starting or restarting the TEG (triethylene glycol) regeneration system?

- Yes - 324 (99.4%)
- No - 2 (0.6%)



## Question 17

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

17. An unlimited number of bans for an indefinite period on all gas and hazardous contaminant testing for planned maintenance scopes requiring breaking of containment on hydrocarbon service equipment?

- Yes - 326 (100.0%)
- No - 0 (0%)

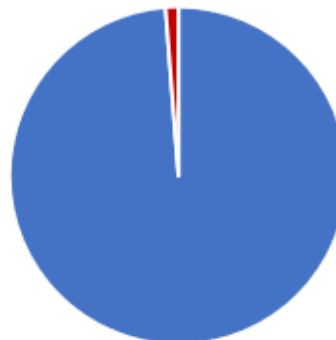


## Question 18

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

18. An unlimited number of bans for an indefinite period on restarting gas or flash gas export compressors that have tripped?

- Yes - 322 (98.8%)
- No - 4 (1.2%)

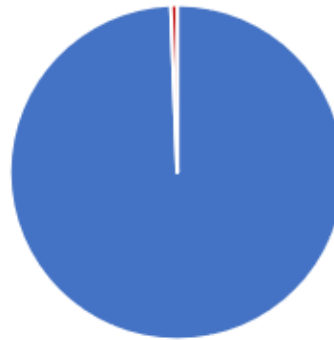


## Question 19

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

19. An unlimited number of bans for an indefinite period on using the SAP system?

- Yes - 324 (99.4%)
- No - 2 (0.6%)



## Question 20

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

20. An unlimited number of bans for an indefinite period on all duties involved in the unloading of a vessel for a period of 72 hours after the OIM has notified employees by email that a vessel requiring unloading is within 1 nautical mile of the offshore facility?

- Yes - 325 (99.7%)
- No - 1 (0.3%)

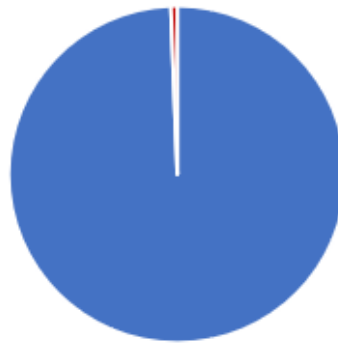


## Question 21

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

21. An unlimited number of bans for an indefinite period on all duties involved in the unloading of a vessel for a period of 144 hours after the vessel pulls alongside the offshore facility if the OIM did not notify employees by email when the vessel requiring unloading was within 1 nautical mile of the offshore facility?

- Yes - 324 (99.4%)
- No - 2 (0.6%)

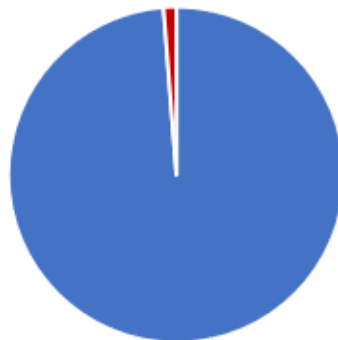


## Question 22

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

22. An unlimited number of bans for an indefinite period on activities that assist in the offloading or transferring of hydrocarbons or any other product from the Ichthys Venturer FPSO to an offtake carrier, excluding when an offtake has already commenced?

- Yes - 322 (98.8%)
- No - 4 (1.2%)

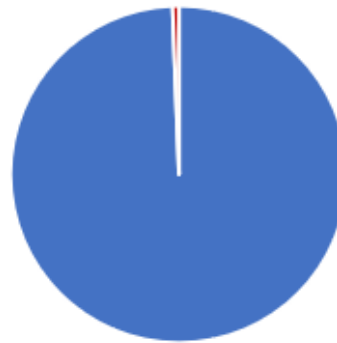


## Question 23

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

23. An unlimited number of bans for an indefinite period on the flushing, starting or restarting of wells?

- Yes - 324 (99.4%)
- No - 2 (0.6%)

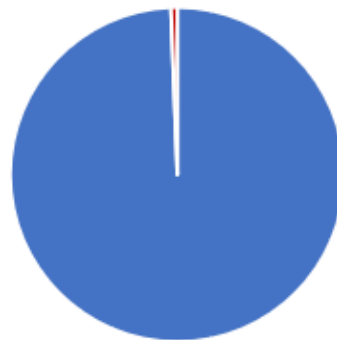


## Question 24

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

24. An unlimited number of bans for an indefinite period on escorting fuel trucks?

- Yes - 324 (99.4%)
- No - 2 (0.6%)



## Question 25

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

25. An unlimited number of bans for an indefinite period on escorting vendors and outside suppliers?

- Yes - 326 (100.0%)
- No - 0 (0%)

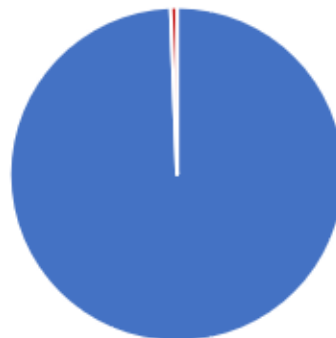


## Question 26

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

26. An unlimited number of bans for an indefinite period on all activities associated with the preparation, connection, and loading of hydrocarbons (including LNG, LPG, and condensate) from the Bladin Point onshore storage tanks to an offtake carrier, excluding when an offtake has already commenced?

- Yes - 324 (99.4%)
- No - 2 (0.6%)





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