



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

The Australian Workers' Union

v

UGL Resources (Contracting) Pty Ltd

B2026/470

8 May 2026

1. Ballot Result

Total Eligible Voters: 26
Total Participated: 25

25 out of 26 have answered all questions 96.2%

Final Ballot Audit: Friday, 8 May 2026 at 2.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

The Australian 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 authorise the taking of protected industrial action by AWU members against your employer separately, concurrently and/or consecutively, in the form of:

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

■ Yes - 21 (84%)

■ No - 4 (16%)



Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members 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 1 hour?

■ Yes - 22 (88%)

■ No - 3 (12%)



Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members 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 2 hours?

- Yes - 20 (80%)
- No - 5 (20%)

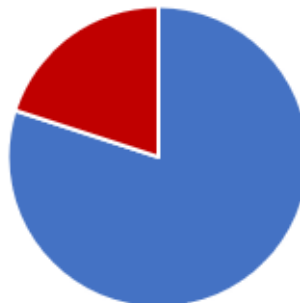


Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action by AWU members 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 4 hours?

- Yes - 20 (80%)
- No - 5 (20%)





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