



Declaration of Results

Protected Action Ballot

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and
Allied Services Union of Australia

V

Fonterra Australia Pty Ltd

(B2023/175)

**Tuesday 07 March 2023 3:38pm
AWST**

1. Vote Result

Vero Engagement & Voting Solutions Pty Ltd

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Total Eligible Voters: **21**
 Total Voted: **21 (100%)**
 Total Voted All Questions: **21 (100%)**

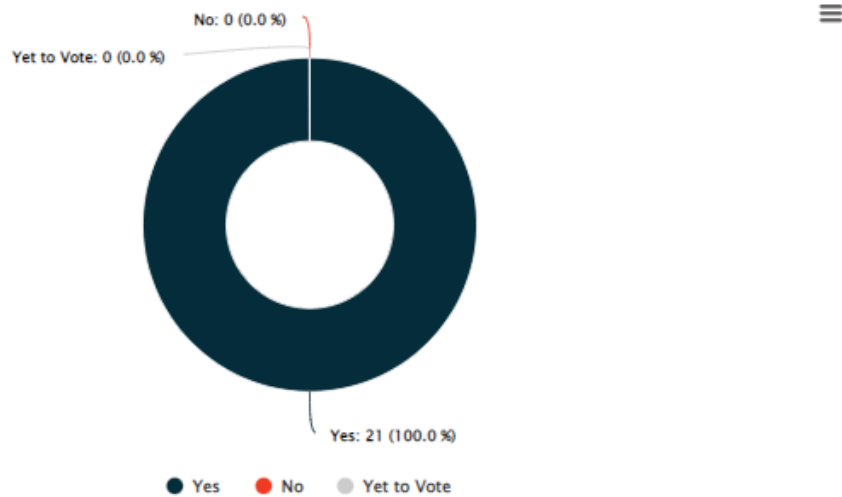
Final Vote Audit: 7 March 2023 2:32 PM AWST

1. AN UNLIMITED NUMBER OF INDEFINITE AND/OR PERIODIC STOPPAGES ON THE PERFORMANCE OF ALL WORK?

Yes - 21 (100% of votes cast)

No - 0 (0% of votes cast)

Yet to vote - 0

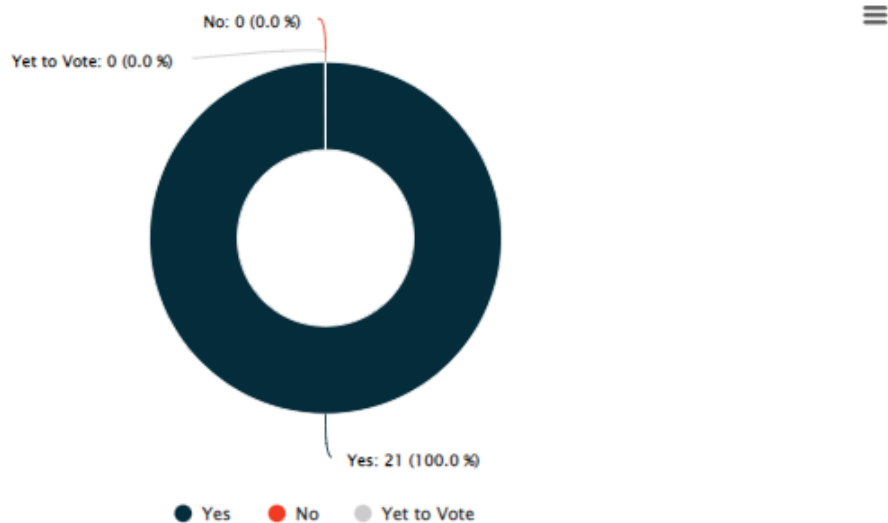


2. AN UNLIMITED NUMBER OF INDEFINITE AND/OR PERIODIC BANS ON OVERTIME?

Yes - 21 (100% of votes cast)

No - 0 (0% of votes cast)

Yet to vote - 0

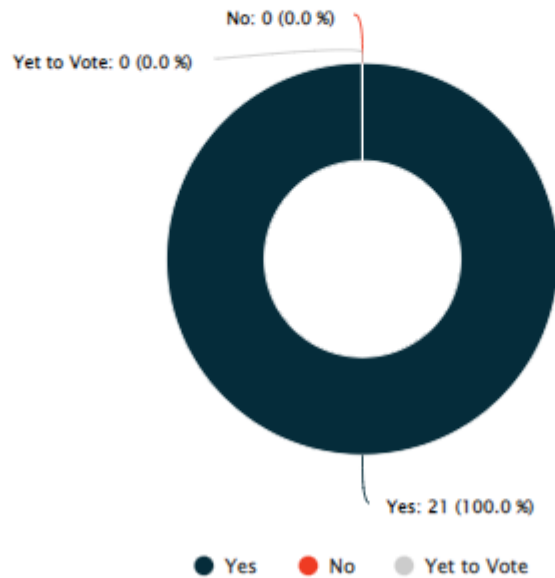


3. AN UNLIMITED NUMBER OF INDEFINITE AND/OR PERIODIC BANS ON CALL BACKS?

Yes - 21 (100% of votes cast)

No - 0 (0% of votes cast)

Yet to vote - 0



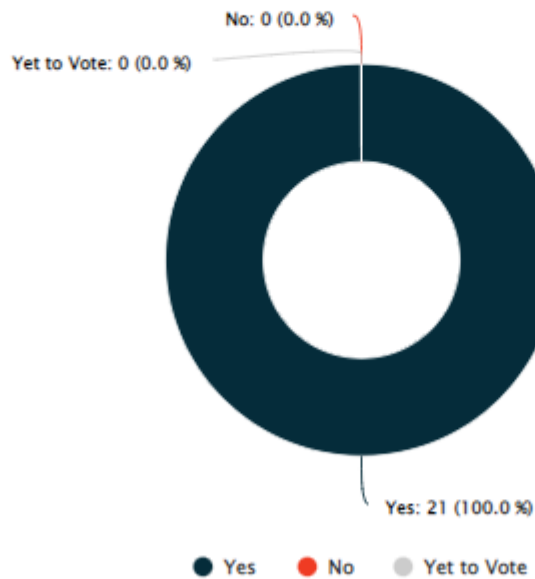
Highcharts.com

4. AN UNLIMITED NUMBER OF INDEFINITE AND/OR PERIODIC BANS ON THE USE OF COMPUTERS?

Yes - 21 (100% of votes cast)

No - 0 (0% of votes cast)

Yet to vote - 0



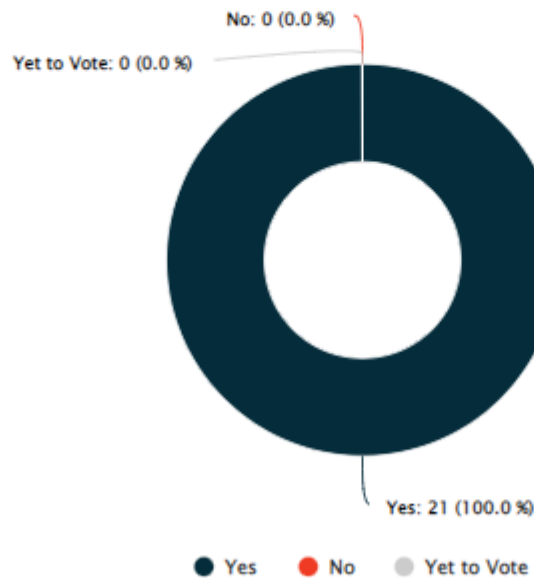
Highcharts.com

5. AN UNLIMITED NUMBER OF INDEFINITE AND/OR PERIODIC BANS ON THE USE OF ELECTRONIC COMMUNICATION DEVICES (IE PHONES, RADIOS ETC) FOR BUSINESS PURPOSES

Yes - 21 (100% of votes cast)

No - 0 (0% of votes cast)

Yet to vote - 0



Highcharts.com

2. Vero Voting Independence Declaration

The Protected Action Ballot vote has been managed and declared independent of Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, Fonterra Australia Pty Ltd & Fair Work.

No individual vote has been disclosed to Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, Employer & Fair Work.

The Protected Action Ballot vote result has been audited and the declared result is assured.

Regards,



Greg Mitchell
Director, Vero Engagement and Voting Solutions Pty Ltd

