



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

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

v

**Goldwind Australia Pty Ltd
(B2025/1642)**

14 November 2025

1. Ballot Result

Total Eligible Voters: 67

Total Participated: 60

60 out of 67 have answered all questions 89.6%

Final Ballot Audit: Friday, 14 November 2025 at 11.11 am AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1642)

Voters: 67

Total Participated: 60 (89.6%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1642) has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1642) result has been audited and the declared result is assured.

Yours Sincerely,



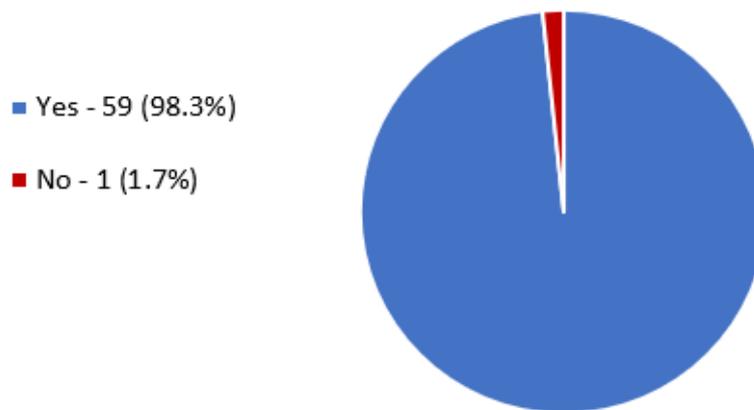
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

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

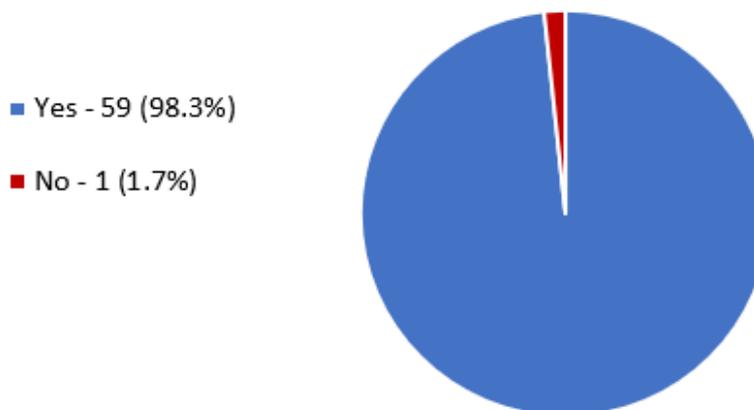
1. An unlimited number of stoppages of work, including consecutive stoppages of work, for 15 minutes in duration?



Question 2

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

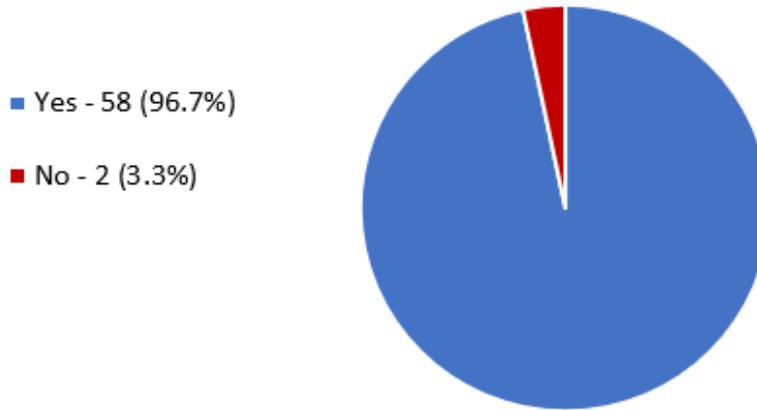
2. An unlimited number of stoppages of work, including consecutive stoppages of work, for 30 minutes in duration?



Question 3

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

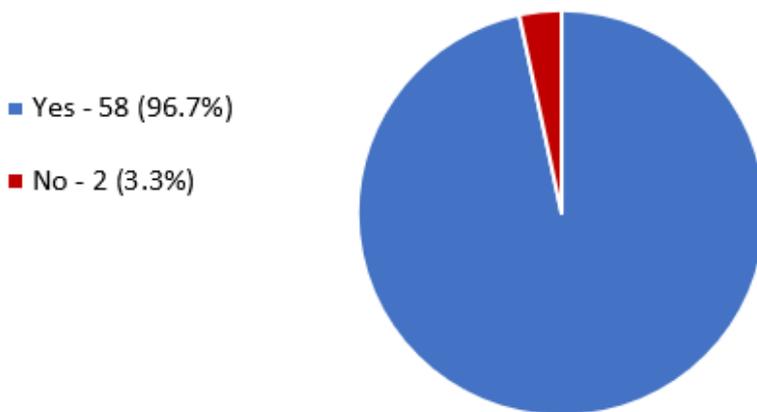
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for 1 hour in duration?



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of all protected industrial action against your employer 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, for 4 hours in duration?

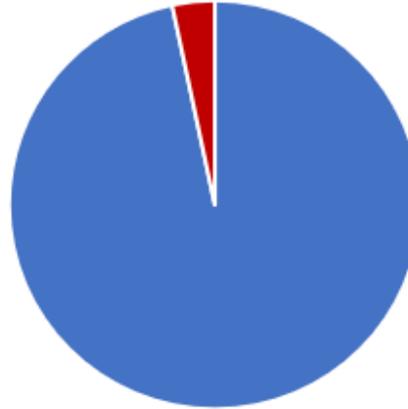


Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of all protected industrial action against your employer 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, for 8 hours in duration?

- Yes - 58 (96.7%)
- No - 2 (3.3%)

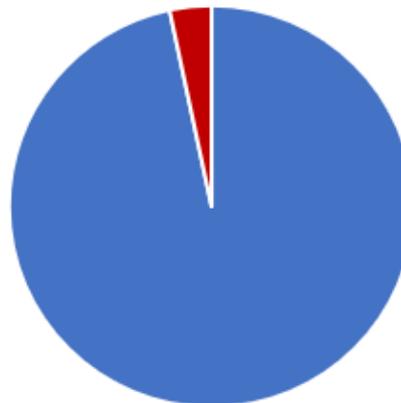


Question 6

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

6. An unlimited number of stoppages of work, including consecutive stoppages of work, for 12 hours in duration?

- Yes - 58 (96.7%)
- No - 2 (3.3%)



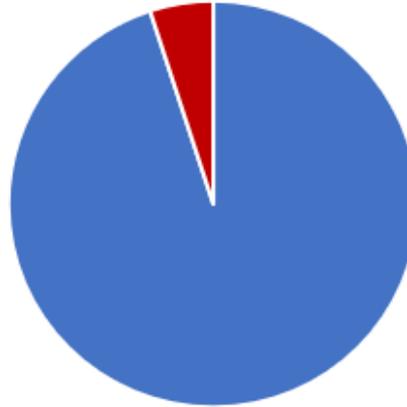
Question 7

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

7. An unlimited number of stoppages of work, including consecutive stoppages of work, for 24 hours in duration?

■ Yes - 57 (95.0%)

■ No - 3 (5.0%)



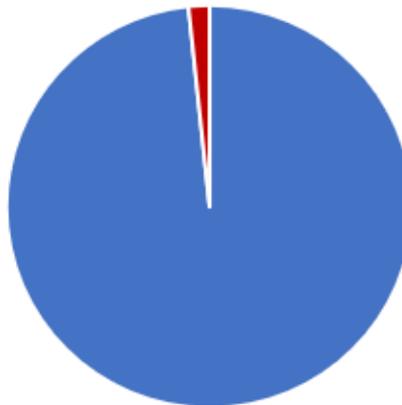
Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of all protected industrial action against your employer 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 performance of overtime?

■ Yes - 59 (98.3%)

■ No - 1 (1.7%)

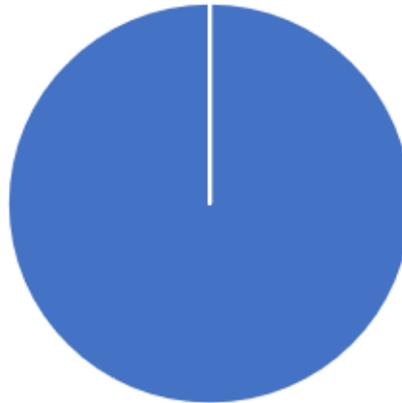


Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of all protected industrial action against your employer 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 travel for intrastate assignments?

- Yes - 60 (100.0%)
- No - 0 (0%)

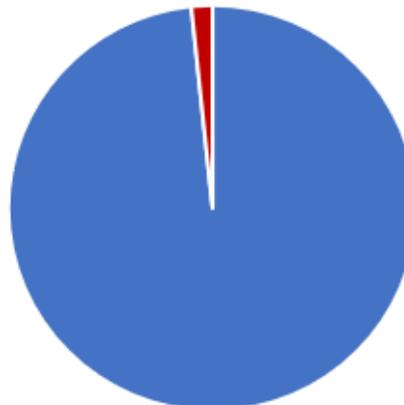


Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of all protected industrial action against your employer 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 performing remote resets on wind turbines?

- Yes - 59 (98.3%)
- No - 1 (1.7%)

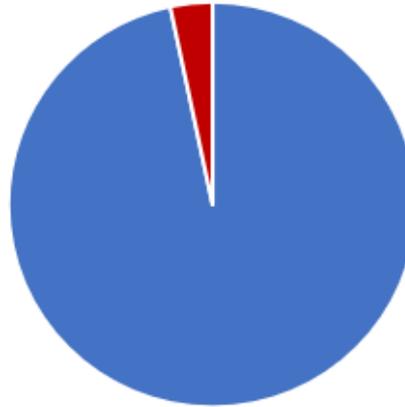


Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of all protected industrial action against your employer 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 working on Wind Turbines?

- Yes - 58 (96.7%)
- No - 2 (3.3%)

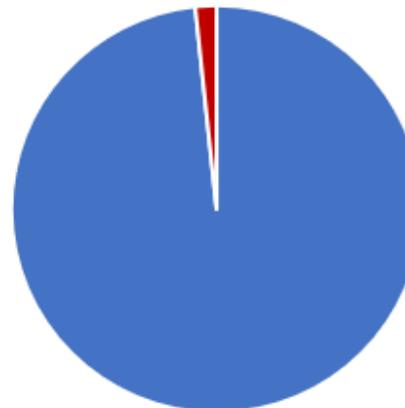


Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of all protected industrial action against your employer 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 engaging in any paperwork (handwritten or electronically)?

- Yes - 59 (98.3%)
- No - 1 (1.7%)

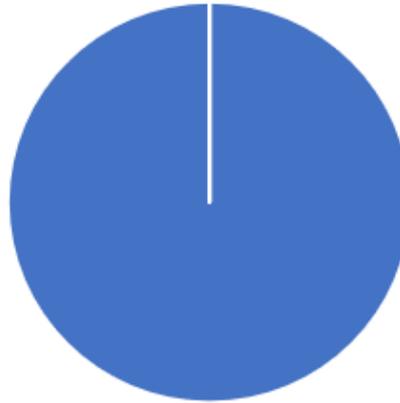


Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of all protected industrial action against your employer 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 the use of electric tablets?

- Yes - 60 (100.0%)
- No - 0 (0%)

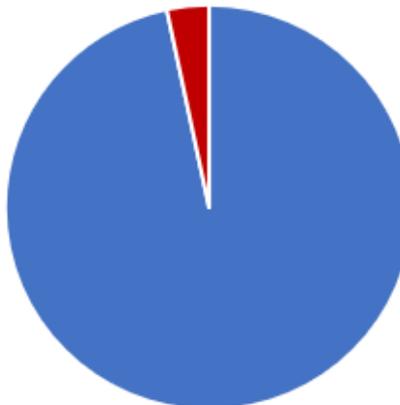


Question 14

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

14. An unlimited number of indefinite or periodic bans on single person travel?

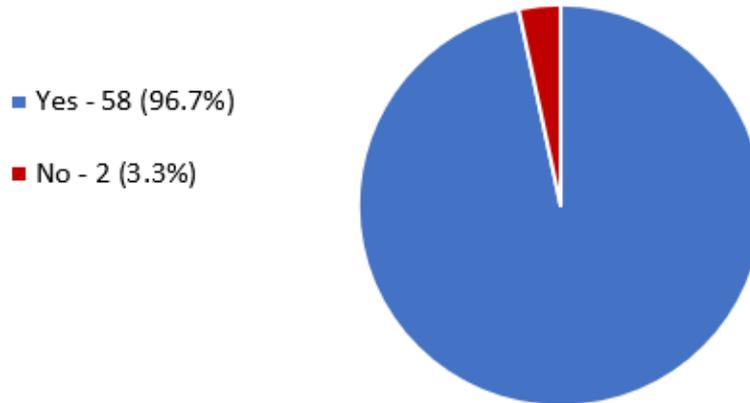
- Yes - 58 (96.7%)
- No - 2 (3.3%)



Question 15

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

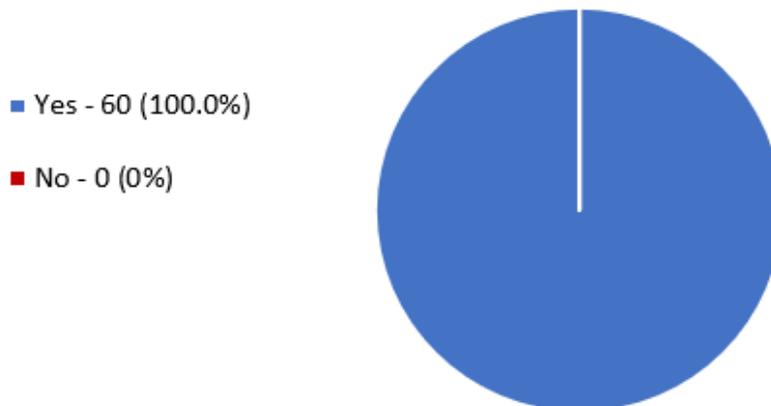
15. An unlimited number of indefinite or periodic bans on single person work?



Question 16

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

16. An unlimited number of indefinite or periodic bans on taking lunch breaks in areas other than the lunchroom on site?





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