

Declaration of Results



CEPU

v

**Thales Australia Limited
(B2025/1741)**

Friday 5th December, 2025 5:29pm AEDT



Vero Voting

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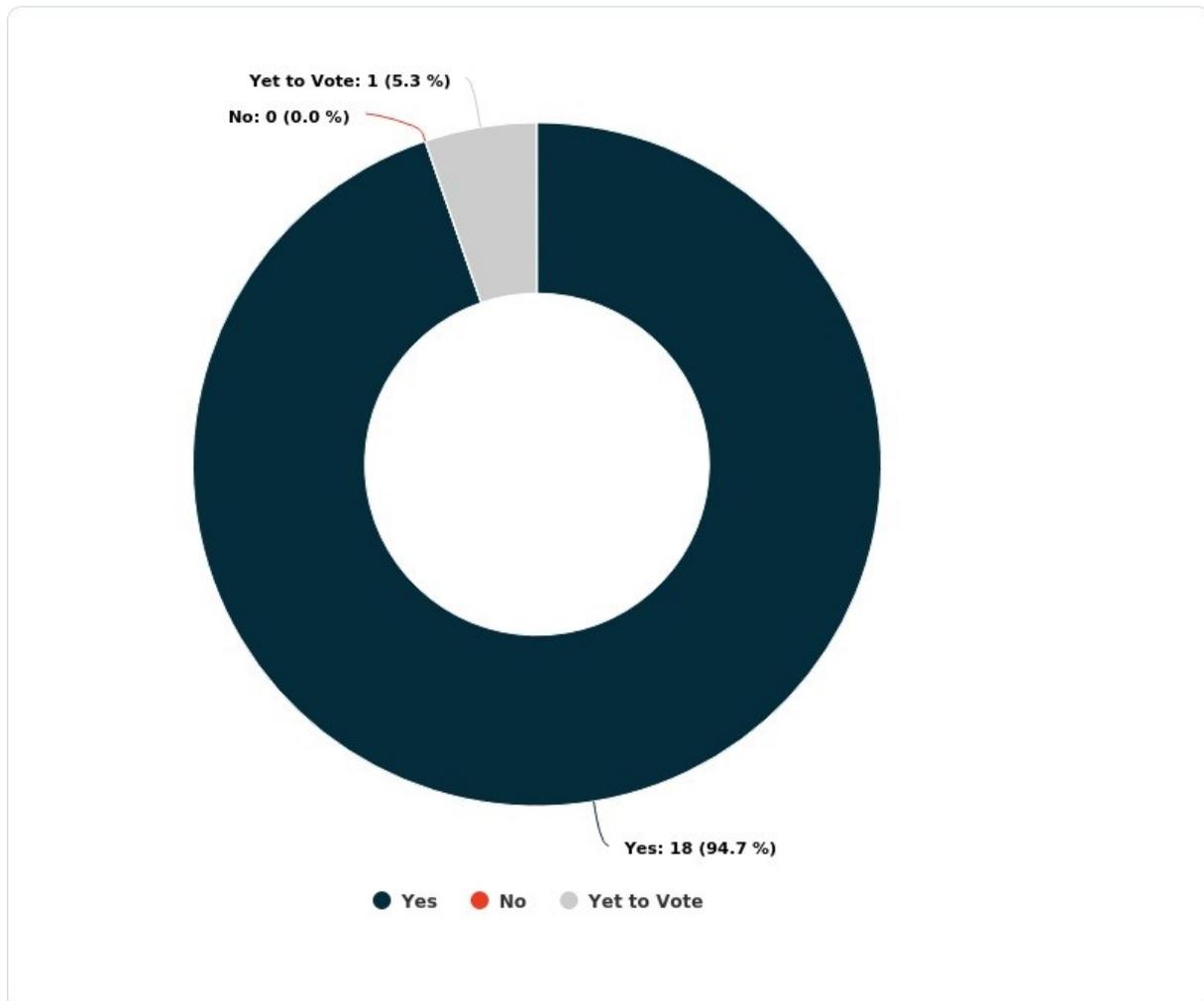
+61 8 6500 0810

Voting Results for: CEPU v Thales (PAB B2025/1741)

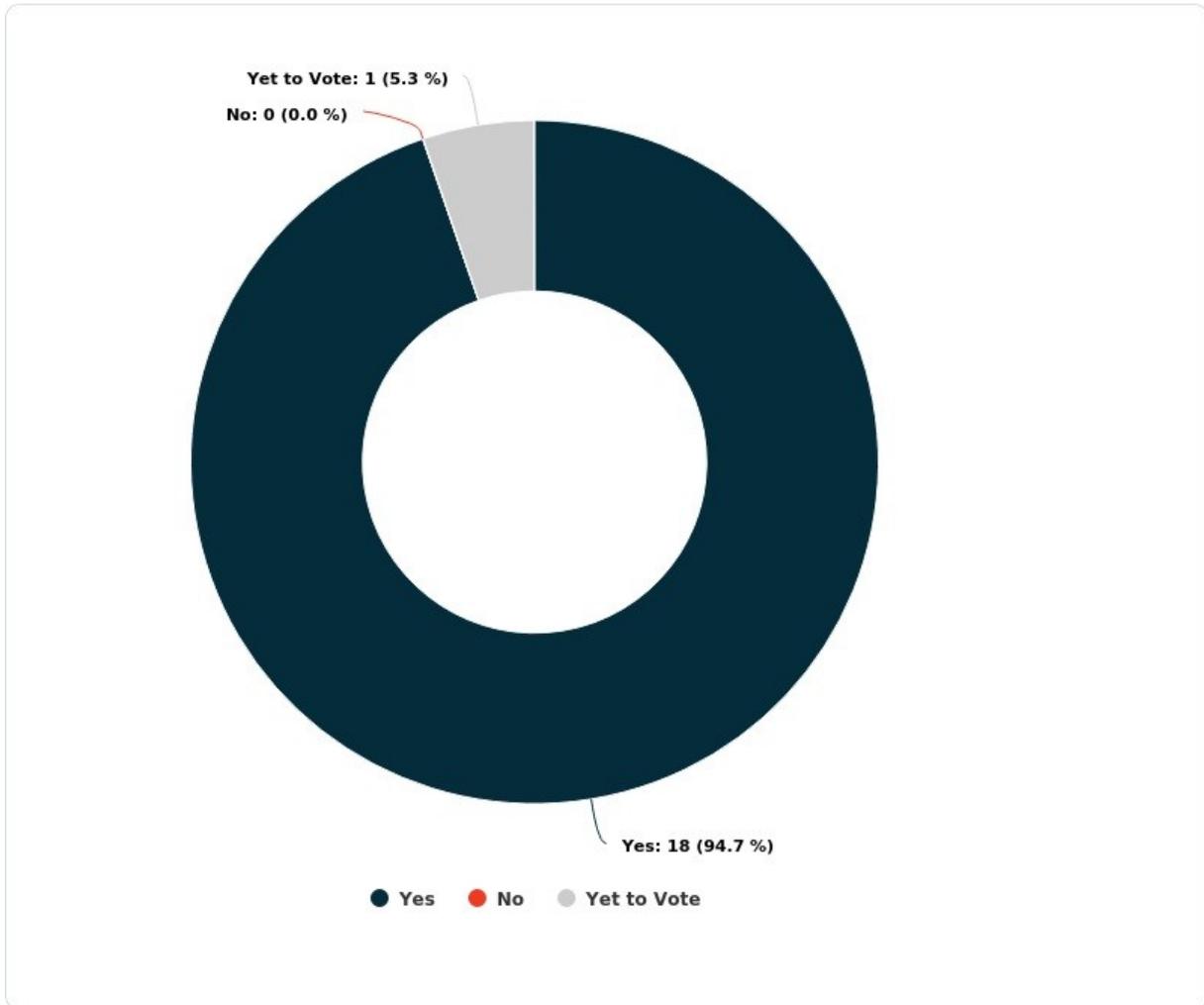
Final Vote Audit: Friday 5th December, 2025 5:29pm AEDT

Total Eligible Voters: 19
Total Voted: 18

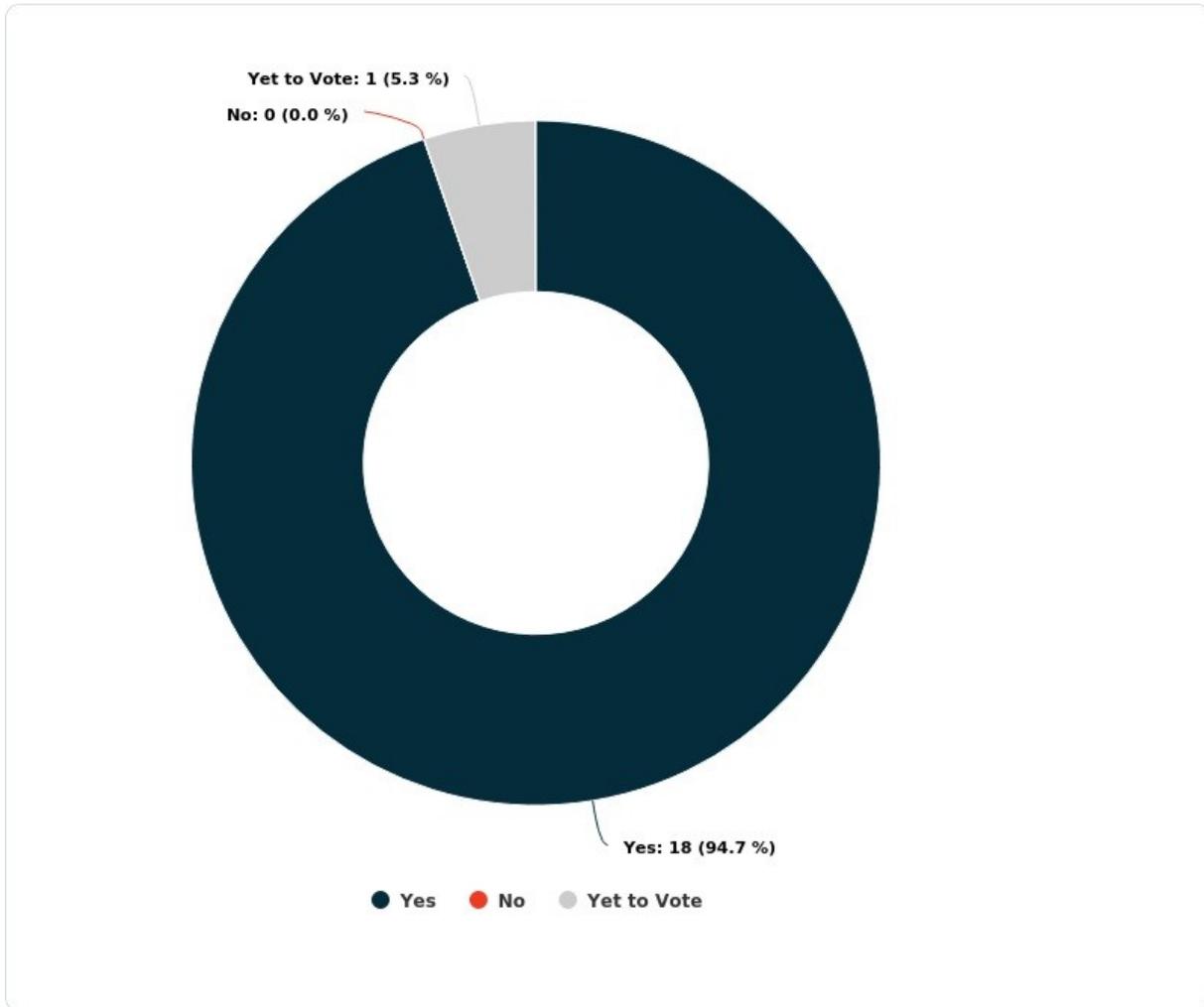
1. An unlimited number of indefinite and / or periodic stoppages on the performance of all work?



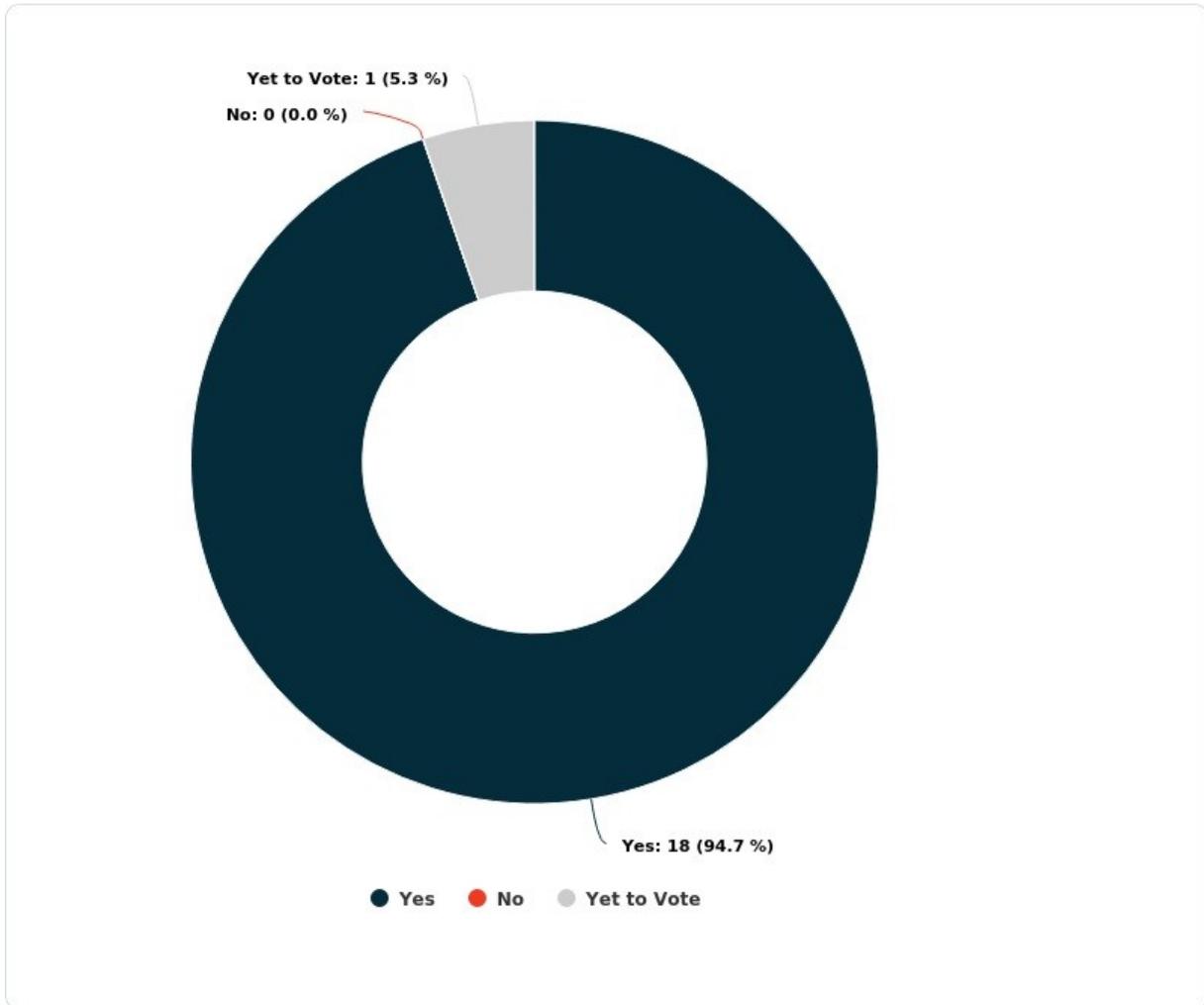
2. An unlimited number of indefinite and / or periodic bans on the performance of overtime?



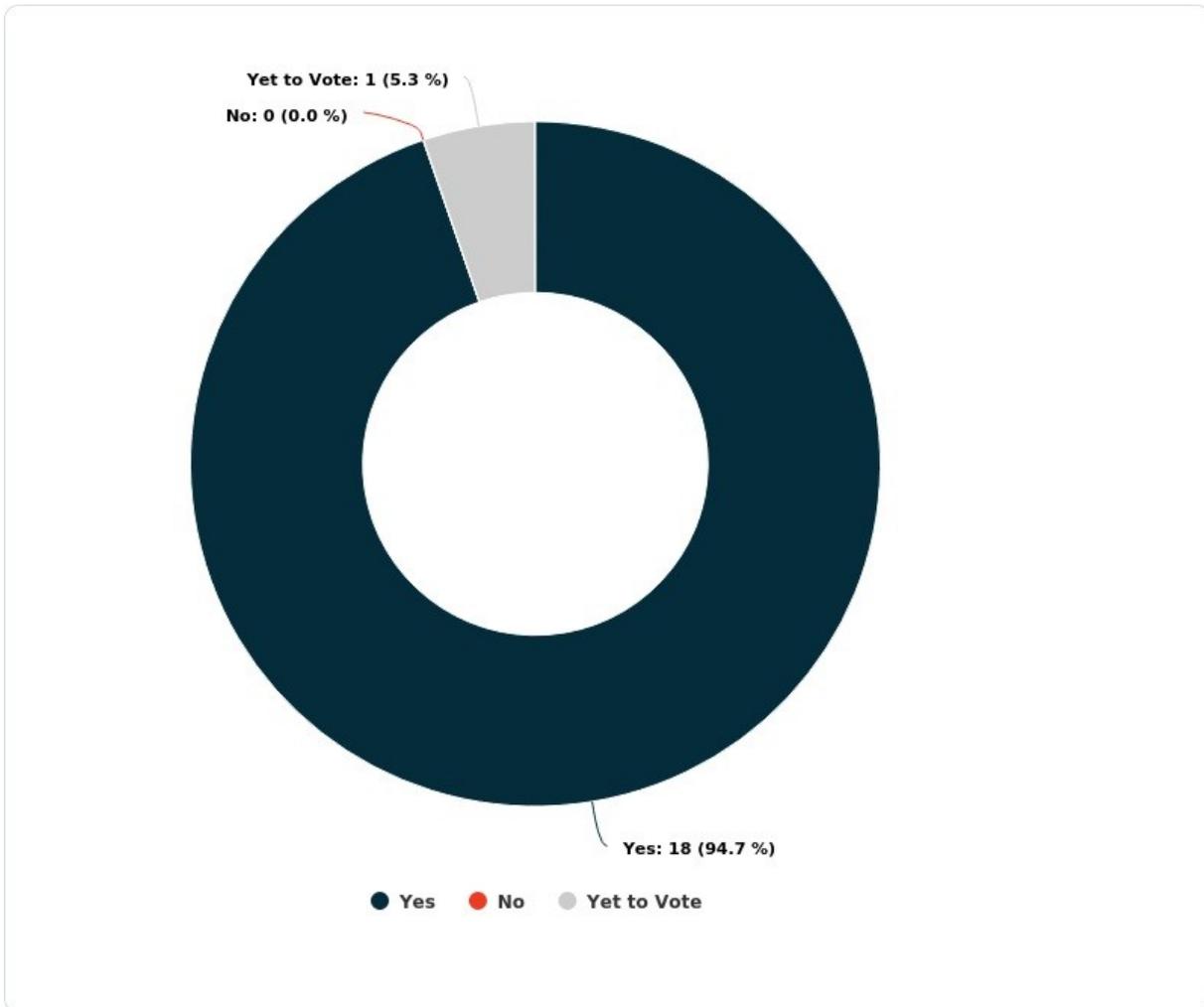
3. An unlimited number of indefinite and / or periodic bans on staggering meal breaks?



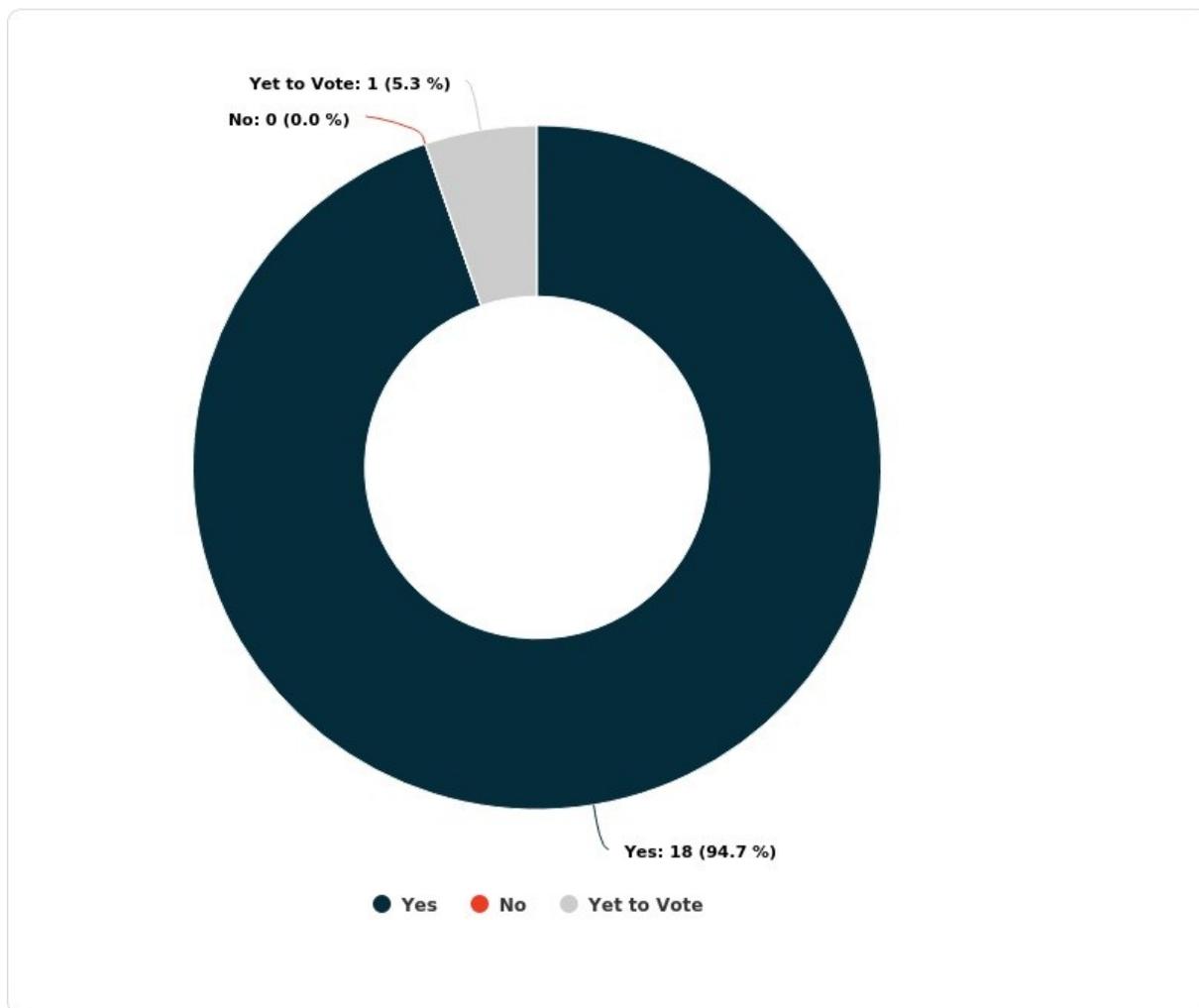
4. An unlimited number of indefinite and / or periodic bans on the performance of 'working to rule'?



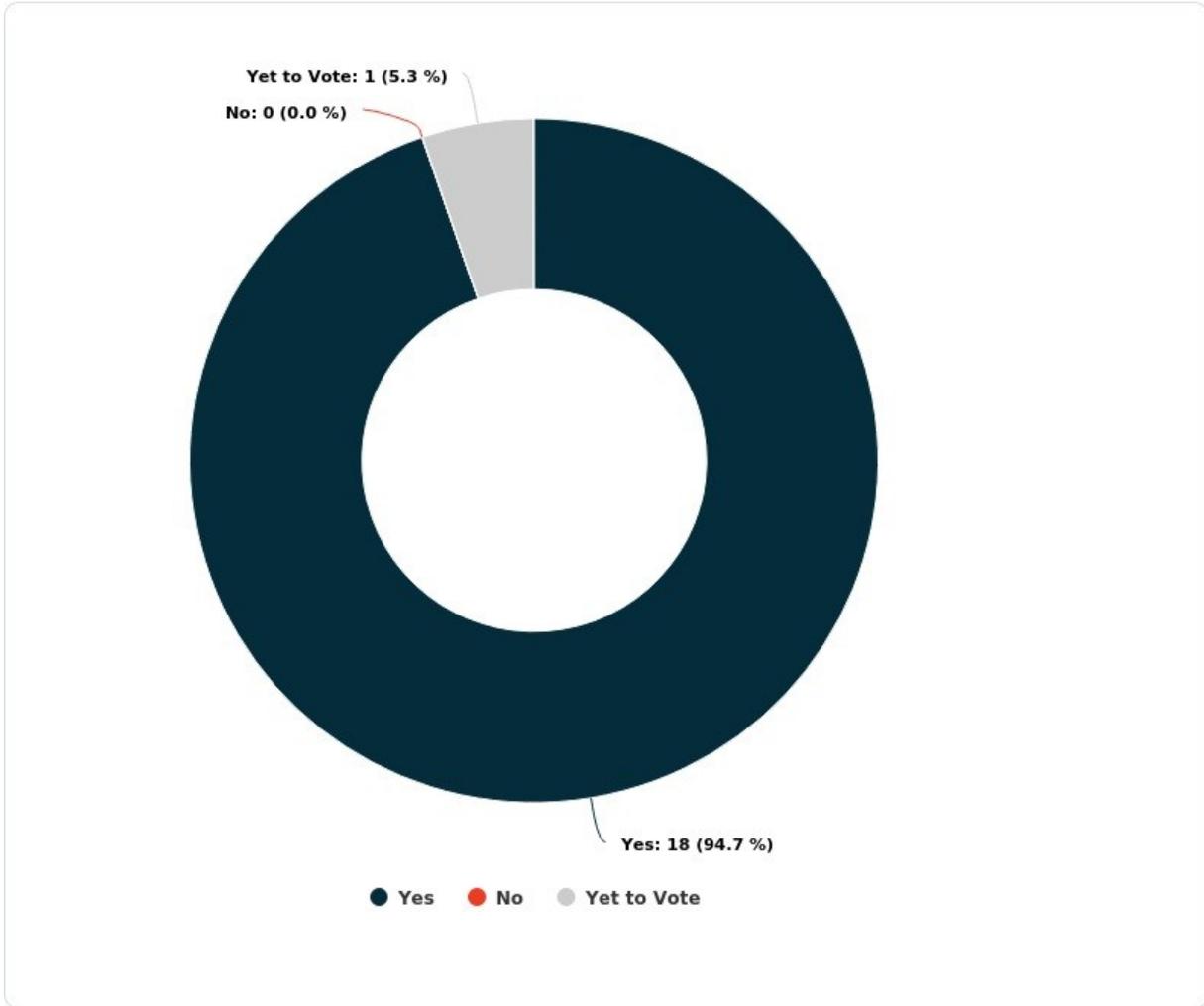
5. An unlimited number of indefinite and / or periodic bans on the use of specified plant and/or machinery (e.g. forklifts)?



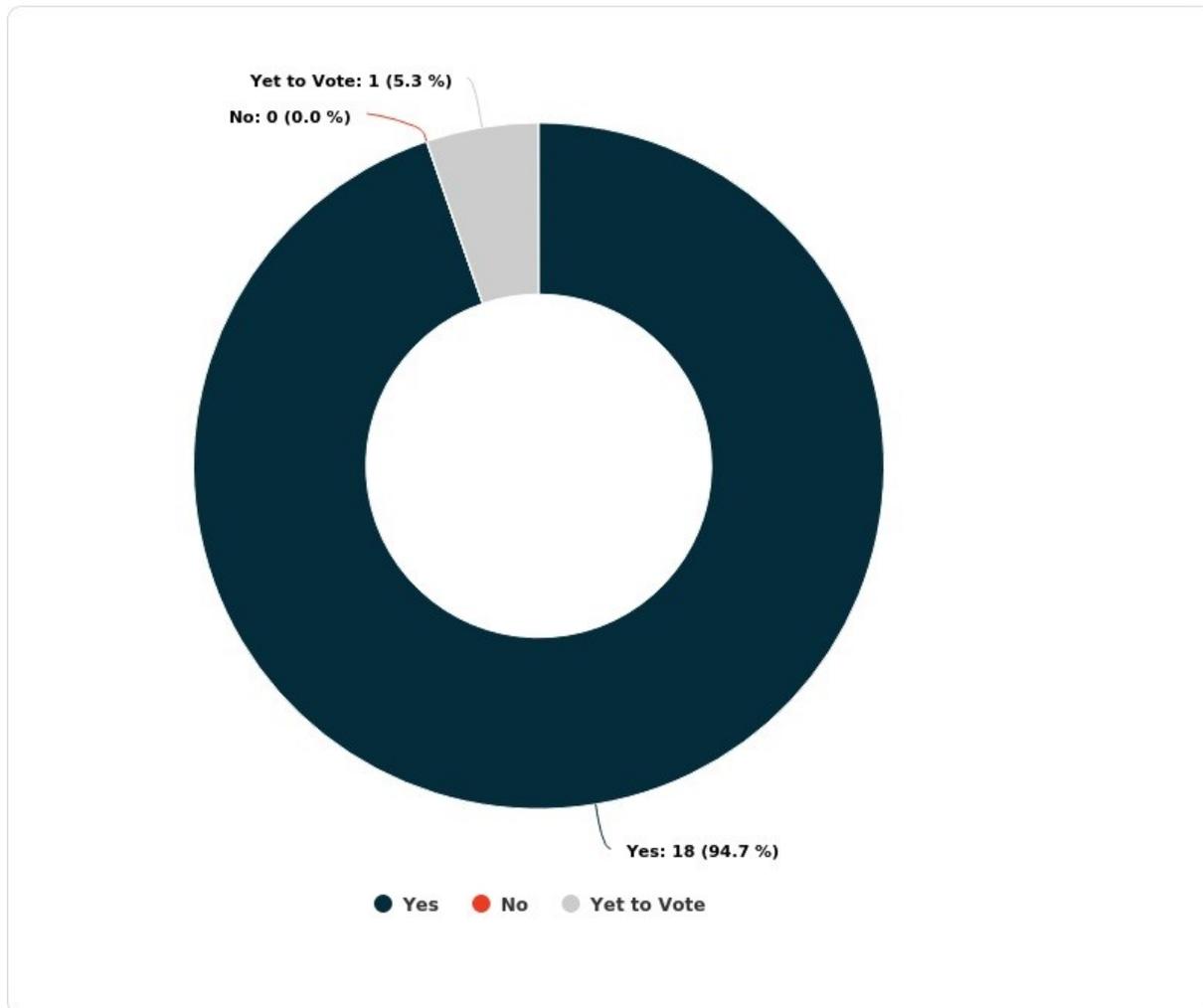
6. An unlimited number of indefinite and / or periodic bans on the use of communication devices?



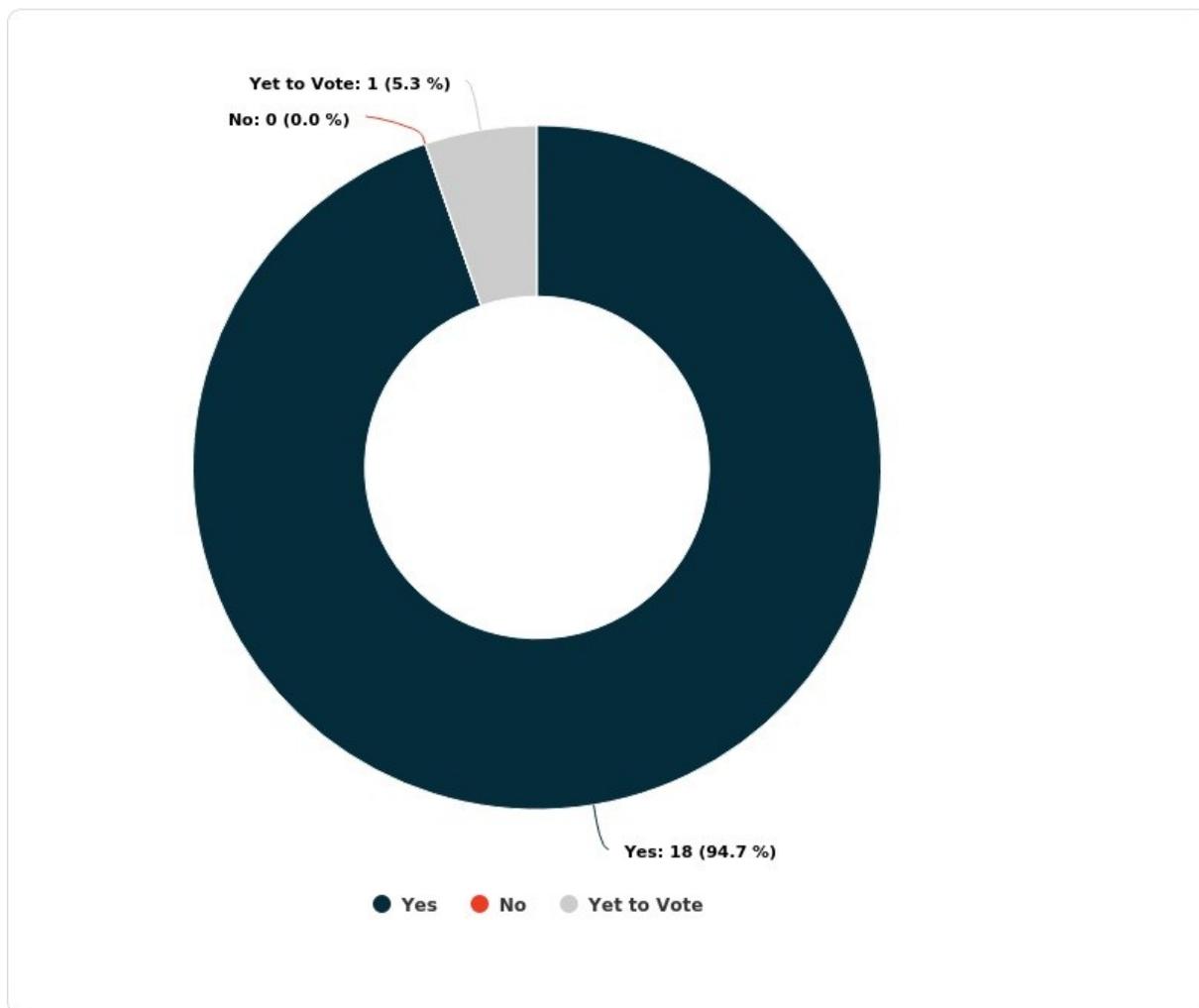
7. An unlimited number of indefinite and / or periodic bans on paperwork?



8. An unlimited number of indefinite and / or periodic bans on the use of computer data entries?



9. An unlimited number of indefinite and / or periodic bans on call backs?



Vero Voting Independence Declaration

The CEPU v Thales (PAB B2025/1741) has been managed and declared independent of CEPU, Thales Australia Limited and Fair Work.

No Individual vote has been disclosed to CEPU, Thales Australia Limited or Fair Work

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

Regards,



Greg Mitchell

Director,

Vero Engagement and Voting Solutions Pty Ltd

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