



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

Freo Group Pty Ltd

B2025/1519

14 October 2025

1. Ballot Result

Total Eligible Voters: 98
Total Participated: 93

93 out of 98 have answered all questions 94.9%

Final Ballot Audit: Tuesday, 14 October 2025 at 2.05pm AWST

Diagram 1: Final Vote Participation

<p>Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1519) Voters: 98 Total Participated: 93 (94.9%)</p>
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2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



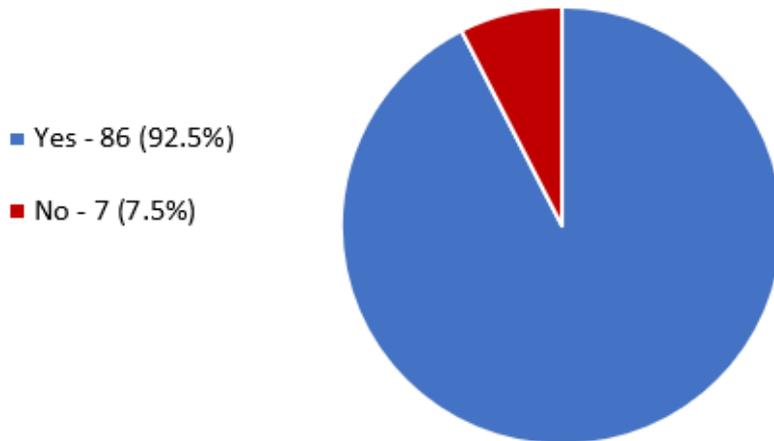
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

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 against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages on the performance of work between 30 minutes and, up to and including, 24 hours?





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