



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

Qenos Pty Ltd

B2022/1300

Date of Declaration:

16 September 2022

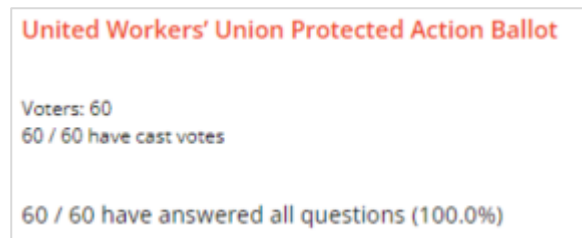
1. Ballot Result

Total Eligible Voters: 60
Total Participated: 60

60 out of 60 have answered all questions 100%

Final Ballot Audit: Friday, 16 September 2022 at 12.15 pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

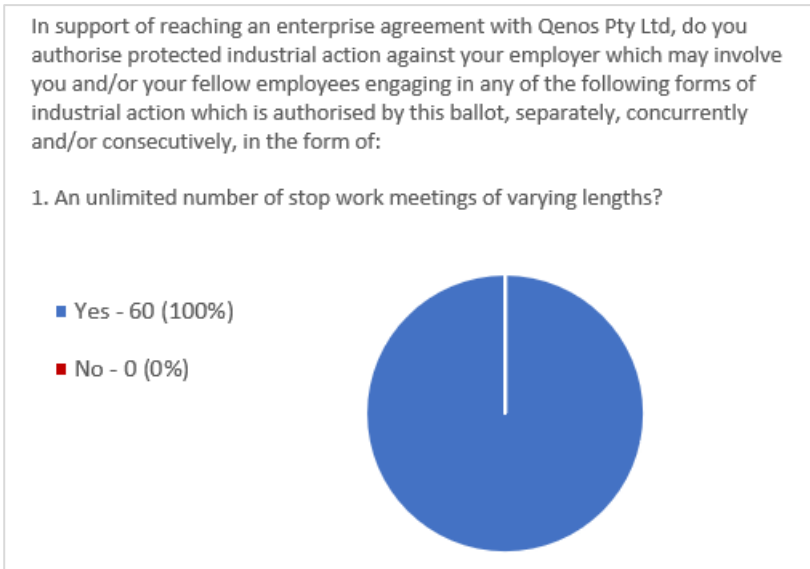
The United Workers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

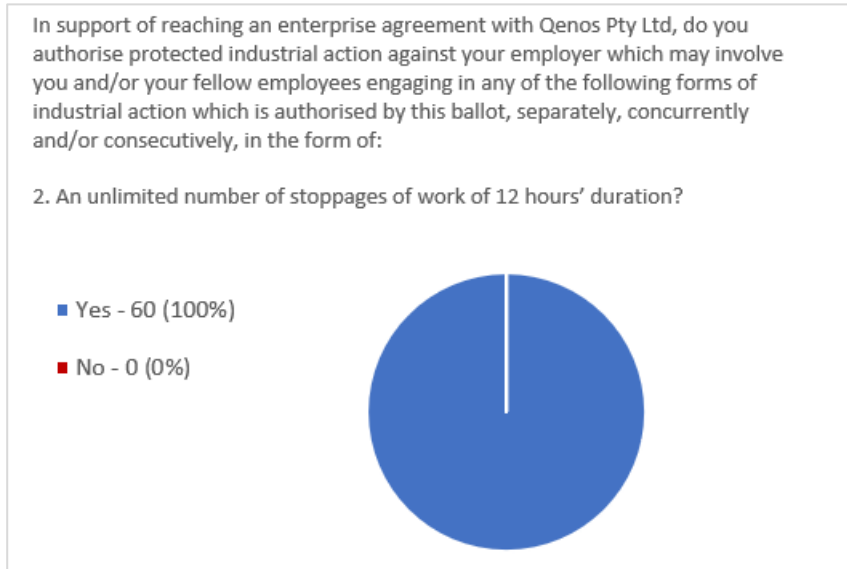
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Final Results

Question 1



Question 2



Question 3

In support of reaching an enterprise agreement with Qenos Pty Ltd, do you authorise protected industrial action against your employer which may involve you and/or your fellow employees engaging in any of the following forms of industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of bans on the performance of and/or participation in pre-turnaround activities of indefinite duration?

■ Yes - 60 (100%)

■ No - 0 (0%)



Question 4

In support of reaching an enterprise agreement with Qenos Pty Ltd, do you authorise protected industrial action against your employer which may involve you and/or your fellow employees engaging in any of the following forms of industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

4. An indefinite ban on the performance of all paid overtime other than post coverage for normal operations

■ Yes - 60 (100%)

■ No - 0 (0%)





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