

Tuesday, 3 March 2026

TO WHOM IT MAY CONCERN (B2026/41)

RE: FIT AND PROPER PERSON DECLARATION FOR A PROTECTED ACTION BALLOT

Vero Voting, an independent voting service operating under the name of VERO ENGAGEMENT AND VOTING SOLUTIONS PTY LTD (T/as Vero Voting); It is a private company set up exclusively to conduct ballots and elections with two directors (Greg Mitchell & Laith Tarish).

To answers your specific questions for your eligible protected action ballot agent review request (Matter Number B2026/41):

1. Any changes to your business structure, operations and ABN and/or ACN, including any changes to trading names.

There have been no structural changes. Directors and Trading company stays the same.

2. Details of how many protected action ballots have been conducted by Vero Voting.

Our system is indicating about 235 ballots have run its course, although many more have started but not actually gone through to completion for various reasons. Fairwork has indicated that our name has been on about 313, so this appears to be in-line. We didn't specially tag them as PAB's in our system until the last 2 years, so our numbers may not be accurate.

3. Details of any complaints received, including the resolution of those complaints.

No complaints. All of our ballots have been run without any issues, technical, or procedural.

4. Any changes in senior personnel that conduct the ballots, including any name changes.

- a. We note your original application for approval as an eligible protected action ballot agent identified Gregory Roy Mitchell, Laith Tarish and Tyler Mitchell as the individuals who would carry out the functions of the eligible protected action ballot agent if approved.

No changes

5. Any information or evidence you can provide in support of the following:

- a. That you remain a fit and proper person to be an eligible protected action ballot agent for the purposes of section 468A of the Fair Work Act,

There have been no changes to any circumstances that would indicate that we would not remain a fit and proper person for the purpose of running ballots. Therefore I would determine that we still remain eligible.

- b. That you can ensure the secrecy and security of votes cast in any protected action ballot,

Yes, all ballots are run in secrecy, security and with integrity.

- c. That you can ensure that any protected action ballot will be fair and democratic, and

Yes, again, all ballots are run independently of the organisations, follows proper process and ensures fairness to all voters. With dedicated support and resources to support all voters, we can ensure the ballot will enable all eligible votes the chance to vote with the declaration declared independently of the organisations.

d. That you can conduct any protected action ballot expeditiously

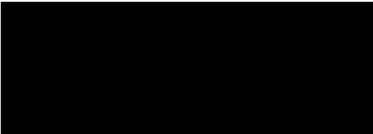
With our system and team, we can action ballots quickly with accuracy. We can get the process started the same day a order arrives and we have ample capacity.

6. Any other information you wish to provide to the Commission that may be relevant to the consideration of whether the Commission remains satisfied that Vero Voting meets the requirements mentioned in s.468A (2) of the Fair Work Act.

Vero Voting is a growing, profitable company that has been running balloting processes for over 1000 organisations each year. We are in a strong position to continue to support these ballots going forward.

Vero Voting has no known adverse findings made by course or tribunals. We have never been to a hearing.

Yours Sincerely,



Greg Mitchell
Director, Vero Voting