

From: whadley@austelect.com
Sent on: Wednesday, February 11, 2026 2:52:48 PM
To: [Bargaining Support](#)
Subject: Protected Action Ballot Agent application (B2026/45) for Australian Election Company.
Attachments [bbda1000-7140-49fc-a0ee-2c3c8f96b5dd-Australian Election Company Submission 2026.pdf](#) (298.01 KB), [bbda1000-7140-49fc-a0ee-2c3c8f96b5dd-AustElect PAB Stat Dec 2026.pdf](#) (3.63 MB)

Dear Bargaining Support Team,

In response to the Fair Work Commission Eligible Protected Action Ballot Agent Review (B2026/45), please find attached our submission and responses, along with a completed and signed Statutory Declaration.

Australian Election Company would appreciate the opportunity to remain on the panel of Protected Action Ballot Agents.

As noted in our submission, Australian Election Company has not received any complaints when conducting and delivering Protected Action Ballots. We have always administered the ballots in strict compliance with governance, Order and Directions. I would also like to point out that on several occasions Australian Election Company has noticed and caused for correction/reissue of Orders and Directions due to incorrect and incomplete documents. Our review of all documentation and attention to details on these occasions prevented any inaccuracies, discrepancies, and potential respondent challenges during the conduct and delivery of each Protected Action Ballot.

Also noted within the Submission application, Australian Election Company has changed ownership from Richard Kidd (RMK Investments Pty Ltd) to Wade Hadley (Coastal Collaborations Pty Ltd at trustee for Hadley Family Trust T/A Australian Election Company). If we are again approved as Protected Action Ballot Agents, may I please request that our company name is listed on Fair Work website as "Australian Election Company".

I welcome any questions or request provision of additional information to ensure Australian Election Company is again successful with our application to remain as a Fair Work approved Protected Action Ballot Agent.

Kind regards

Wade Hadley

Managing Director
Australian Election Company



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Submission and Responses:

Application for approval as an eligible protected action ballot agent (2026/45)

The Applicant

Legal name of proposed protected action ballot agent (if an individual give full first name, middle name(s) and surname)	Coastal Collaborations Pty Ltd as Trustee for Hadley Family Trust T/A Australian Election Company <u>NB: Please list on Fair Work website as Australian Election Company</u>		
Trading name or registered business name (if applicable)	Australian Election Company		
ABN (if applicable)	89 684 294 737		
Contact person (if applicable)	Wade Hadley		
Postal address	PO Box 3016		
Suburb	Caboolture		
State or territory	Qld	Postcode	4510
Phone number	1800 224 420	Mobile number	██████████
Email address	whadley@austelect.com		

Does the Applicant need an interpreter?

[] Yes – Specify language

[X] No

Does the Applicant require any special assistance at the hearing or conference (eg a hearing loop)?

[] Yes – Please specify the assistance required

[X] No

Does the Applicant have a representative?

A representative is a person or organisation who is representing the Applicant. There is no requirement to have a representative.

[] Yes – Provide representative’s details below

[X] No

Declaration by the Company Director applying for approval as an eligible protected action ballot agent:

Full legal name.

I,

Legal first name (eg Robert not Rob)	Wade
Middle name(s)	██████████
Surname	Hadley
Office or position held	Managing Director

I declare that each answer I give at paragraphs (a) to (f) below and the reasons I give for the answer are true and correct:

- (a)** Who will carry out the functions of the proposed eligible protected action ballot agent if the application is approved?

Identify the individuals by name and role, or describe the groups of individuals who will carry out the functions for the Applicant:

The following individuals remain “Fit and Proper Persons” and will remain as eligible to conduct any Protected Action Ballot, as per the original Ballot Agent approval (B2023/627).

Wade Hadley – Managing Director (Will carry out and oversee all functions related to any protected action ballot). 15 years’ experience in electoral procedures and delivery, and 20 years in project management/Leadership.

Jillian Smith-Lean –Operations Supervisor-(Will assist with the compilation of voter rolls, internet voting system testing and Help desk). 6 years’ experience in electoral procedures and delivery, plus 20 years of business operations and administration.

Bradley Farr- Election Supervisor-(Will assist with functions related to administration of protected action ballots). 12 years’ experience in electoral procedures and delivery, plus Bachelor in Laws, Bachelor of Arts (Double Major in Political Science)

There has been a change of ownership to Australian Election Company, with Richard Kidd retiring during 2025. Australian Election Company now remains in the ownership of Wade Hadley.

Richard Kidd will no longer be involved in the conduct of Protected Action Ballots.

The new Company details have been listed above, as there is a change to the legal entity name and the ABN. All other contact details remain the same.

- (b)** Are each of the individuals or groups identified in paragraph (a) a fit and proper person to be an eligible protected ballot agent for the purposes of s.468A of the Fair Work Act?

Yes

No

The reasons for my answer are:

Australian Election Company, Director, Wade Hadley, possesses over 15 years election and ballot management experience. On the basis of his work experience, initially as an Electoral Officer then an Operations Manager in the Australian Election Company, and now subsequently as the Company owner, I possess significant electoral technical knowledge and experience as a professional Election & Ballot Practitioner, including previous appointments as Ballot Agent, and accordingly I consider I meet the requirements as a “fit and proper person” to perform the role, duties, functions and responsibilities, as an eligible Protected Ballot Agent.

I also submit and assert, given my electoral knowledge and relevant election operations and general managerial experience, that the employees assigned and delegated to conduct or assist in the conduct of Protect Action Ballots, within this Application (who are the same employees within the original PAB agent approval – B2023/627), remain appropriately trained and upskilled to conduct or assist in the conduct of any Protected Action Ballots and that those employees also meet the requirements of Regulation 3.11 of the Fair Work Regulations 2009, including as “fit and proper persons”(Reg.3.11(7)). Each of Australian Election Company (the entity), and Wade Hadley (as an individual), previously have held appointments as Ballot Agents for the purposes of managing and delivering some 80+ Protected Action Ballots; by Attendance or Postal Voting, and the balance by electronic voting.

- (c)** What steps will the proposed agent take to ensure that only fit and proper persons will be involved in conducting protected action ballots?

The persons/individuals listed in the application are the only individuals that will be involved in the conduct, delivery and administration of Protected Action Ballots. Each of these individuals possesses significant ballot and election management experience together with education and training in all election operations and election/ballot best practice

The individuals delegated and designated to be utilized in the conduct of Protected Action Ballots will be “fit and proper persons” to conduct Protected Action Ballots. In addition, just as applies in “every day management” of board/association elections, enterprise agreement employee ballots, and in the management and conduct of outsourced NSW Council Elections, the persons assigned to conduct or assist in the conduct of Protected Action Ballots will remain mentored and guided by Australian Election Company executive management.

In undertaking any electoral operations, Australian Election Company applies the legislated Privacy provisions, to ensure the safety, security and sanctity of data provided for operational requirements. All employees, consultants and agents of Australian Election Company are required to sign a Statement of Confidentiality and Secrecy. Upon request, the Company will also attest to Deeds of Confidentiality and Secrecy. Our procedures are designed and applied to meet high standard security requirements and the need to protect and secure personal (and other) data.

Australian Election Company is subject to the *Privacy Act 1988*. As such, our staff are trained to ensure all ballots and elections are conducted with these Regulations at the forefront of our processes.

- (d)** Can the proposed eligible protected action ballot agent ensure the secrecy and security of votes cast in any protected action ballot?

Yes

No

The reasons for my answer are:

Australian Election Company (including all its employees and consultants) continuously applies and demonstrates independence, impartiality, accuracy and integrity. Australian Election Company requires that its employees and consultants act professionally, courteously, and with respect; that they ensure the sanctity, secrecy and security of materials, processes and communications; that they strictly comply with governance, and that they appropriately apply our proprietary controls, materials and processes.

All our processes and methods are based upon the objectives to comply with appropriate governance and to protect the secrecy and integrity of votes cast and processes applied in *any* electoral event that we manage and/or conduct. Australian Election Company is a supplier of ballot boxes, voting screens and plastic security seals; therefore, we have at our disposal for our employees and consultants, all necessary equipment and historically proven and tested documentation to ensure voter secrecy and security and to ensure reconciliation of ballot paper ordering, supply and issue, as well security seal recording etc. We professionally equip our employees and/or consultants, when they undertake any electoral assignment. Every election or ballot that Australian Election Company conducts, utilizing its employees, consultants and resources, is to be conducted strictly in accordance with relevant governance, so that the events we manage will be legally defensible, fair and democratic. Our employees are appropriately trained and briefed in formal/election principles and processes. A number of our consultants are ex Australian Electoral Commission Divisional Returning Officers.

Please note that Australian Election Company is the only private Election Provider managing, delivering and reporting outsourced NSW Council Elections, by Attendance Voting and Postal Voting. So Australian Election Company has the skills, technical appreciation and competence and operational expertise to manage Attendance and/or Postal Voting-based Protected Action Ballots.

And where electronic voting is used in a Protected Action Ballot, the systems and processes that Australian Election Company utilizes, ensures the secrecy and security of votes. All processes we apply in Protected Action Ballots are strictly in accordance with the Act and the Regulations. Our electronic systems and processes ensure: the voter's vote selection is immediately electronically detached from their identity; the voter is unable to vote again; our internet voting system therefore is secret, the voter remains anonymous, and the system mitigates against attempted multiple voting. We guarantee that the electronic voting system to be applied indeed will ensure the secrecy and sanctity of each voter's vote.

- (e)** Can the proposed eligible protected action ballot agent ensure that any protected action ballot will be fair and democratic?

Yes

No

The reasons for my answer are:

I am capable of ensuring that the ballot will be fair and democratic by ensuring the ballot is conducted in compliance with the Fair Work Act 2009 and the Fair Work Regulations 2009

In the performance of my electoral work I continuously demonstrate independence, impartiality, and integrity. All principles and processes that I apply have their foundation in equity, fairness and best electoral

practice and it is my desire to ensure protection of the secrecy, sanctity and integrity of votes cast and processes applied in any electoral event that I assist with or conduct.

Every Election or Ballot that I assist with or conduct is to be conducted strictly in accordance with the relevant governance, but, as appropriate, I will apply procedures and methods that exceed essential requirements, thus ensuring that every Election or Ballot that I am involved with or conduct will be legally defensible and will be fair and democratic.

Our procedures applied are accurate, compliant and display attention to detail. Australian Election Company always applies strict material reviews to ensure accuracy and compliance. On several occasions, after receiving the Orders and Directions, our reviews have noticed incorrect and/or incomplete ballot details. We have actioned accordingly to ensure the ballot was not delayed and was completed expeditiously. Without our comprehensive reviews and attention to detail, the relevant Protected Action Ballot would have been open to challenge by the respondent.

(f) Can the proposed eligible protected action ballot agent conduct any protected action ballot expeditiously?

Yes

No

The reasons for my answer are:

Always against the background of the appropriate governance, I apply suitable responsiveness to client, employee, member and/or elector needs and requirements. I will apply or arrange application of resource capacity to meet emerging needs and/or requirements and to be suitably "expeditious". However I will not "bend the rules" or be swayed from applying the mandated governance approach or requirements, unless such governance or requirements clearly will cause a defect or an irregularity to occur in the conduct of an Election or Ballot.

For the circa 80+ protect action ballots conducted by Australian Election Company, we have never failed to successfully conduct and deliver a ballot within the timeframe allocated in the Order.

I am not aware of any complaints against Australian Election Company during the conduct of any Protected Action Ballots since we first conducted a Protected Action Ballot in 2012 (B2012/48 & B2012/75).

Sign the declaration

Signature		Date	11 / 02 / 2026
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Consent to contact by researchers

The Fair Work Commission undertakes research with participants in bargaining matters to ensure a high quality process. Some research may be undertaken by external providers on behalf of the Fair Work Commission.

Do you consent to the contact details provided on page 1 of this form being provided to an external provider of research services for the sole purpose of inviting you to participate in this research?

Yes

No

STATUTORY DECLARATION

Oaths Act 1867

Queensland
To wit

I, Wade [REDACTED] Hadley of [REDACTED], in the State of Queensland, do solemnly and sincerely declare that:

- (1) I am the Managing Director of Australian Election Company. Prior to taking ownership of Australian Election Company, I was employed on a fulltime basis from October, 2011.
- (2) I possess electoral/election experience spanning 15 years; initially as an Electoral Officer, Returning Officer and an Operations Manager. I possess significant electoral technical knowledge and experience as a professional Election & Ballot Practitioner and accordingly meet requirements as a "fit and proper person" to perform the role, duties, functions and responsibilities as an eligible Protected Ballot Agent. Given my depth of electoral knowledge and relevant election operations and general managerial experience, I assert that the employees of Australian Election Company specifically listed and included within our Application (B2026/45), and designated to conduct or assist in the conduct of Protect Action Ballots, have been and will continue to be trained/mentored to compliantly conduct or assist in the conduct of those Ballots; and that the designated employees will meet the requirements of Regulation 3.11 (2) to (7) inclusive of the Fair Work Regulations 2009.
- (3) Australian Election Company is the trading name of Coastal Collaborations Pty Ltd ATF Hadley Family Trust T/A Australian Election Company. Australian Election Company was originally formed in April 2006 (under ABN 58635903913) and changed ownership in March 2025. Our Office is located at [REDACTED]. [REDACTED] The ABN for Australian Election Company is now 89 684 294 737.
- (4) Australian Election Company is subject to the *Privacy Act 1988*.
- (5) As Managing Director of Australian Election Company, I am capable of ensuring that any Protected Action Ballot will be fair and democratic by ensuring the ballot is conducted in compliance with the *Fair Work Act 2009* and the Fair Work Regulations 2009.
- (6) *Australian Election Company is appointed to the panel of returning officers under the preserved provisions of s444 (4) of the (NSW) Industrial Relations Act 1996, thus formalizing our capacity to conduct elections for NSW registered organisations.* Australian Election Company has been appointed to that panel of Returning Officers since 2006. Australian Election Company has conducted a number of Elections under these provisions
- (7) Australian Election Company has successfully managed and conducted outsourced public elections including, for example, through the total or partial outsourced management and conduct of the September, 2016 NSW Council Elections for Kempsey Shire Council, Lake Macquarie City Council, Fairfield City Council and for Penrith City Council. Our Company also successfully delivered the outsourced September 2017 Maitland City Council Elections and the 2018 Penrith City Council By-elections. We also managed and delivered the inaugural 28 May 2016 Norfolk Island Regional Council Election, including the development of the electoral roll for the election, on behalf of the Australian Electoral Commission. In 2019 we successfully managed, delivered and reported the five (5) regional elections for the General Members of the First People's Assembly of Victoria, on behalf of the Victorian State Government. More recently we were contracted by Fairfield City Council and also Penrith City Council to manage, conduct, deliver and report their December 2021 and September 2024 NSW Council Elections. *Australian Election Company is the only current private-side election provider in the Nation, managing, conducting, delivering and reporting totally or partially outsourced NSW Council Elections.*

- (8) All our processes and methods are based upon the objectives to comply with appropriate governance and to protect the secrecy and integrity of votes cast and processes applied in any electoral event, that we manage and/or conduct. Australian Election Company is a supplier of ballot boxes, voting screens and plastic security seals; therefore, we have at our disposal for our employees and consultants, all necessary equipment and documentation to ensure voter secrecy and security and to ensure reconciliation of ballot paper ordering, supply and issue, as well security seal recording etc. We professionally equip our employees and/or consultants, when they undertake any electoral assignment. Every election or ballot that Australian Election Company conducts, utilising its employees, consultants and resources, should be conducted strictly in accordance with relevant governance, so that the events we manage will be legally defensible, fair and democratic. Our employees are appropriately trained and briefed in formal/election principles and processes. Some of our employees also work for the Australian Electoral Commission & NSW Electoral Commission, as casual employees. Several of our consultants are ex career Australian Electoral Commission Divisional Returning Officers.
- (9) Our operational processes are service oriented, and I assert that the technologies and associated procedures we apply meet and comply with Fair Work mandated and regulated requirements.
- (10) Australian Election Company has been utilising, electronic ballot paper scanning, and Internet and Telephone Voting technology since its inception in 2006. Australian Election Company is experienced in the management and conduct of electronic-based Enterprise /Certified Agreement Ballots, and since 2013, Protected Action Ballots by electronic (internet) voting. We have managed and conducted Certified/Enterprise Agreement Employee Ballots for Victorian Ambulance Service, QLD Corrective Services, the QLD Police Service, Australian Taxation Office and we also delivered and reported the Enterprise Agreement 2020 Employee Ballot process for the Victorian Public Service.
- (13) The corporate body, Coastal Collaborations Pty Ltd ATF Hadley Family Trust T/A Australian Election Company, and Director/Principal, Wade Hadley, an individual, previously have been appointed as Protected Ballot Agent to manage and successfully conduct more than 80+ Protected Action Ballots (PAB's) (12 Attendance /Postal and 70+ by electronic (Internet) voting, including 15 & 7 concurrent PAB's for IEU in 2023. We have conducted Protected Action Ballots on behalf of CFMEU, AMWU, AMIEU, AWU, ETU, CEPU, CPSU and IEU (circa 70+ PAB's) by electronic voting.
- (14) The ballot processes adopted and applied with respect to conduct of any protected action ballot, whether by paper-based (Attendance Voting or Postal Voting) or by Electronic Voting, will be in compliance with the applicable Order and Directions and of course, the *Fair Work Act 2009* and the *Fair Work Regulations 2009*. It is the case that Australian Election Company possesses demonstrable experience in managing and delivering large-scale outsourced Elections (including public elections) by Attendance and/or Postal Voting, but we have also previously conducted protected action ballots by Attendance and/or Postal Voting (most notably our ability to conduct concurrent ballots).
- (15) In the event the Fair Work Commission again approves Australian Election Company as an eligible Protected Action Ballot Agent, Australian Election Company guarantees it will conduct protected action ballot processes strictly in accordance with the applicable Orders and Directions issued by the Tribunal and in compliance with the *Fair Work Act 2009* and the *Fair Work Regulations 2009*.
- (16) In accordance with the FWC Order and Directions, Australian Election Company will compile a timetable for the conduct of a Protected Action Ballot, compile a Roll of voters, and as soon as practicable, take all steps required to notify each employee, who is eligible to be included on the Roll of voters, Notice of the Protection Ballot Order and other matters specified by Regulation 3.13.
- (17) Should any Protected Action Ballot Order mandate conduct of the ballot by means of Electronic Voting, the electronic Ballot will be in compliance with Regulation 3.18 (*electronic voting*) of the *Fair Work Regulations 2009*; and following paragraphs

hereunder largely describe the proven and tested processes applied by Australian Election Company, essentially over the last decade, in the management and delivery of its safe, secure, electronic ballot processes, in relation to the total 80+ (12 paper-based and 70+ electronic voting-based) protected action ballots, for which we have been appointed as Protected Ballot Agent.

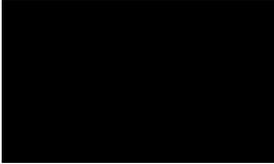
Australian Election Company will design the Internet Voting website. The process includes project planning and liaison, the design and programming of the voting login authentication page, electronic "Ballot Paper" and the confirmation page. The electronic "Ballot Paper" will be in accordance with the *Fair Work Regulations* Schedule 3.2. We will implement the Ballot website on our secure server. Only Union Member Numbers and allocated random Passwords will be loaded onto the voting server. No personal information or details will be loaded.

- (18) Australian Election Company will compile the Roll of voters in accordance with the Order and Directions. A random Internet Voting Password will be allocated to each entry included on the database (Roll) developed and compiled by the Protected Ballot Agent. Internet Voting Passwords will remain secret to Australian Election Company and to each individual eligible voter. Neither Unions nor the Employer will have access to eligible voter Internet Voting Passwords.
- (19) Just prior to the opening of the Ballot, each eligible employee will be sent an Instruction Sheet including the address of the secure voting website and their randomly generated Password, by work and/or private email, and/or by SMS, if Australian Election Company is provided a mobile phone number for the eligible voter; or by standard postage, to their home or postal address, if Australian Election Company is provided neither any email address nor any mobile phone number, for an eligible voter. The Internet Voting Instructions will include the web address for the Internet Voting; if the Instructions are received by email, the voter may use the hyperlink included in the email to take the voter directly to the secure voting website. If the voter receives an SMS, they will receive their Password in the SMS, plus a link to the Voting Instructions, including the web URL (address). Eligible voters receiving their Instructions by mail will need to enter the web URL (address) into their web browser address line on their internet enabled computer. Voters access the voting web pages on correct entry of their authentication details; which for the proposed PAB, will be their Union Member number (PIN) and their random Password. This approach provides for secure voting, and accordingly a formal and robust authentication access to the voting "Log-in" page.
- (20) If an eligible employee chooses to vote in the Internet Protected Action Ballot, the voter will access the secured "voting site", located on our Ballot server. Following confirmation of the login data and authentication/validation of the eligible employee, the Internet Ballot (Paper) will appear on the screen. Once the employee's vote is cast, a screen will appear confirming their selection. At that point the eligible employee can either confirm their vote selection and "Submit" their vote, or they can review/vary their selection by clicking on the "Go Back" button, which reverts the voter to the Ballot screen. However, if a voter chooses not to review or vary their selection and accordingly clicks the "Submit" button, they are taken to the final Logout screen. Once the "Submit" button is activated, the vote is cast; the voter's vote selection is immediately electronically detached from their identity; and the voter is unable to vote again. Our Internet Voting system therefore is secret and mitigates against attempted multiple voting.
- (21) In relation to Regulation 3.16A (1)(a) to (e) inclusive, of *the Fair Work Regulations 2009*, only employees included on the Roll of voters compiled by the Protected Action Ballot Agent will be provided with access to the electronic voting system; any employee who has been authenticated through the voting system and who has submitted and utilised their Internet Voting Password (i.e. they have cast a vote in the electronic Ballot), will be unable to submit another vote under that record; *we further guarantee that the electronic voting system we will use will ensure the secrecy and sanctity of each voter's vote. This is so because when a voter confirms their vote selection(s), the system "consumes" the Internet Voting Password and marks the Roll (Voter database) to indicate that the user has voted. However, the Internet Voting system we utilise simultaneously stores the actual vote selection(s) in a separate*

database with no time and date information attached, thus ensuring that the user can only vote once and that their vote is secret and anonymous; as the vote can no longer be associated with their identity on the Roll. Accordingly, there is no matching of an eligible employee's name to vote selection(s) and accordingly, with the Internet Voting system utilised, Australian Election Company will guarantee confidentiality of an eligible employee's/member's vote. And, should an eligible employee/member attempt to vote twice using Internet, voting access will be denied.

- (22) In relation to Regulation 3.16A (e), the sum of votes cast for each proposition and the votes cast against each proposition will be the same as the total votes cast for each proposition. The sum of "consumed" Passwords and "un-consumed" Passwords, will equate with the total number of eligible voters included on the Roll of voters.
- (23) Any eligible voter who claims to have lost, misplaced or deleted their Instruction Sheet/Password Advice may be able to be provided their Password upon their successful responses to a series of identity check queries posed by our Help desk (Protected Action Ballot Agent) staff. These "Help desk" facilities will be available per telephone (and by email) during business hours, during the currency of the proposed Protected Action Ballot. The Help desk also will be available to assist any eligible voters who may seek assistance with the electronic voting process. The standard, formal protocol we apply in seeking voter identity confirmation through Help desk operations essentially provides and affords compliance with Regulation 3.18 Conduct of protected action ballot –ballot papers (7A), (7B), & (7C). Under the Internet Voting system that will be used, no already authenticated eligible voter who has consumed their random Password, is able to cast more than one vote in the Ballot.
- (24) The electronic votes are tabulated automatically within the system. The Protected Action Ballot Results will be available essentially immediately following the time of Ballot closure; however, Australian Election Company will perform some internal checking to validate Ballot accounting and outcomes, prior to making any official Results release. The Results should be available approximately 30 minutes following Ballot closure.
- (25) Wade Hadley, as Managing Director (the Director) of Australian Election Company, has authorised professional services by the employees so designated in our Application (B2026/45) to provide protected action ballot agent services, under the legislated and regulated provisions. I assert that the designated employees will be the only employees of Australian Election Company that will be utilized in the conduct of Protected Action Ballots and that those employees will be "fit and proper persons" to conduct or be involved in the conduct of Protected Action Ballots. The employees designated to conduct the Protected Action Ballots will be the same "Fit and proper persons" as per this initial approval (B2023/627). In addition, just as has applied when managing and conducting large-scale parliamentary, council or industrial elections activities or projects, the persons assigned to conduct or assist in the conduct of Protected Action Ballots will remain supervised, mentored and guided by the executive management of Australian Election Company.
- (26) Australian Election Company has \$5m in Professional Indemnity Insurance and \$10M in Public Liability Insurances. Our Insurances are current. Australian Election Company annually conducts a significant number of Enterprise/Certified Agreement Employee Ballots by both traditional paper-based methods and also applying Internet "Only" Voting, Telephone "Only" Voting and Combined Internet & Telephone Voting.

As noted above, Australian Election Company now previously has been appointed as Ballot Agent for 80+ Protected Action Ballots. Undertaking our electoral operations, we apply the legislated Privacy provisions, to ensure the safety, security and sanctity of data provided for our operational requirements. All employees, consultants and agents of Australian Election Company are required to sign a Statement of Confidentiality and Secrecy. Upon request, the Company will also attest to Deeds of Confidentiality and Secrecy. Our procedures are designed and applied meet high standard security requirements and the need to protect and secure personal (and other) data.



Signature of declarant/deponent

And I make this solemn declaration conscientiously believing the same to be true, and by virtue of the provisions of the *Oaths Act 1867*.

Taken and declared before me at Caloundra QLD this eleventh day of February 2026 before me.

Graham Ian Lees
J.P. Qual

Justice of the Peace / Commissioner for Declarations



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