



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

“Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (AMWU)

v

**Queensland Alumina Limited
(B2022/1719)**

6 December 2022

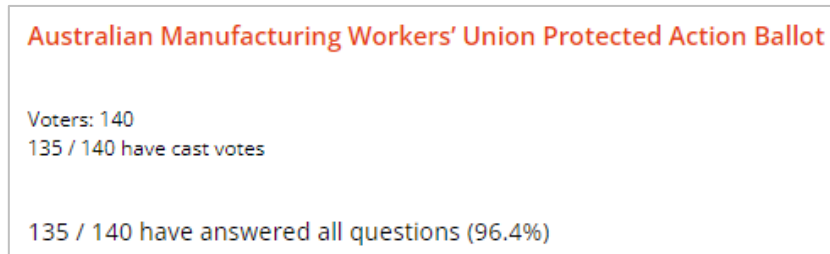
1. Ballot Result

Total Eligible Voters: 140
Total Participated: 135

135 out of 140 have answered all questions 96.4%

Final Ballot Audit: Tuesday, 6 December 2022 at 1.30pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

The Australian Manufacturing 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 Results

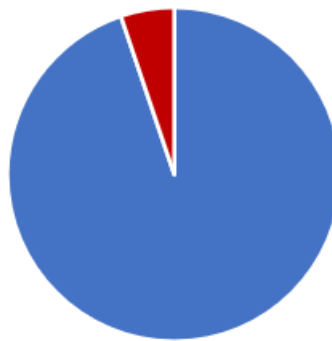
Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work, including consecutive stoppages of work, for a period of one (1) hour in duration?

■ Yes - 128 (95%)

■ No - 7 (5%)



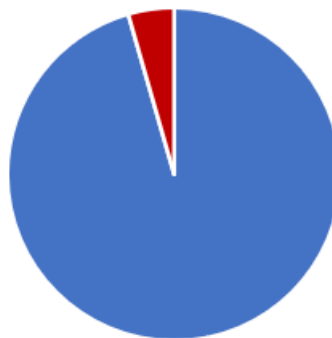
Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for a period of four (4) hours in duration?

■ Yes - 129 (96%)

■ No - 6 (4%)

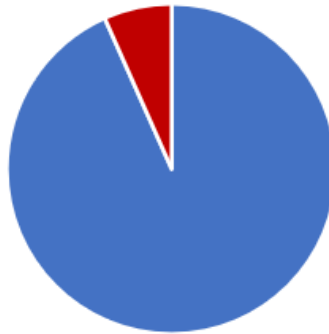


Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work, including consecutive stoppages of work, for a period of twelve (12) hours in duration?

- Yes - 126 (93%)
- No - 9 (7%)

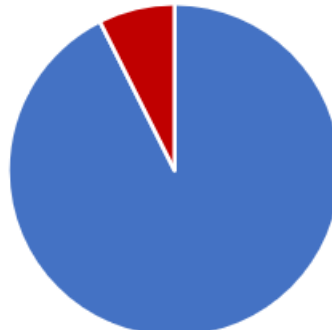


Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, for a period of twenty (24) hours in duration?

- Yes - 125 (93%)
- No - 10 (7%)

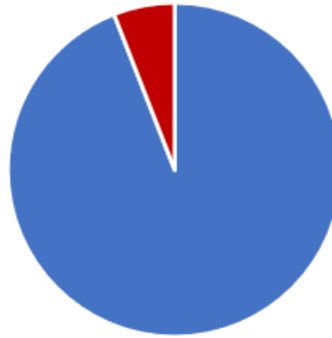


Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of indefinite or periodic bans on the performance of overtime?

- Yes - 127 (94%)
- No - 8 (6%)

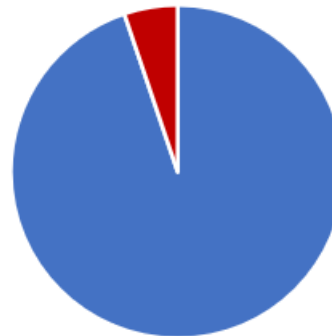


Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of indefinite or periodic bans on the use of technology including (but not limited to) phones, computers, tablets, radios, fax machines and the like?

- Yes - 128 (95%)
- No - 7 (5%)



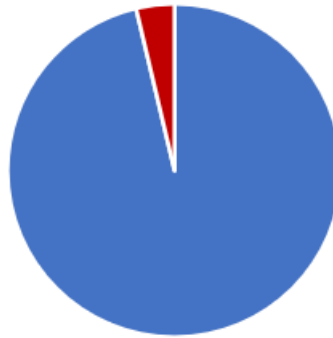
Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of indefinite or periodic bans on the completion of paperwork, with the exception of safety related paperwork?

■ Yes - 130 (96%)

■ No - 5 (4%)



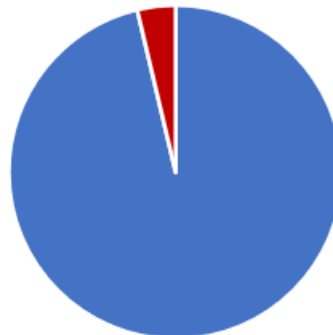
Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite or periodic bans on performing recalls and/or call-backs?

■ Yes - 130 (96%)

■ No - 5 (4%)

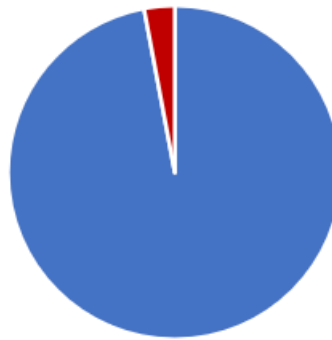


Question 9

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

9. An unlimited number of indefinite or periodic bans on performing work (including training and/or supervision) with contractors and/or labour hire?

- Yes - 131 (97%)
- No - 4 (3%)

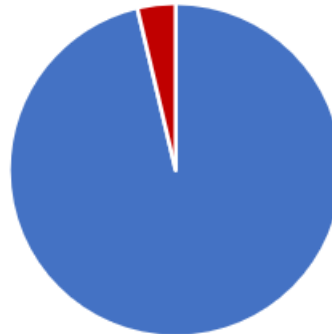


Question 10

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periodic bans on the operation of overhead cranes and/or gantries?

- Yes - 130 (96%)
- No - 5 (4%)



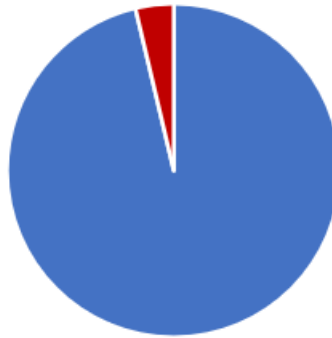
Question 11

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periodic bans on the performance of higher duties, supervisory and/or control room operator roles?

■ Yes - 130 (96%)

■ No - 5 (4%)





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