



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

**South32 Worsley Alumina Pty Ltd
(B2022/1757)**

8 December 2022

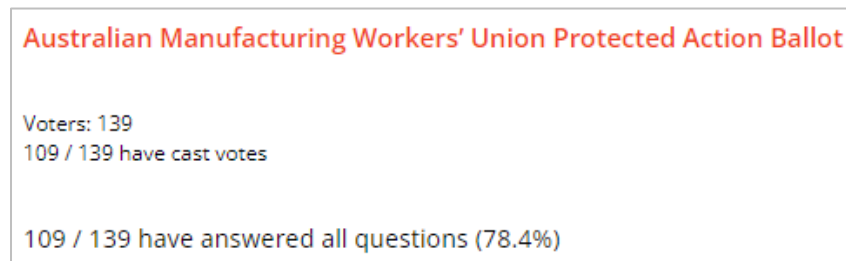
1. Ballot Result

Total Eligible Voters: 139
Total Participated: 109

109 out of 139 have answered all questions 78.4%

Final Ballot Audit: Thursday, 8 December 2022 at 2.05pm 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

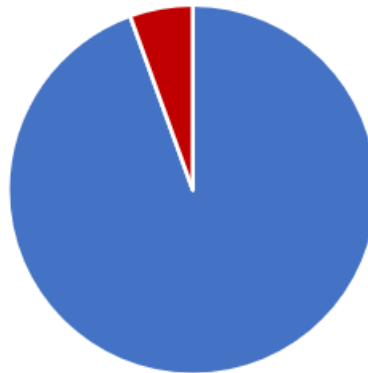
Question 1

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

1. An unlimited number of 1 hour stoppages of work?

■ Yes - 103 (94%)

■ No - 6 (6%)



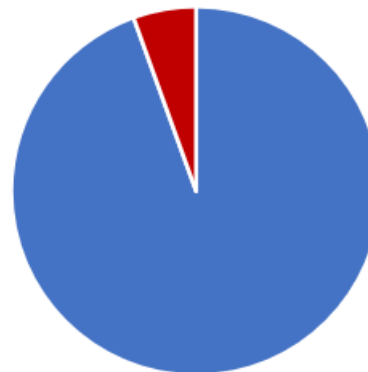
Question 2

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

2. An unlimited number of 2 hour stoppages of work?

■ Yes - 103 (94%)

■ No - 6 (6%)



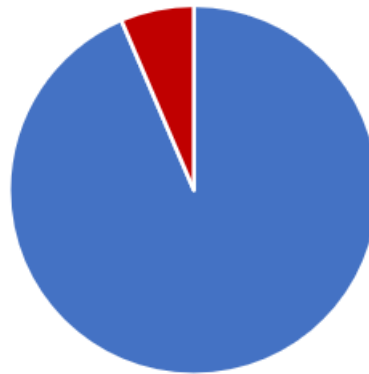
Question 3

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

3. An unlimited number of 3 hour stoppages of work?

■ Yes - 102 (94%)

■ No - 7 (6%)



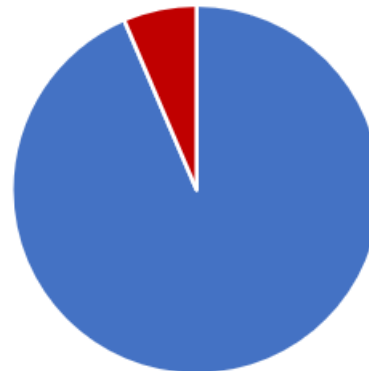
Question 4

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

4. An unlimited number of 4 hour stoppages of work?

■ Yes - 102 (94%)

■ No - 7 (6%)

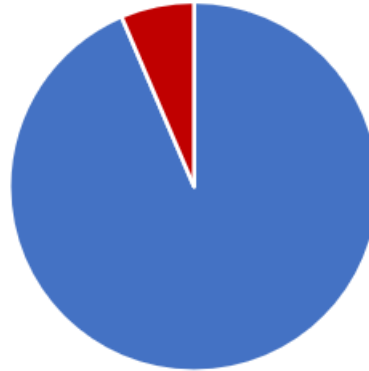


Question 5

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

5. An unlimited number of 8 hour stoppages of work?

- Yes - 102 (94%)
- No - 7 (6%)

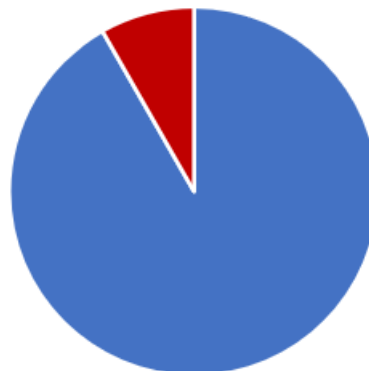


Question 6

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

6. An unlimited number of 12 hour stoppages of work?

- Yes - 100 (92%)
- No - 9 (8%)



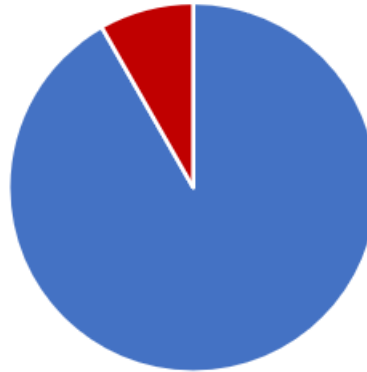
Question 7

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

7. An unlimited number of 24 hour stoppages of work?

■ Yes - 100 (92%)

■ No - 9 (8%)



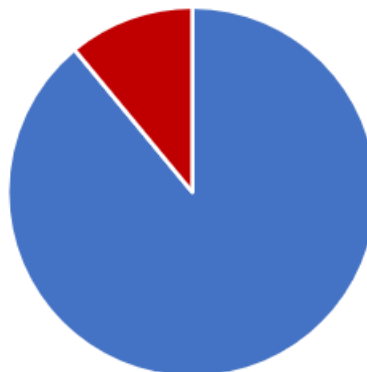
Question 8

For the purposes of supporting and/or advancing claims in respect of the proposed enterprise agreement with your employer, do you endorse the following protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively):

8. Indefinite stoppage of work?

■ Yes - 97 (89%)

■ No - 12 (11%)





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