



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union

v

Santos Ltd

(B2022/1675)

21 November 2022

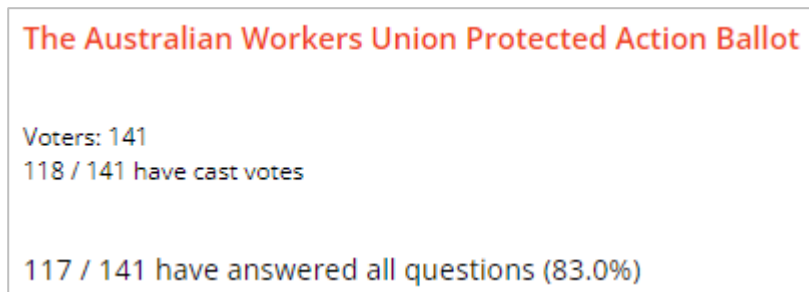
1. Ballot Result

Total Eligible Voters: 141
Total Participated: 118

117 out of 141 have answered all questions 83.0%

Final Ballot Audit: Monday, 21 November 2022 at 9.40am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

The Australian 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

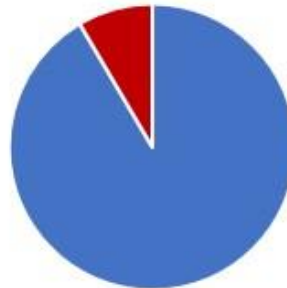
3. Questions and Final Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?

- Yes - 108 (92%)
- No - 10 (8%)

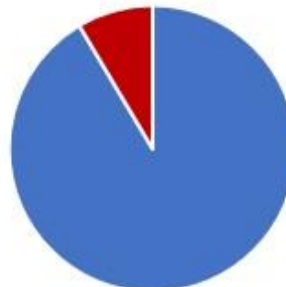


Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

2. An unlimited number of stoppages of the performance of work for the duration of 1 hour?

- Yes - 107 (91%)
- No - 10 (9%)

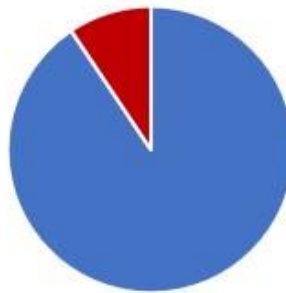


Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

3. An unlimited number of stoppages of the performance of work for the duration of 2 hours?

- Yes - 106 (91%)
- No - 11 (9%)

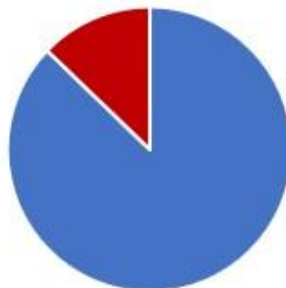


Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

4. An unlimited number of stoppages of the performance of work for the duration of 4 hours?

- Yes - 102 (87%)
- No - 15 (13%)



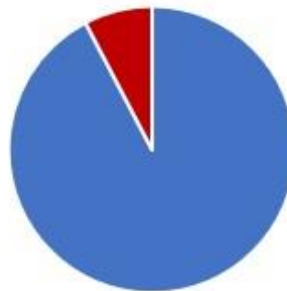
Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

5. An unlimited number of bans for an indefinite period on the performance of over cycle, overtime and call outs?

■ Yes - 108 (92%)

■ No - 9 (8%)



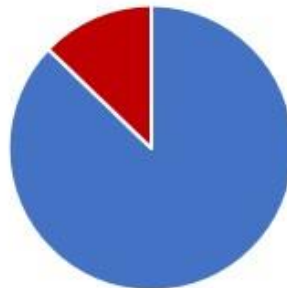
Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

6. An unlimited number of bans for an indefinite period on signing any Permit to Work permits?

■ Yes - 102 (87%)

■ No - 15 (13%)

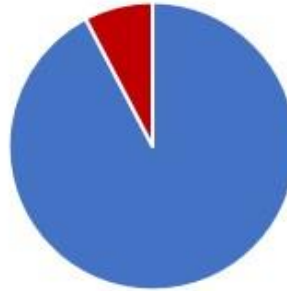


Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

7. An unlimited number of bans for an indefinite period on any work to facilitate the connection or disconnection of loading arms for the purposes of loading or unloading ships and/or vessels?

- Yes - 108 (92%)
- No - 9 (8%)

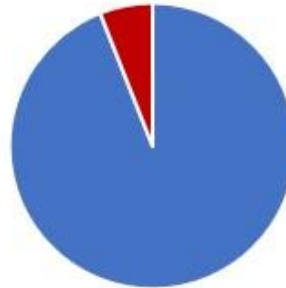


Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

8. An unlimited number of bans for an indefinite period on any work directly connected with facilitating the loading or unloading of ships and/or vessels?

- Yes - 110 (94%)
- No - 7 (6%)

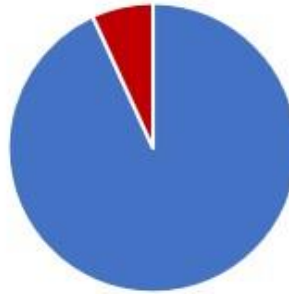


Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

9. An unlimited number of bans for an indefinite period on any work directly connected with facilitating the loading or unloading of ships and/or vessels?

- Yes - 109 (93%)
- No - 8 (7%)

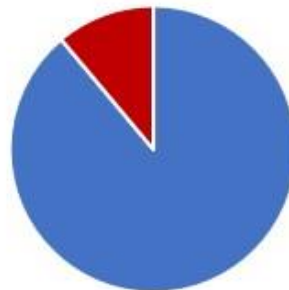


Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

10. An unlimited number of bans for an indefinite period on signing isolation certificates?

- Yes - 104 (89%)
- No - 13 (11%)

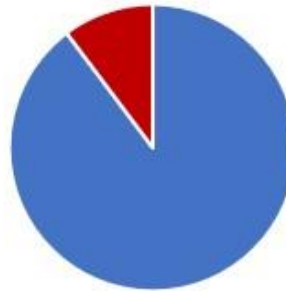


Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

11. An unlimited number of bans for an indefinite period on preparing or reviewing of isolation lists?

- Yes - 105 (90%)
- No - 12 (10%)

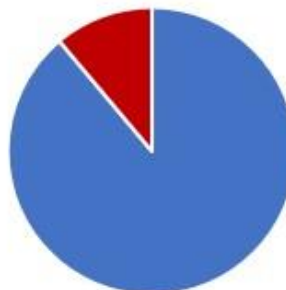


Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

12. An unlimited number of bans for an indefinite period on signing, reviewing or the implementation of isolations or work permits for all project and refurbishment works, including scheduled maintenance?

- Yes - 104 (89%)
- No - 13 (11%)

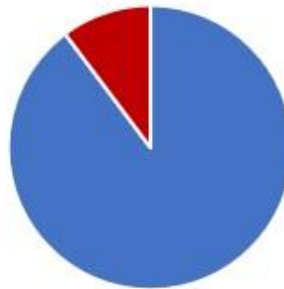


Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

13. An unlimited number of bans for an indefinite period on commissioning or starting of new or refurbished equipment?

- Yes - 105 (90%)
- No - 12 (10%)

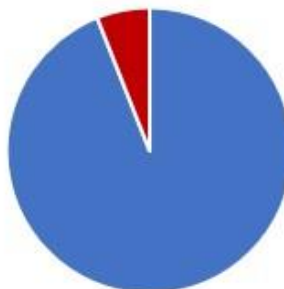


Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

14. An unlimited number of bans for an indefinite period on performing higher duties and/or step up duties?

- Yes - 110 (94%)
- No - 7 (6%)

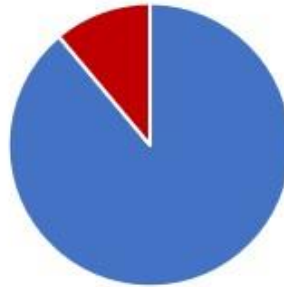


Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

15. An unlimited number of bans for an indefinite period on restarting generators, turbines, pumps or compressors after the plant has tripped (where the trip is unplanned)?

- Yes - 104 (89%)
- No - 13 (11%)

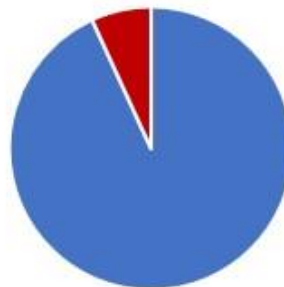


Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members 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 with at least five (5) working days of written notice, separately, concurrently and/or consecutively, subject to paragraph [A] as agreed to between the parties:

16. An unlimited number of bans for an indefinite period on training and/or assessing of any employee of a Santos entity, and any employee of a contractor to any Santos entity?

- Yes - 109 (93%)
- No - 8 (7%)





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