



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Shop, Distributive and Allied Employees Association**

**v**

**Inghams Enterprises Pty Limited**

**(B2022/1797)**

**21 December 2022**

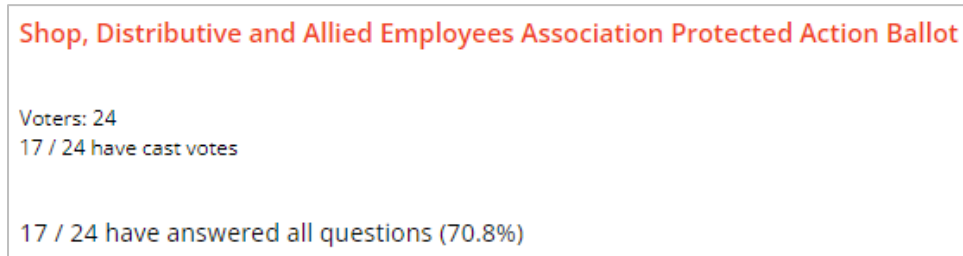
# 1. Ballot Result

Total Eligible Voters: 24  
Total Participated: 17

17 out of 24 have answered all questions 70.8%

Final Ballot Audit: Wednesday, 21 December 2022 at 2.05pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Shop, Distributive and Allied Employees Association Protected Action Ballot has been managed and declared independent of all other parties.

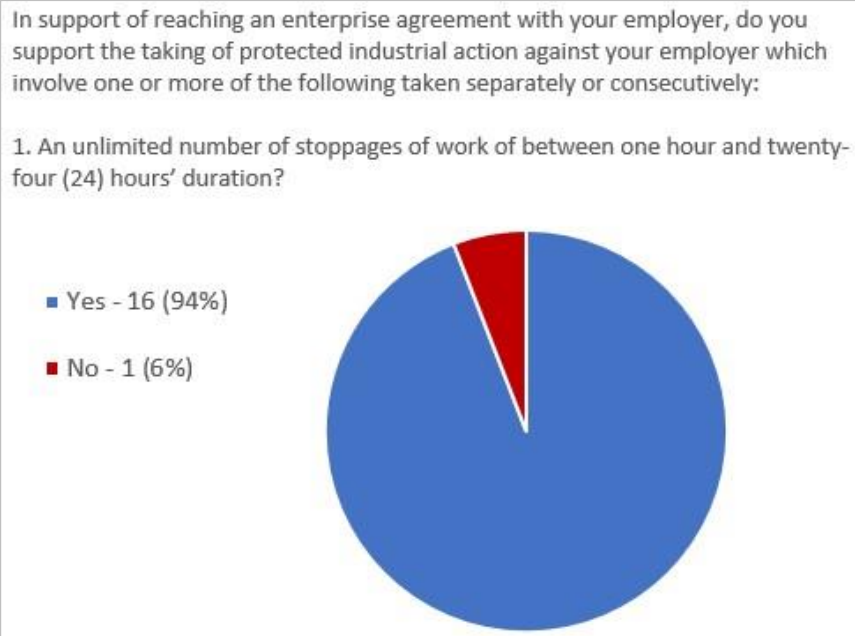
The Shop, Distributive and Allied Employees Association Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

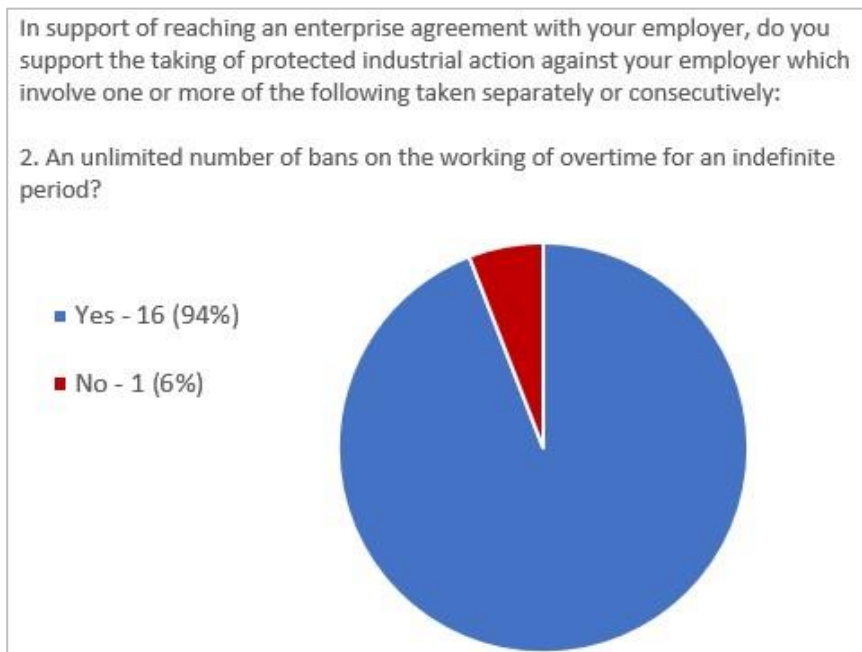
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

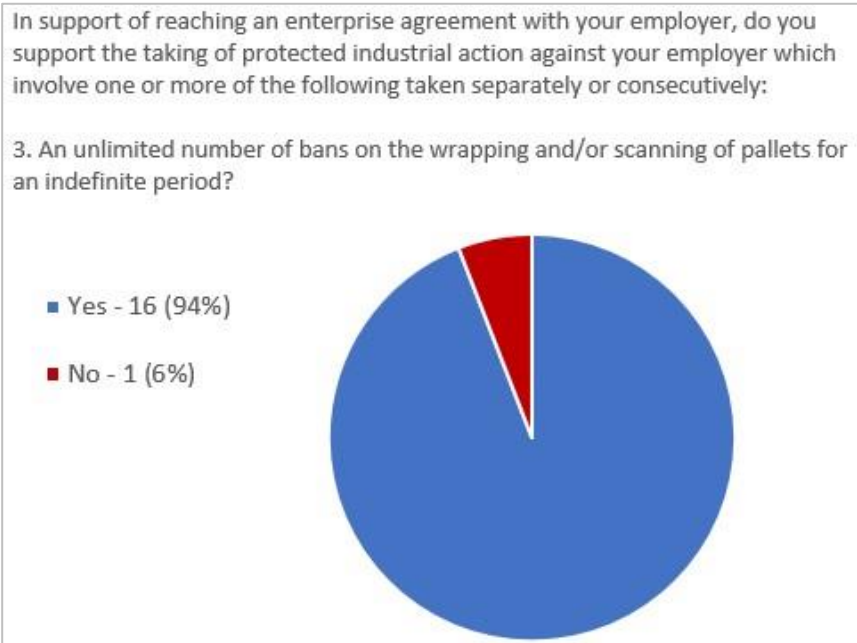
#### Question 1



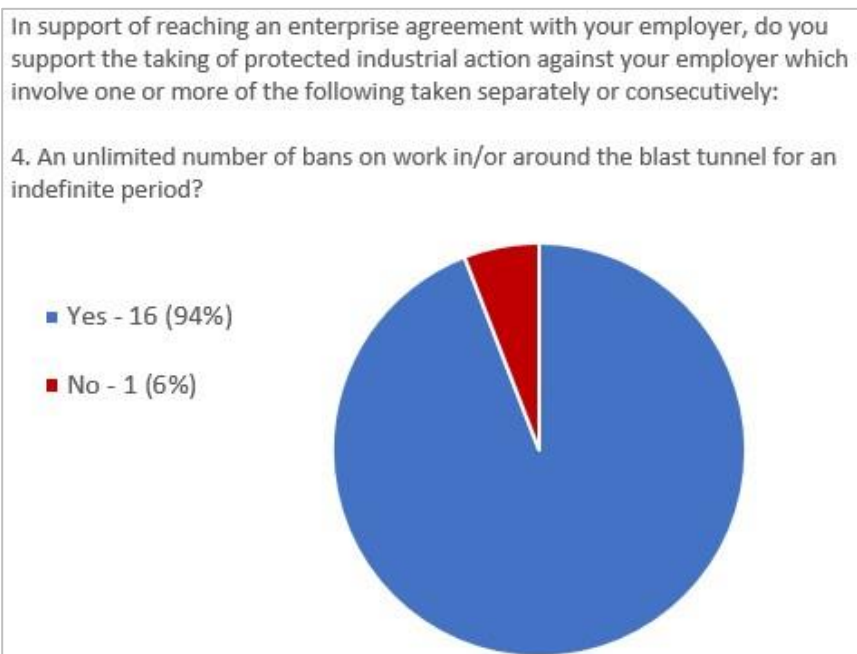
#### Question 2



### Question 3



### Question 4





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