



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union

v

GrainCorp Operations Limited

(B2024/1119)

20 September 2024

1. Ballot Result

Total Eligible Voters: 60
Total Participated: 46

46 out of 60 have answered all questions 76.7%

Final Ballot Audit: Friday, 20 September 2024 at 12.05pm 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

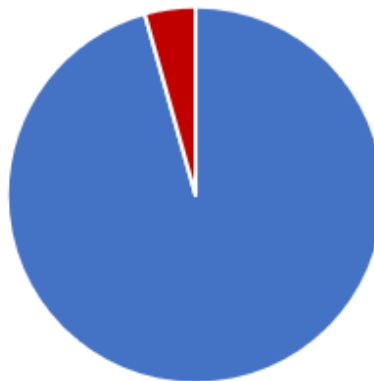
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of the performance of all work for specified periods of less than one hour?

- Yes - 44 (95.7%)
- No - 2 (4.3%)

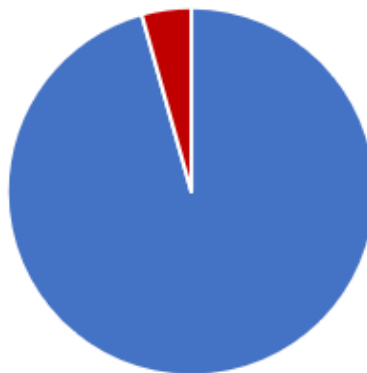


Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of the performance of all work for one hour?

- Yes - 44 (95.7%)
- No - 2 (4.3%)

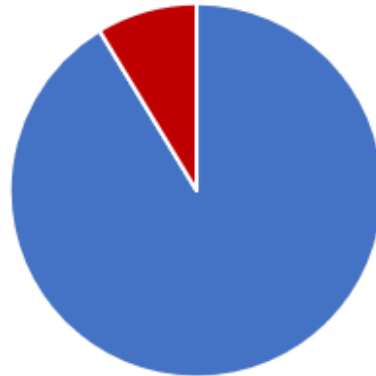


Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of stoppages of the performance of all work for four hours?

- Yes - 42 (91.3%)
- No - 4 (8.7%)

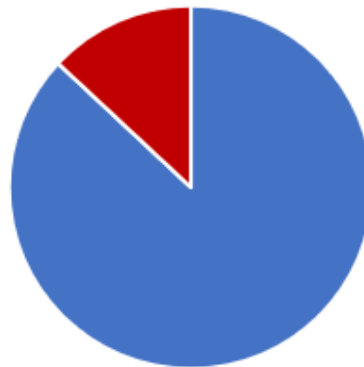


Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

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

- Yes - 40 (87.0%)
- No - 6 (13.0%)



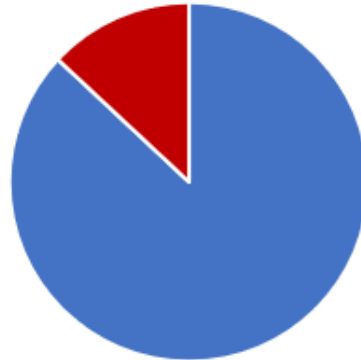
Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of stoppages of the performance of all work for twelve hours?

■ Yes - 40 (87.0%)

■ No - 6 (13.0%)



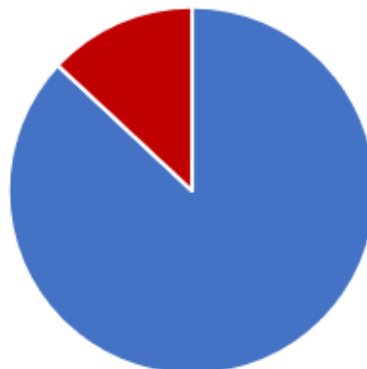
Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of stoppages of the performance of all work for twenty-four hours?

■ Yes - 40 (87.0%)

■ No - 6 (13.0%)



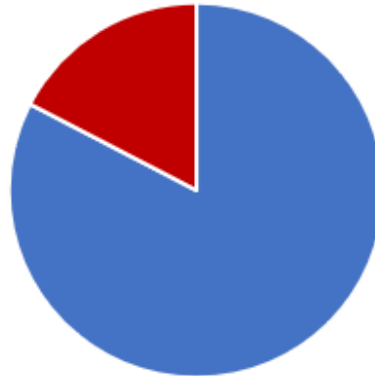
Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of stoppages of the performance of all work for an indefinite period?

■ Yes - 38 (82.6%)

■ No - 8 (17.4%)



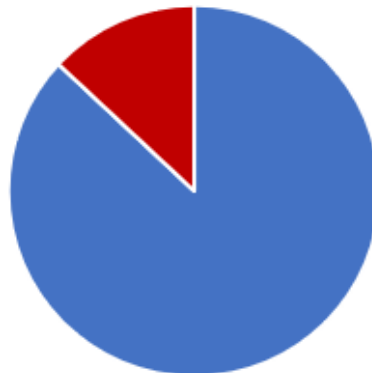
Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

8. Periodic and/or indefinite bans on the performance of all overtime?

■ Yes - 40 (87.0%)

■ No - 6 (13.0%)

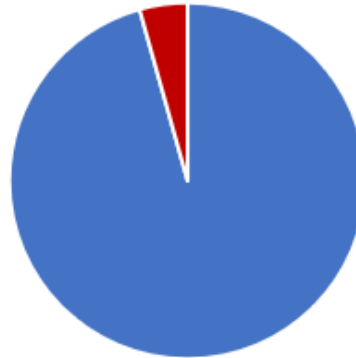


Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of periodic and/or indefinite bans on the cleaning of toilets.

- Yes - 44 (95.7%)
- No - 2 (4.3%)

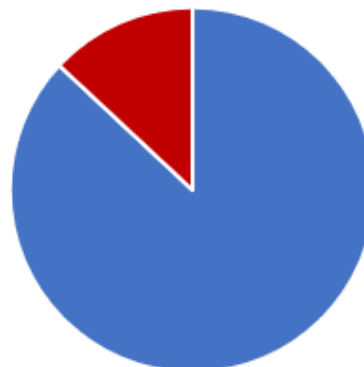


Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of periodic and/or indefinite bans on the operation of and entry into vehicles and/or plant that are not adorned or marked with slogans, banners and/or flags about or related to enterprise bargaining and industrial action.

- Yes - 40 (87.0%)
- No - 6 (13.0%)

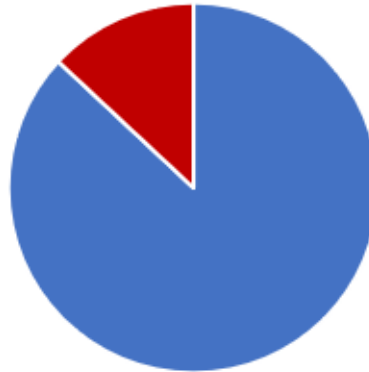


Question 11

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of periodic and/or indefinite bans on the performance of work in workplaces not adorned or marked with slogans, banners and flags about or related to enterprise bargaining and industrial action.

- Yes - 40 (87.0%)
- No - 6 (13.0%)

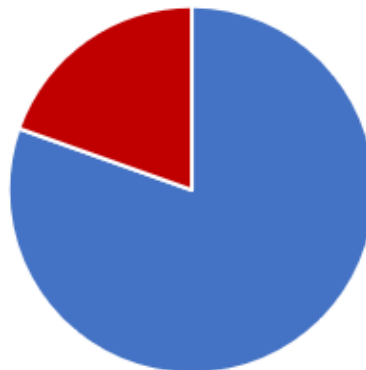


Question 12

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of periodic or indefinite bans on the performance of work other than while wearing union or enterprise bargaining-related clothing, or clothing adorned with union or enterprise bargaining-related slogans.

- Yes - 37 (80.4%)
- No - 9 (19.6%)



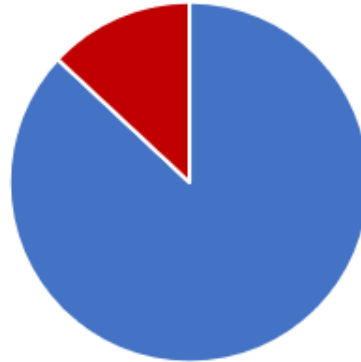
Question 13

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

13. An unlimited number of stoppages of the performance of work for periods of up to 5 minutes for the purposes of communicating with the media, members of the public, and any other person about enterprise bargaining and industrial action.

■ Yes - 40 (87.0%)

■ No - 6 (13.0%)



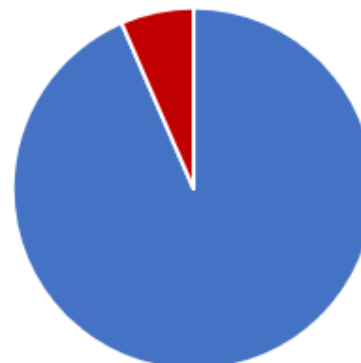
Question 14

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of periodic and or indefinite bans on the staggering of meal breaks.

■ Yes - 43 (93.5%)

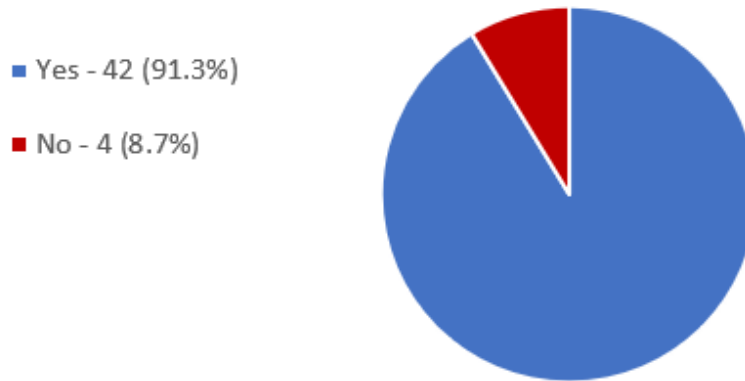
■ No - 3 (6.5%)



Question 15

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

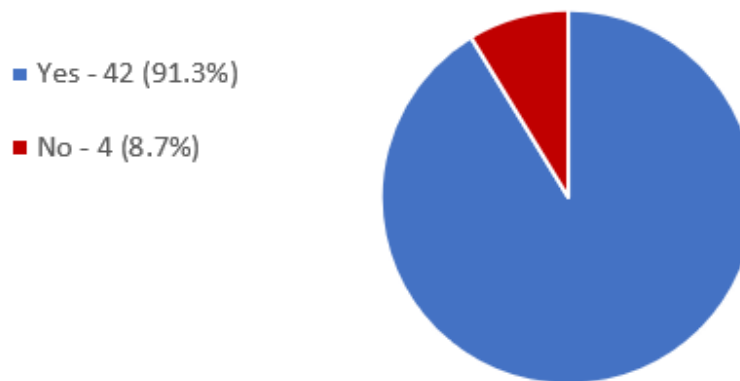
15. An unlimited number of periodic and/or indefinite bans on attending toolbox and/or briefing meetings.



Question 16

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

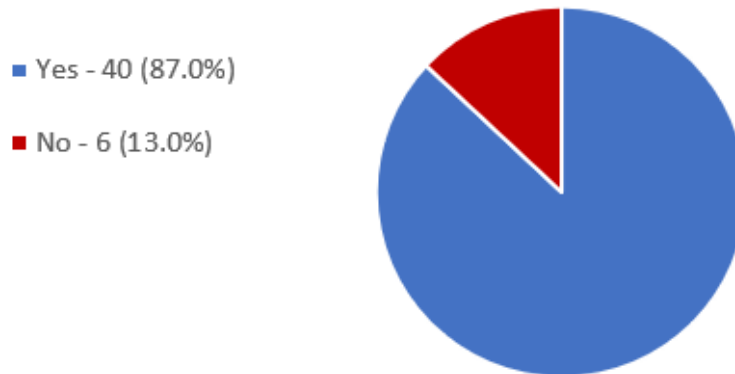
16. An unlimited number of periodic and/or indefinite bans on the use of specified tools and equipment.



Question 17

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

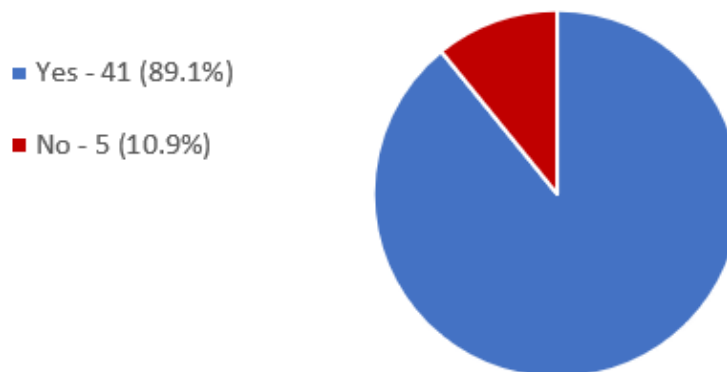
17. An unlimited number of periodic and/or indefinite bans on the fuelling of work vehicles and machinery.



Question 18

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

18. An unlimited number of periodic and/or indefinite bans on responding to or complying with employer requests or directions to state whether you or other employees are members of the AWU?





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