



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Maritime Officers' Union

v

**Teekay Shipping (Australia) Pty Ltd
(B2025/1185)**

7 August 2025

1. Ballot Result

Total Eligible Voters: 39
Total Participated: 36

36 out of 39 have answered all questions 92.3%

Final Ballot Audit: Thursday, 7 August 2025 at 12.05pm AWST

Diagram 1: Final Vote Participation

Australian Maritime Officers' Union Protected Action Ballot (B2025/1185)
Voters: 39
Total Participated: 36 (92.3%)

2. CiVS Independence Declaration

The Australian Maritime Officers' Union Protected Action Ballot (B2025/1185) has been managed and declared independent of all other parties.

The Australian Maritime Officers' Union Protected Action Ballot (B2025/1185) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

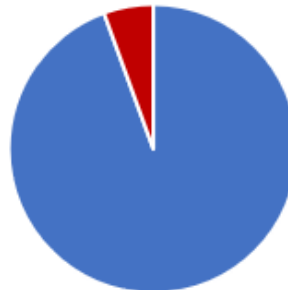
Question 1

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

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

■ Yes - 34 (94.4%)

■ No - 2 (5.6%)



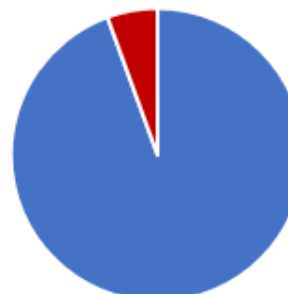
Question 2

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

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

■ Yes - 34 (94.4%)

■ No - 2 (5.6%)



Question 3

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

3. An unlimited number of stoppages of work for 24 hours duration?

■ Yes - 34 (94.4%)

■ No - 2 (5.6%)



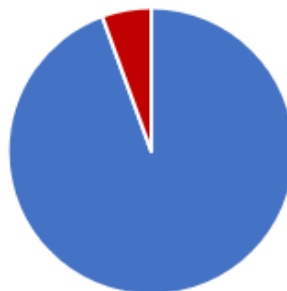
Question 4

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

4. An unlimited number of stoppages of work for 7 days duration?

■ Yes - 34 (94.4%)

■ No - 2 (5.6%)

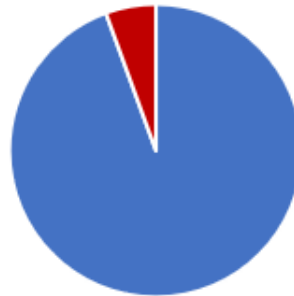


Question 5

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

5. An unlimited number of stoppages of work for 28 days duration?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

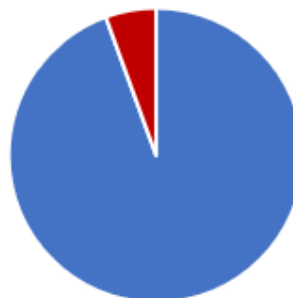


Question 6

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

6. An unlimited number of bans on conducting scheduled planned maintenance?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

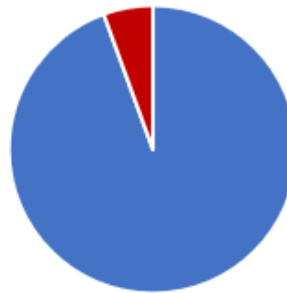


Question 7

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

7. An unlimited number of bans on crane and davit operation/s [excluding life-boats or FRCs]?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

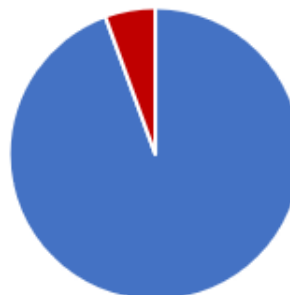


Question 8

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

8. An unlimited number of bans on issuing of Permits to Work?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

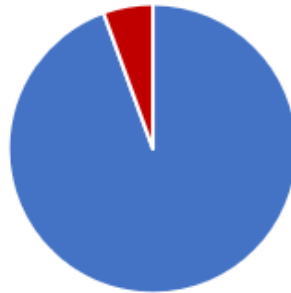


Question 9

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

9. An unlimited number of bans on performing in excess of a total of 8 hours of work/duty per day on board the vessel?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

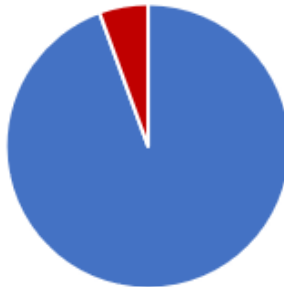


Question 10

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

10. An unlimited number of bans on conducting Vessel inductions of personal, required for Vessel access?

- Yes - 34 (94.4%)
- No - 2 (5.6%)



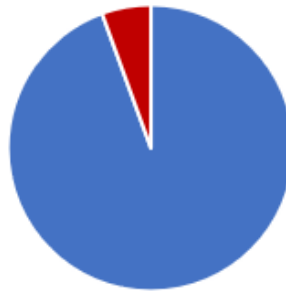
Question 11

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

11. An unlimited number of bans on submitting any reports to Teekay office and Navy personnel?

■ Yes - 34 (94.4%)

■ No - 2 (5.6%)



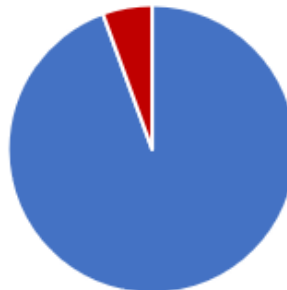
Question 12

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

12. An unlimited number of bans on small boats launching & recovery and granting the required permission of refueling?

■ Yes - 34 (94.4%)

■ No - 2 (5.6%)

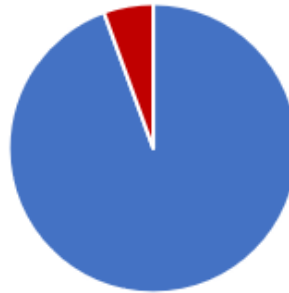


Question 13

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

13. An unlimited number of bans of training employees, contractors or any other person/s (excluding Trainee Integrated Ratings, Deck Cadets, Engineer Trainees/Cadets)?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

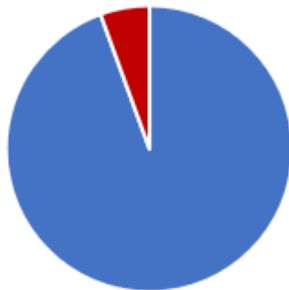


Question 14

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

14. An unlimited number of bans on meetings with shore-based management or representatives/non-ship's crew unless a union organiser or official is present?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

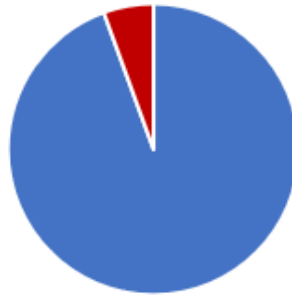


Question 15

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

15. An unlimited number of bans on the undertaking of any client/vessel taskings, and/or the facilitation of any drills and/or training unless management have given all on duty crew a schedule of the proposed taskings which lists the vessel, more than 96 hours prior to the commencement of the operation?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

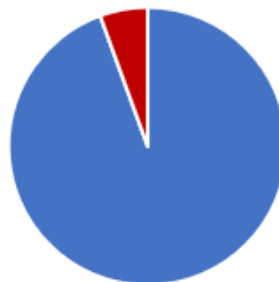


Question 16

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

16. An unlimited number of bans on bunkering of vessels across the DMSS fleet?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

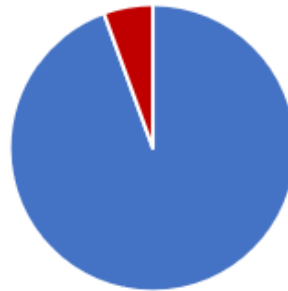


Question 17

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

17. An unlimited number of bans on attending any daily work plan meetings?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

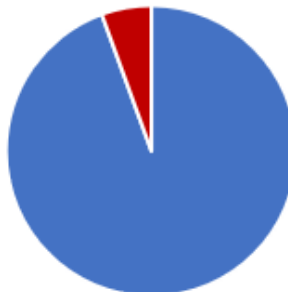


Question 18

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

18. An unlimited number of bans on submitting the results of HSEQ meeting including TSOP?

- Yes - 34 (94.4%)
- No - 2 (5.6%)

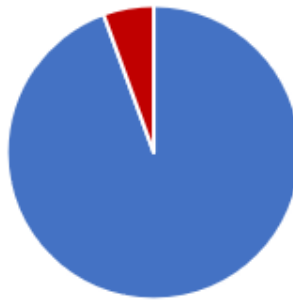


Question 19

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

19. An unlimited number of bans on the refuelling of helicopters?

- Yes - 34 (94.4%)
- No - 2 (5.6%)





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