



Declaration of Results

Protected Action Ballot

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

v

Nestle Australia Ltd

(B2023/1064)

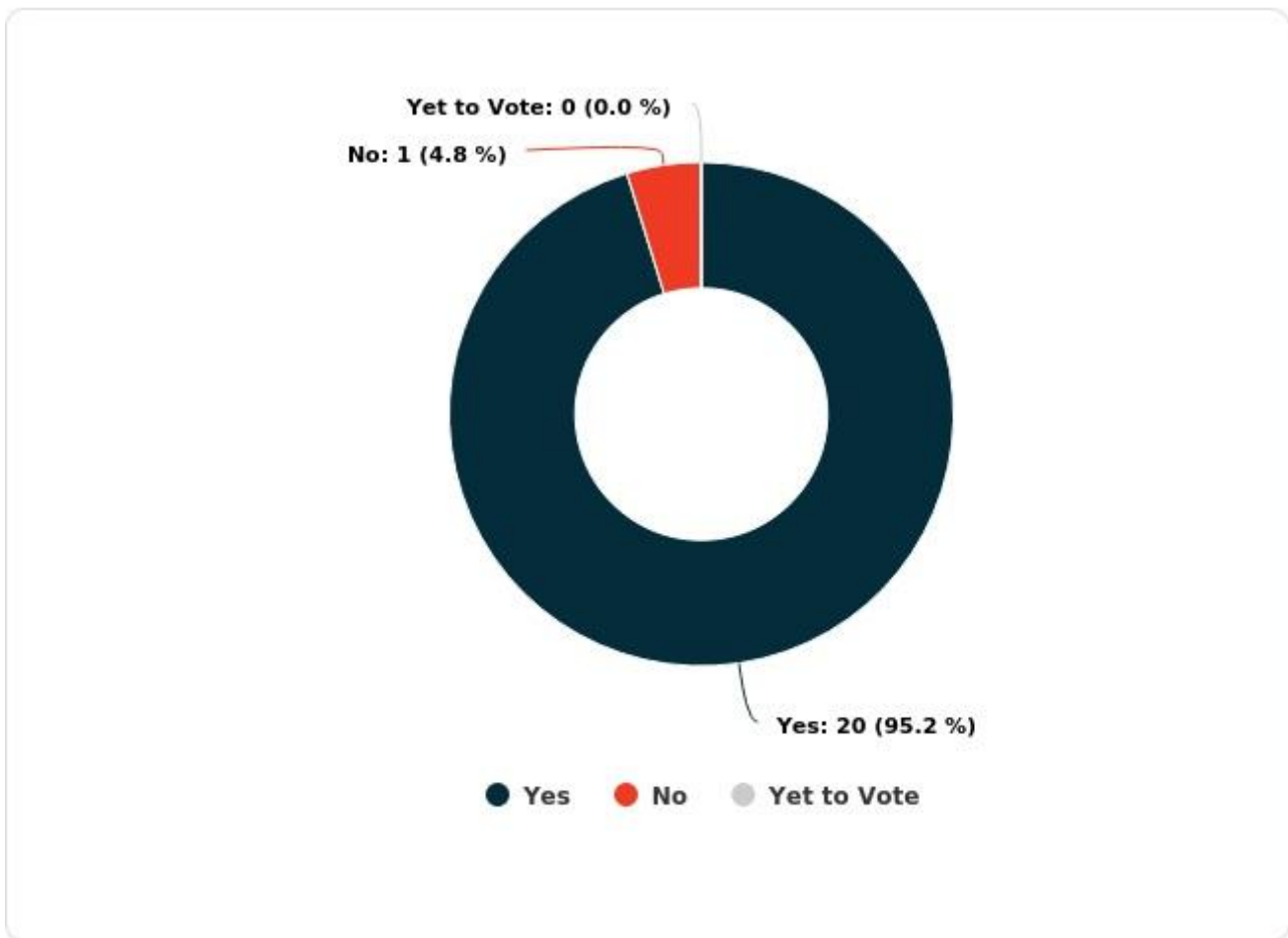
Wednesday 25th October, 2023
6:37pm AEDT

1. Vote Result

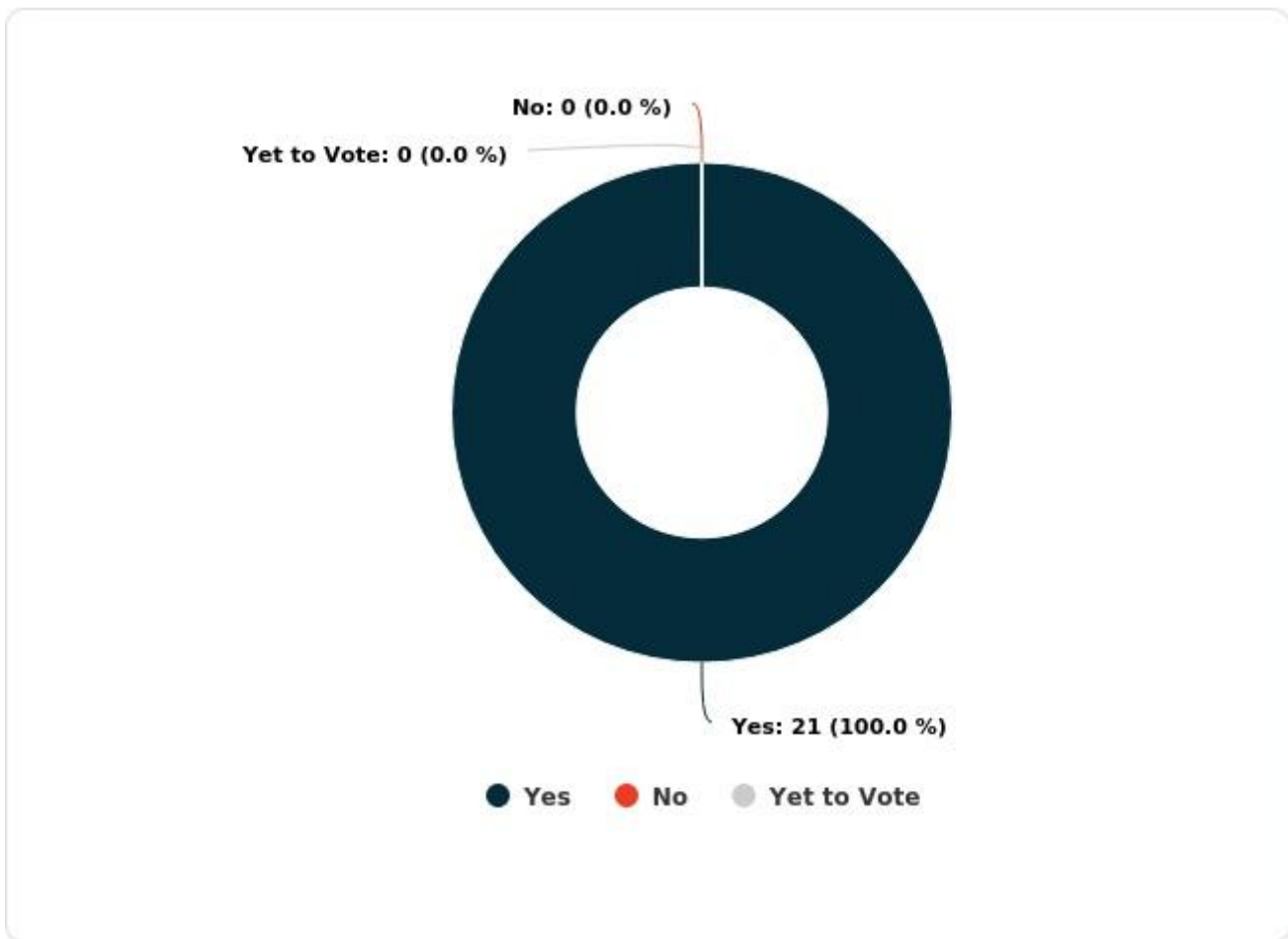
Total Eligible Voters: 21
Total Voted: 21 (100%)
Total Voted All Questions:: 21 (100%)

Final Vote Audit: Wednesday 25th October, 2023 6:37pm AEDT

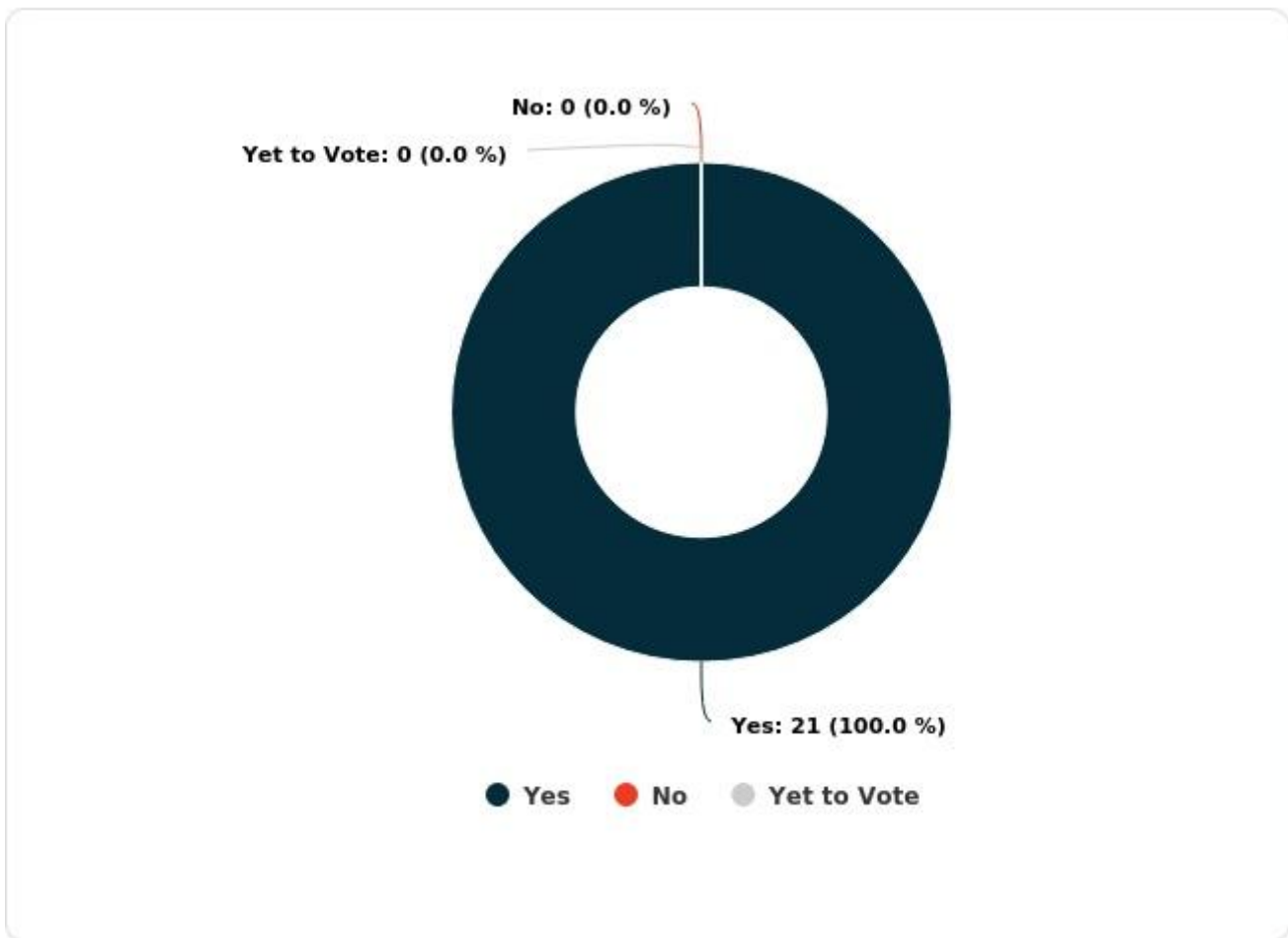
1. An unlimited number of indefinite or periodic bans on the performance of all work?



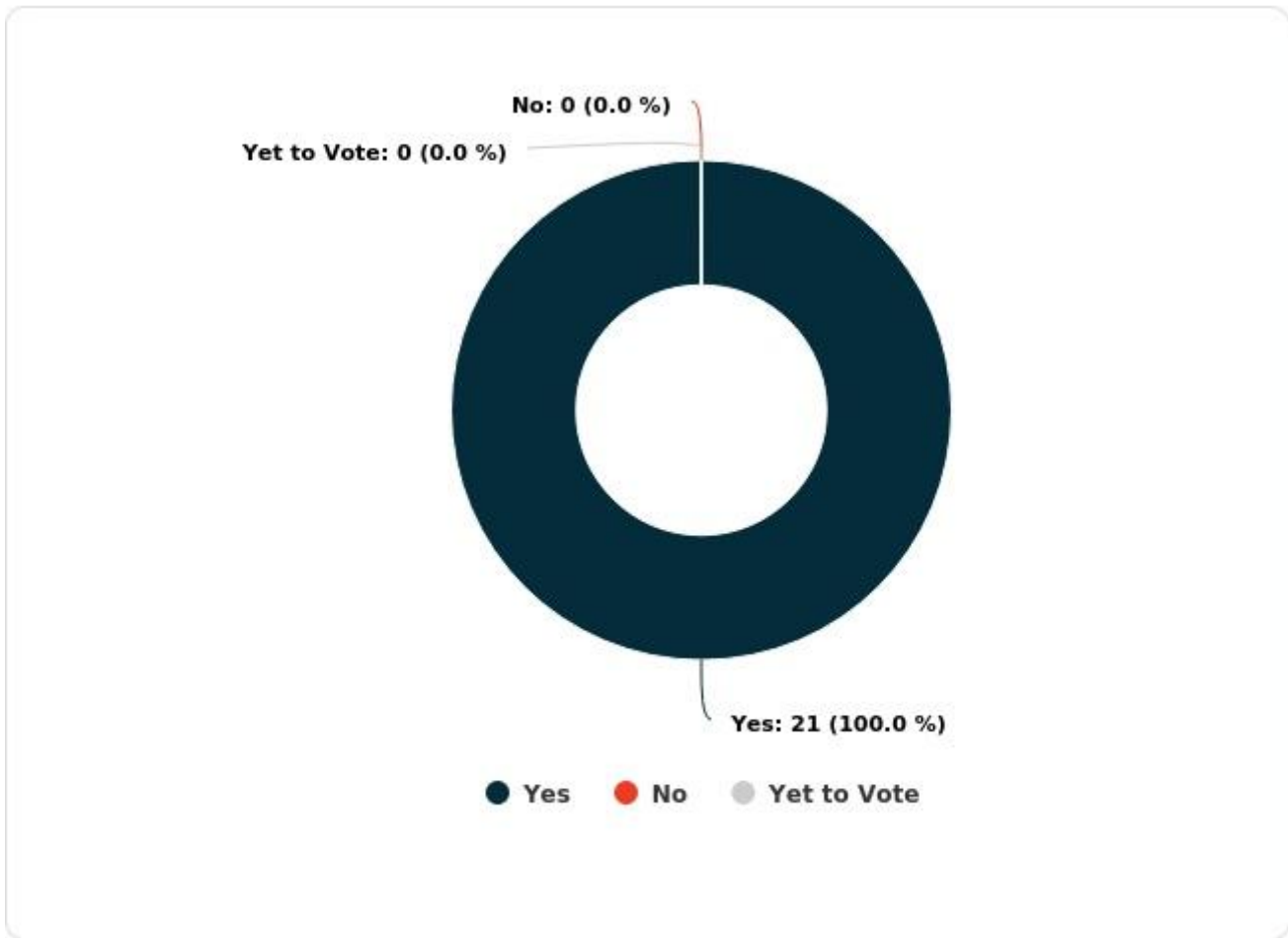
2. An unlimited number of indefinite or periodic bans on overtime?



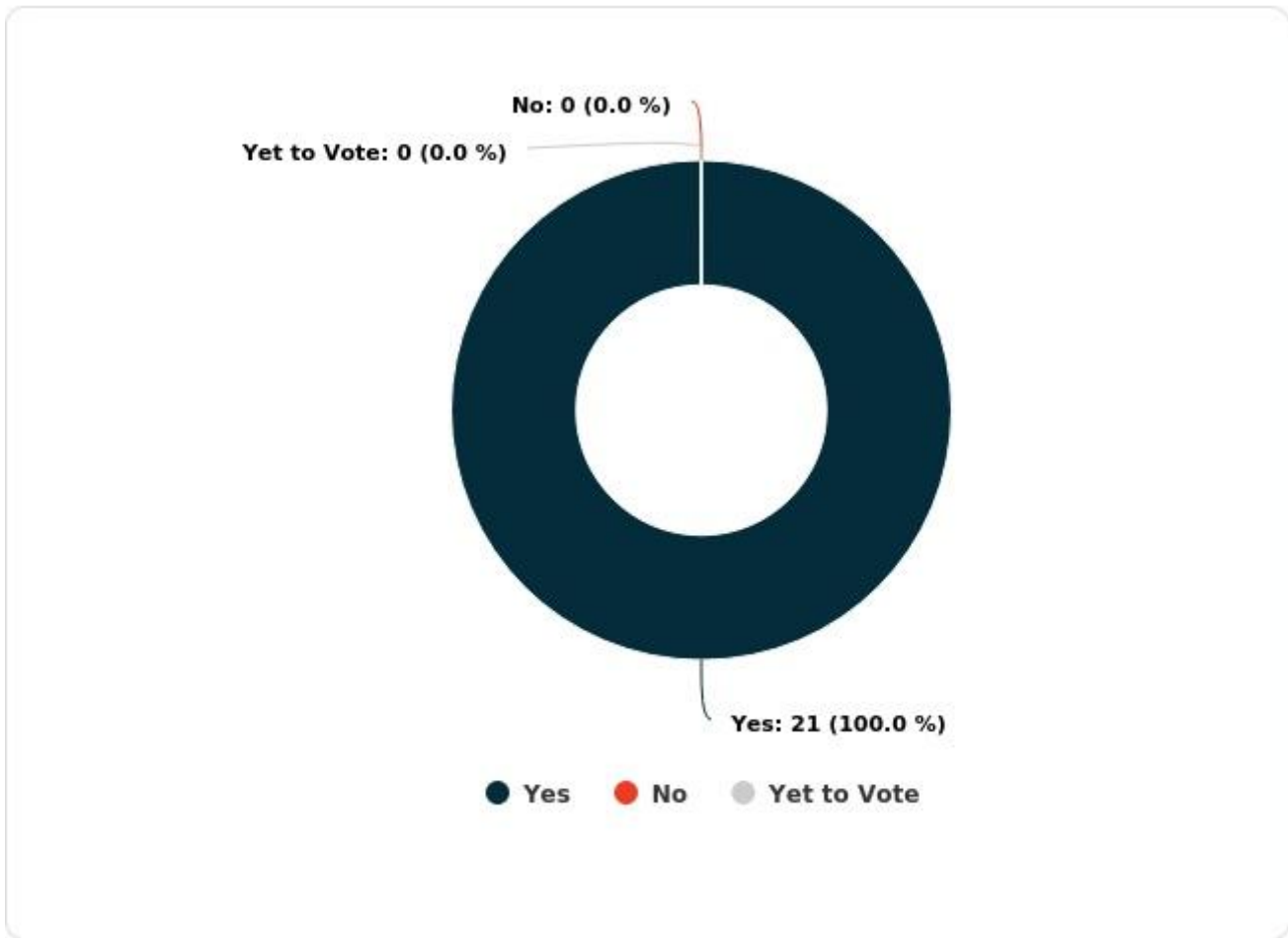
3. An unlimited number of indefinite or periodic bans on all call backs?



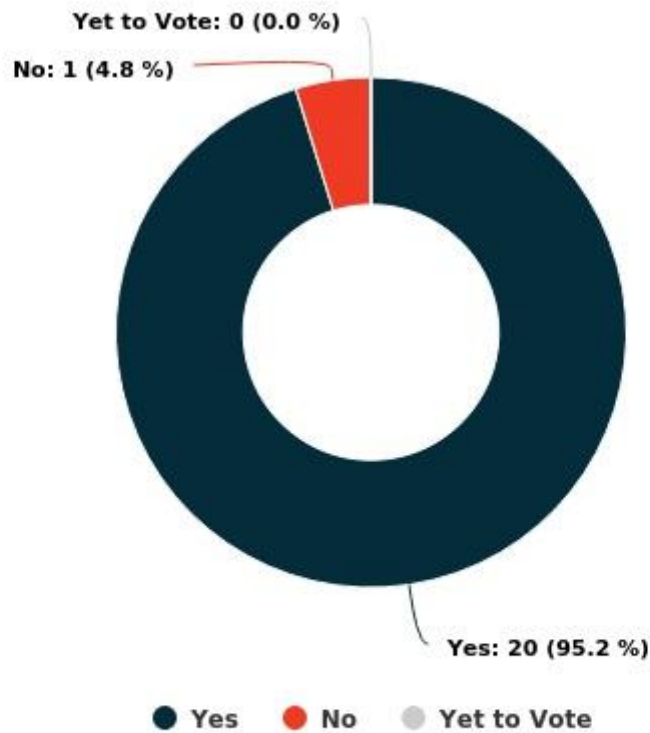
4. An unlimited number of indefinite or periodic bans on changing shifts?



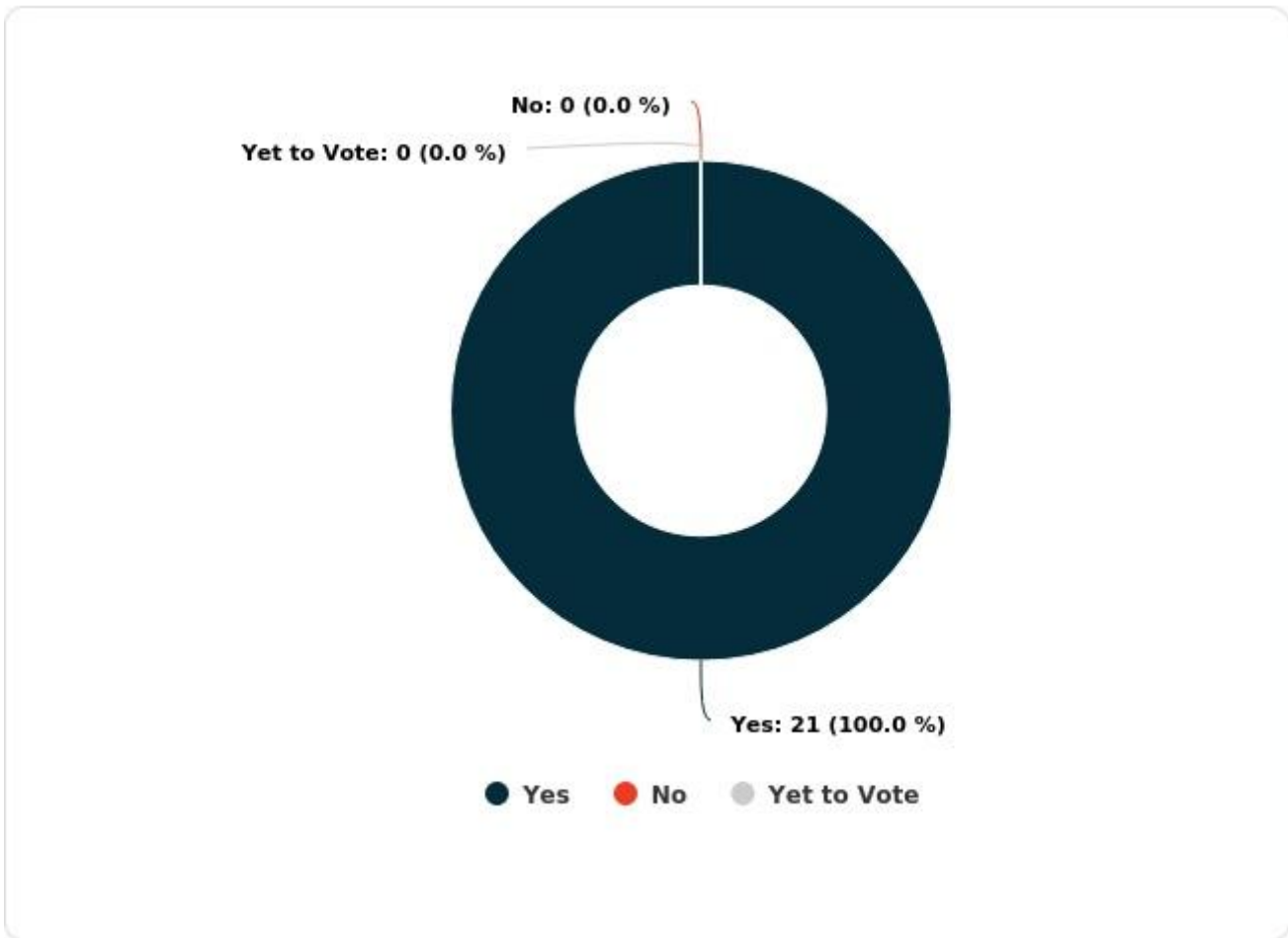
5. An unlimited number of indefinite or periodic bans on staggering meal breaks?



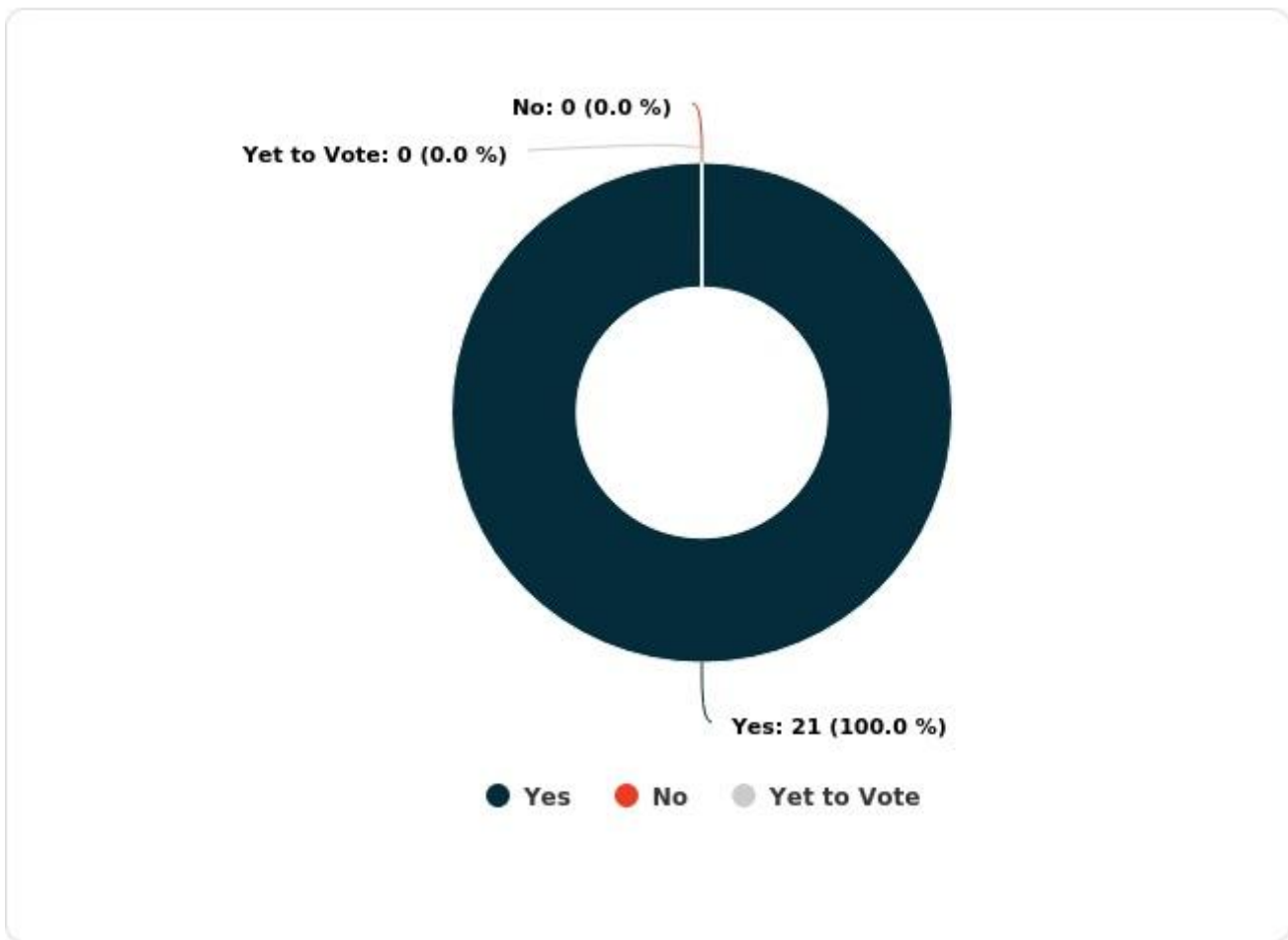
6. An unlimited number of indefinite or periodic bans on completing paperwork and entering data into computers and like technology?



7. An unlimited number of indefinite or periodic bans on answering work related phone calls or other electronic communication devices?



8. An unlimited number of indefinite or periodic bans on conducting handover meetings with management or other employees?



2. Vero Voting Independence Declaration

The AMWU v Nestle Australia PAB B2023/1064 vote has been managed and declared independent of the Australian Manufacturing Workers' Union (AMWU), Nestle or Fair Work.

No individual vote has been disclosed to the Australian Manufacturing Workers' Union (AMWU), Nestle or Fair Work.

The Protected Action Ballot vote result has been audited and the declared result is assured.

Regards,



Greg Mitchell
Director,

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