



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Manufacturing Workers' Union (AMWU)

v

**Tomago Aluminium Company Pty Limited
(B2023/298)**

19 April 2023

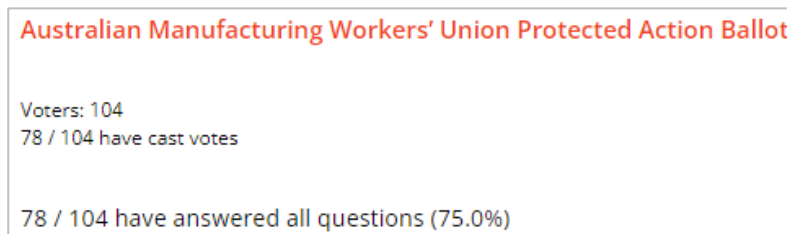
1. Ballot Result

Total Eligible Voters: 104
Total Participated: 78

78 out of 104 have answered all questions 75.0%

Final Ballot Audit: Wednesday, 19 April 2023 at 1.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

The Australian Manufacturing 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 endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

1. An unlimited number of periodic or indefinite stoppages of work of 30 minutes' duration.

■ Yes - 78 (100%)

■ No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

2. An unlimited number of periodic or indefinite stoppages of work of 1 hours' duration.

■ Yes - 78 (100%)

■ No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

3. An unlimited number of periodic or indefinite stoppages of work of 2 hours' duration.

■ Yes - 78 (100%)

■ No - 0 (0%)



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

4. An unlimited number of periodic or indefinite stoppages of work of 3 hours' duration.

■ Yes - 78 (100%)

■ No - 0 (0%)



Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

5. An unlimited number of periodic or indefinite stoppages of work of 4 hours' duration.

■ Yes - 78 (100%)

■ No - 0 (0%)



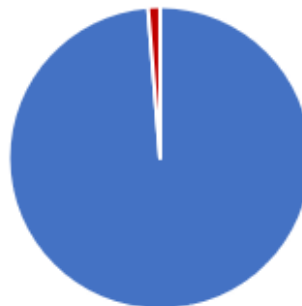
Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

6. An unlimited number of periodic or indefinite stoppages of work of 6 hours' duration.

■ Yes - 77 (99%)

■ No - 1 (1%)

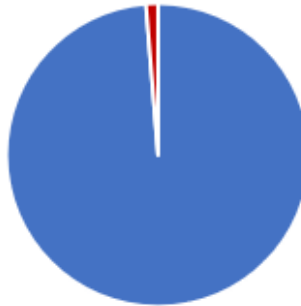


Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

7. An unlimited number of periodic or indefinite stoppages of work of 8 hours' duration.

- Yes - 77 (99%)
- No - 1 (1%)

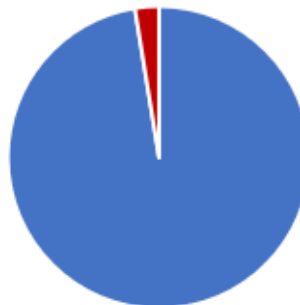


Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

8. An unlimited number of periodic or indefinite stoppages of work of 12 hours' duration.

- Yes - 76 (97%)
- No - 2 (3%)

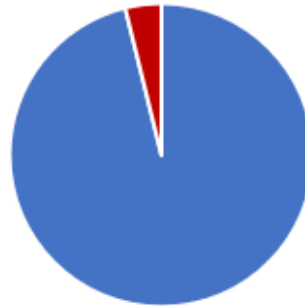


Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

9. An unlimited number of periodic or indefinite stoppages of work of 24 hours' duration.

- Yes - 75 (96%)
- No - 3 (4%)

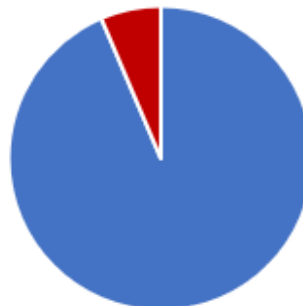


Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

10. An unlimited number of periodic or indefinite stoppages of work of 48 hours' duration.

- Yes - 73 (94%)
- No - 5 (6%)

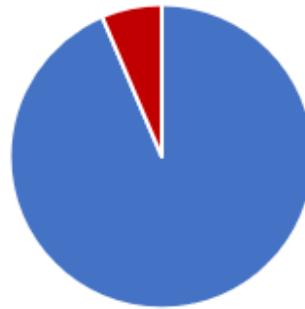


Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

11. An unlimited number of periodic or indefinite stoppages of work of 72 hours' duration.

- Yes - 73 (94%)
- No - 5 (6%)

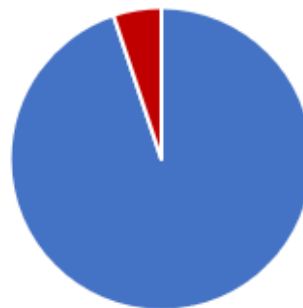


Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

12. An unlimited number of periodic or indefinite stoppages of work of 1 weeks' duration.

- Yes - 74 (95%)
- No - 4 (5%)

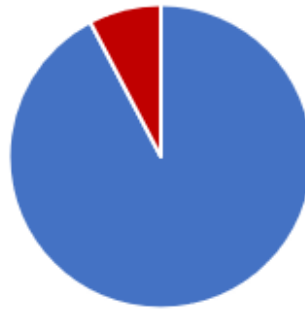


Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

13. An unlimited number of periodic or indefinite stoppages of work of indefinite duration.

- Yes - 72 (92%)
- No - 6 (8%)



Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

14. An unlimited number of periodic or indefinite bans on the performance of overtime.

- Yes - 78 (100%)
- No - 0 (0%)

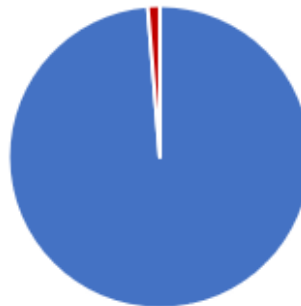


Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

15. An unlimited number of periodic or indefinite partial work bans.

- Yes - 77 (99%)
- No - 1 (1%)

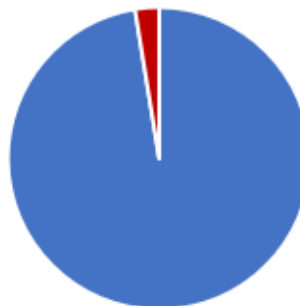


Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

16. An unlimited number of periodic or indefinite bans on curtailment or modulation of electrical supply to a pot line due to power price demands or market price impact at the request of AGL or Tomago Aluminium Company (not including curtailment or modulation of electrical supply to preserve the integrity of the network at the request of the Australian Energy Regulator (AER)).

- Yes - 76 (97%)
- No - 2 (3%)



Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

17. An unlimited number of periodic or indefinite bans on holding permits to work an unlimited number of periodic or indefinite bans on the performance of Low Voltage (LV) isolations for work assigned to contractors or workers who are not employees of Tomago Aluminium Company.

- Yes - 78 (100%)
- No - 0 (0%)



Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

18. An unlimited number of periodic or indefinite bans on the issue of Electrical Equipment Outage (EEO) authority to contractors or workers who are not employees of TAC.

- Yes - 78 (100%)
- No - 0 (0%)



Question 19

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

19. An unlimited number of periodic or indefinite bans on the performance of overtime that counts toward supplementary hours.

■ Yes - 78 (100%)

■ No - 0 (0%)



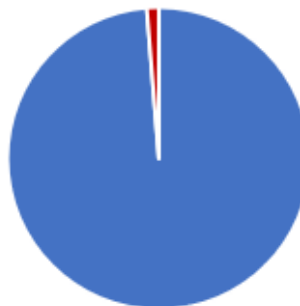
Question 20

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

20. An unlimited number of periodic or indefinite bans on the performance of planned maintenance (not including responding to breakdowns).

■ Yes - 77 (99%)

■ No - 1 (1%)

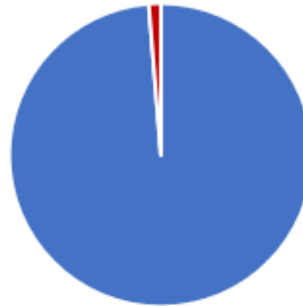


Question 21

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

21. An unlimited number of periodic or indefinite bans on the use of the SAP system.

- Yes - 77 (99%)
- No - 1 (1%)

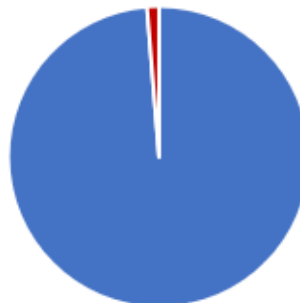


Question 22

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

22. An unlimited number of periodic or indefinite bans on the use of battery and or electrical power tools.

- Yes - 77 (99%)
- No - 1 (1%)



Question 23

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

23. An unlimited number of periodic or indefinite bans on verifying and / or performing of any isolations (all trades).

■ Yes - 78 (100%)

■ No - 0 (0%)



A photograph showing several hands of different skin tones raised against a clear, light blue sky. The hands are positioned at various heights and angles, creating a sense of collective action or support. The lighting is soft, suggesting a bright but not harsh day.

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