



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

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

v

**Arnott's Biscuits Limited
B2024/200**

25 March 2024

1. Ballot Result

Total Eligible Voters: 29
Total Participated: 25

25 out of 29 have answered all questions 86.2%

Final Ballot Audit: Monday, 25 March 2024 at 11.15am AWST

Diagram 1: Final Vote Participation

Australian Manufacturing Workers' Union Protected Action Ballot (B2024/200)

Voters: 29

Total Participated: 25 (86.2%)

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

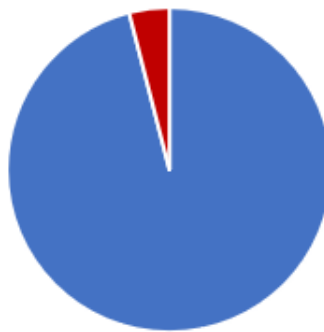
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you 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 work, including consecutive stoppages of work, for one (1) hour in duration?

- Yes - 24 (96.0%)
- No - 1 (4.0%)

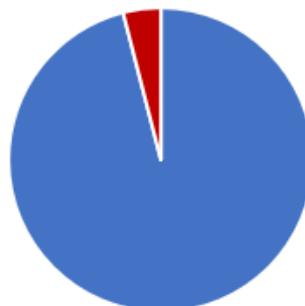


Question 2

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 work, including consecutive stoppages of work, for four (4) hours in duration?

- Yes - 24 (96.0%)
- No - 1 (4.0%)

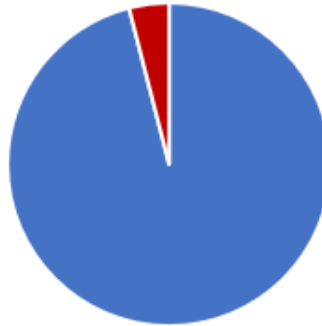


Question 3

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 work, including consecutive stoppages of work, for twenty-four (24) hours in duration?

- Yes - 24 (96.0%)
- No - 1 (4.0%)

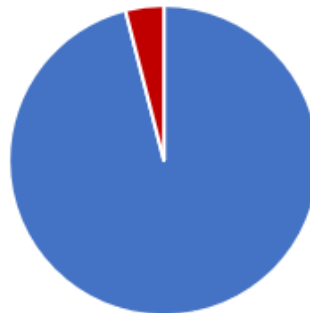


Question 4

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 indefinite or periodic bans on using factory mobile phones?

- Yes - 24 (96.0%)
- No - 1 (4.0%)

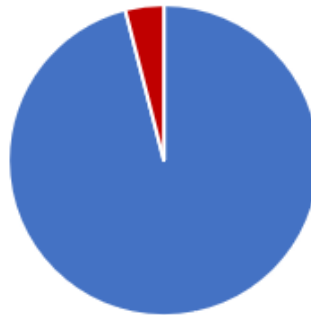


Question 5

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 indefinite or periodic bans on SAP breakdown jobs?

- Yes - 24 (96.0%)
- No - 1 (4.0%)



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 indefinite or periodic bans on emails and work-related computer work?

- Yes - 25 (100%)
- No - 0 (0%)

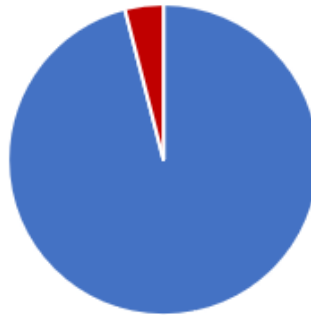


Question 7

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 work, including consecutive stoppages of work, for up to one (1) hour at the waste treatment plan?

- Yes - 24 (96.0%)
- No - 1 (4.0%)

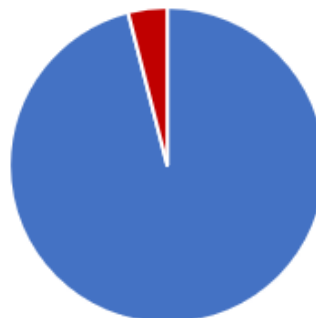


Question 8

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. An unlimited number of stoppages of work, including consecutive stoppages of work, for up to four (4) hours at the waste treatment plan?

- Yes - 24 (96.0%)
- No - 1 (4.0%)

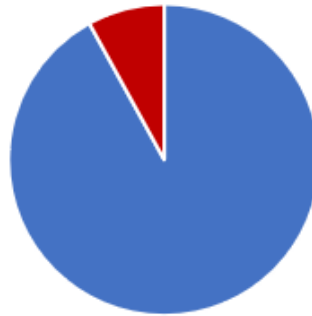


Question 9

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 stoppages of work, including consecutive stoppages of work, for up to twenty-four (24) hours at the waste treatment plan?

- Yes - 23 (92%)
- No - 2 (8%)

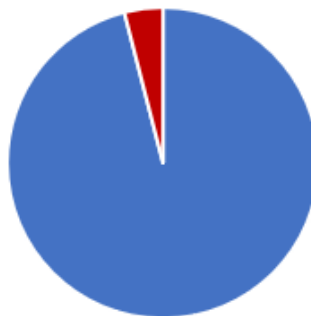


Question 10

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 indefinite or periodic bans on toolboxes in the factory?

- Yes - 24 (96.0%)
- No - 1 (4.0%)

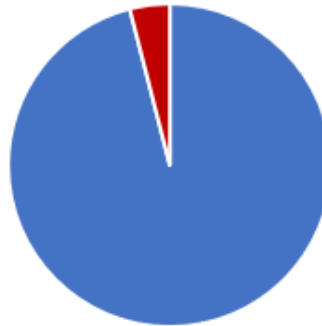


Question 11

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 indefinite or periodic bans on web checks?

- Yes - 24 (96.0%)
- No - 1 (4.0%)

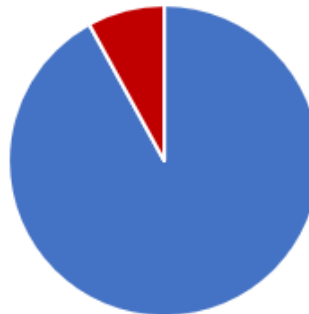


Question 12

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 indefinite or periodic bans on Kronos Clock in/out?

- Yes - 23 (92%)
- No - 2 (8%)

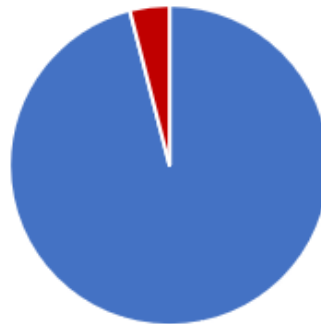


Question 13

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 indefinite or periodic bans on working with or providing instruction or direction to contractors?

- Yes - 24 (96.0%)
- No - 1 (4.0%)



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 indefinite or periodic bans on DDS meetings?

- Yes - 25 (100%)
- No - 0 (0%)

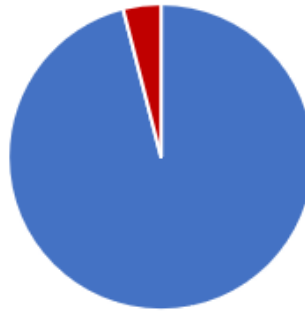


Question 15

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 stoppages of work, including consecutive stoppages of work for a shift length duration?

- Yes - 24 (96.0%)
- No - 1 (4.0%)



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 indefinite or periodic bans on overtime?

- Yes - 25 (100%)
- No - 0 (0%)



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 indefinite or periodic bans on early starts, not limited to bridging shifts?

■ Yes - 25 (100%)

■ No - 0 (0%)





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