



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

**Specialty Packaging Group Pty Ltd Trading AS Opal Specialty Packaging
(B2025/1059)**

15 July 2025

1. Ballot Result

Total Eligible Voters: 23
Total Participated: 23

23 out of 23 have answered all questions 100.0%

Final Ballot Audit: Tuesday, 15 July 2025 at 12.05pm AWST

Diagram 1: Final Vote Participation

Australian Manufacturing Workers' Union Protected Action Ballot (B2025/1059)
Voters: 23
Total Participated: 23 (100.0%)

2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/1059) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/1059) 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 the actions set out below:

1. An unlimited number of 1 hour stoppages of work?;

- Yes - 23 (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 the actions set out below:

2. An unlimited number of 2 hour stoppages of work?;

- Yes - 23 (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 the actions set out below:

3. An unlimited number of 3 hour stoppages of work?;

■ Yes - 23 (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 the actions set out below:

4. An unlimited number of 4 hour stoppages of work?;

■ Yes - 23 (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 the actions set out below:

5. An unlimited number of 8 hour stoppages of work?;

■ Yes - 23 (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 the actions set out below:

6. An unlimited number of 12 hour stoppages of work?;

■ Yes - 23 (100%)

■ No - 0 (0%)



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 the actions set out below:

7. An unlimited number of 24 hour stoppages of work?;

- Yes - 23 (100%)
- No - 0 (0%)



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 the actions set out below:

8. An unlimited number of 48 hour stoppages of work?;

- Yes - 23 (100%)
- No - 0 (0%)



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 the actions set out below:

9. An unlimited number of 72 hour stoppages of work?;

■ Yes - 23 (100%)

■ No - 0 (0%)



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 the actions set out below:

10. An unlimited number of stoppages of work for a period of one week?;

■ Yes - 23 (100%)

■ No - 0 (0%)



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 the actions set out below:

11. An unlimited number of indefinite stoppages of work?;

■ Yes - 23 (100%)

■ No - 0 (0%)



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 the actions set out below:

12. An unlimited number of indefinite or periodic ban on overtime?;

■ Yes - 23 (100%)

■ No - 0 (0%)



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 the actions set out below:

13. An unlimited number of indefinite or periodic ban on emptying bins?;

- Yes - 23 (100%)
- No - 0 (0%)

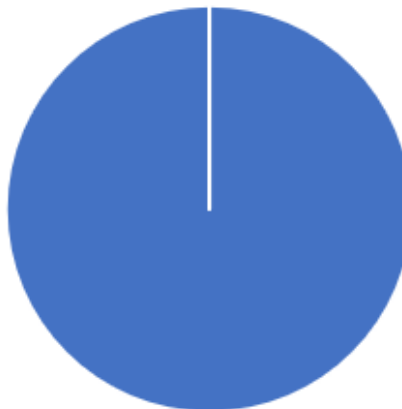


Question 14

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 the actions set out below:

14. An unlimited number of indefinite or periodic ban on clean ups around machines?;

- Yes - 23 (100%)
- No - 0 (0%)

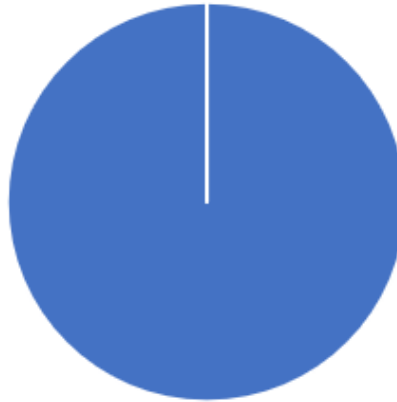


Question 15

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 the actions set out below:

15. An unlimited number of indefinite or periodic partial ban on the disposal of waste?;

- Yes - 23 (100%)
- No - 0 (0%)

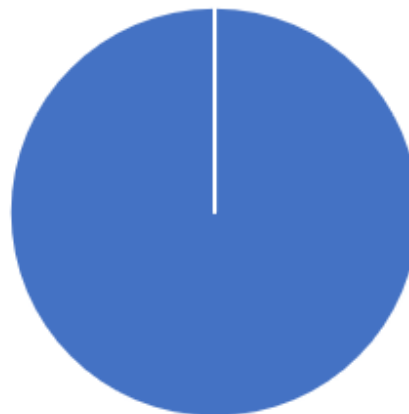


Question 16

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 the actions set out below:

16. An unlimited number of indefinite or periodic bans on operating the Thompson Flat Bed Die Cutter with only one machine operator?;

- Yes - 23 (100%)
- No - 0 (0%)



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 the actions set out below:

17. An unlimited number of indefinite or periodic bans on operating the Pobst Flat Bed Die Cutter with only one machine operator?;

- Yes - 23 (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 the actions set out below:

18. An unlimited number of indefinite or periodic bans on operating the Corrumate Slitter with only one machine operator?;

- Yes - 23 (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 the actions set out below:

19. An unlimited number of indefinite or periodic bans on operating the Boxmatic automatic box maker with only one machine operator?;

- Yes - 23 (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 the actions set out below:

20. An unlimited number of indefinite or periodic bans on handling pallet flags?;

- Yes - 23 (100%)
- No - 0 (0%)



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 the actions set out below:

21. An unlimited number of indefinite or periodic bans on filling in job completion books?;

- Yes - 23 (100%)
- No - 0 (0%)



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 the actions set out below:

22. An unlimited number of indefinite or periodic bans on signing delivery dockets from trucks / couriers?

- Yes - 23 (100%)
- No - 0 (0%)





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