



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

**Tomago Aluminium Company Pty Limited
(B2025/476)**

28 March 2025

1. Ballot Result

Total Eligible Voters: 111
Total Participated: 102

102 out of 111 have answered all questions 91.9%

Final Ballot Audit: Friday, 28 March 2025 at 11.10 am AWST

Diagram 1: Final Vote Participation

Australian Manufacturing Workers' Union Protected Action Ballot (B2025/476) Voters: 111 Total Participated: 102 (91.9%)
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2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/476) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/476) 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 - 102 (100.0%)

■ No - 0 (0%)



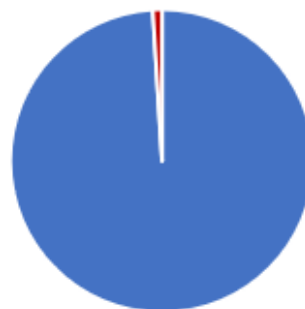
Question 2

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 - 101 (99.0%)

■ No - 1 (1.0%)

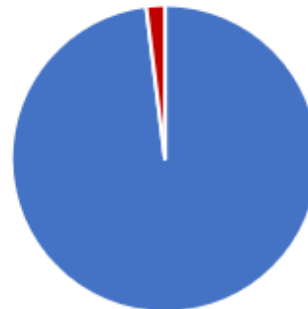


Question 3

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 - 100 (98.0%)
- No - 2 (2.0%)

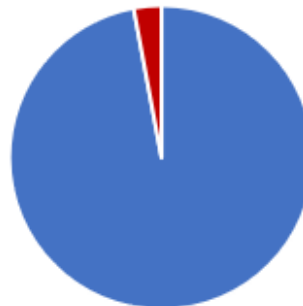


Question 4

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 - 99 (97.1%)
- No - 3 (2.9%)

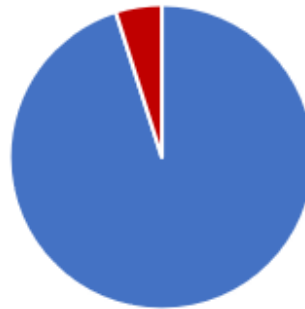


Question 5

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 - 97 (95.1%)
- No - 5 (4.9%)

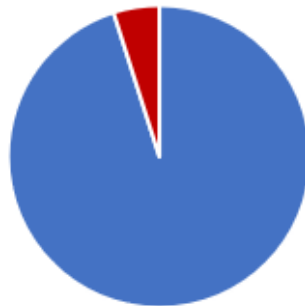


Question 6

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 - 97 (95.1%)
- No - 5 (4.9%)



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 - 96 (94.1%)
- No - 6 (5.9%)

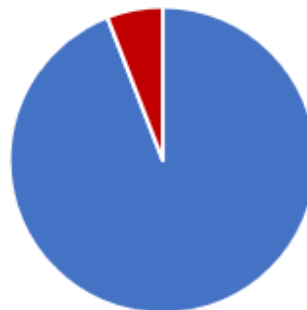


Question 8

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:

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

- Yes - 96 (94.1%)
- No - 6 (5.9%)

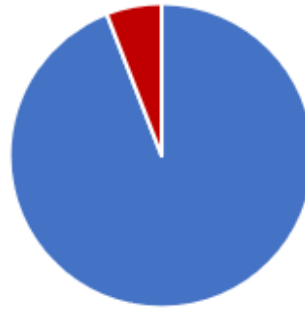


Question 9

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 - 96 (94.1%)
- No - 6 (5.9%)

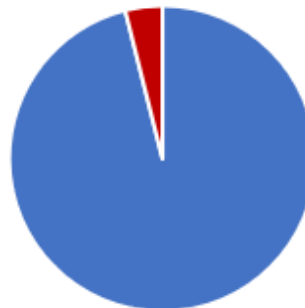


Question 10

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 - 98 (96.1%)
- No - 4 (3.9%)

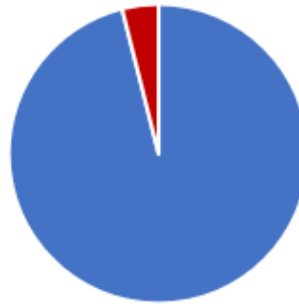


Question 11

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 - 98 (96.1%)
- No - 4 (3.9%)



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 bans on overtime?;

- Yes - 102 (100.0%)
- 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 partial work bans?;

- Yes - 102 (100.0%)
- 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 periodic or indefinite bans on curtailment 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 of electrical supply to preserve the integrity of the network at the request of the Australian Energy Regulator (AER)?;

- Yes - 102 (100.0%)
- 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 periodic or indefinite bans on holding permits to work?;

- Yes - 102 (100.0%)
- 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 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 - 102 (100.0%)
- 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 periodic or indefinite bans on the issue of Electrical Equipment Outage (EEO) authority to contractors or workers who are not employees of TAC?;

■ Yes - 102 (100.0%)

■ 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 periodic or indefinite bans on the performance of overtime that counts toward supplementary hours?;

■ Yes - 102 (100.0%)

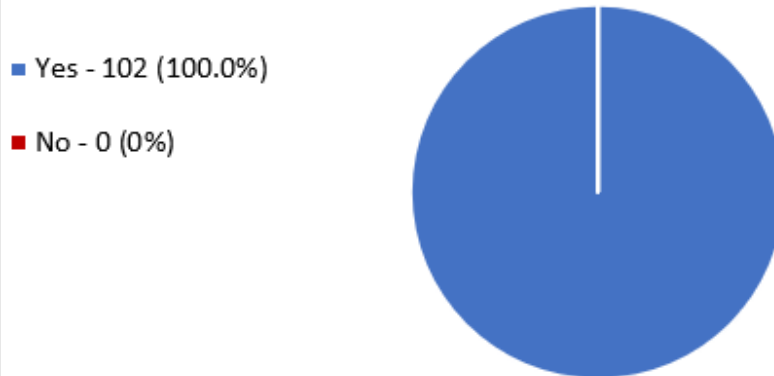
■ No - 0 (0%)



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:

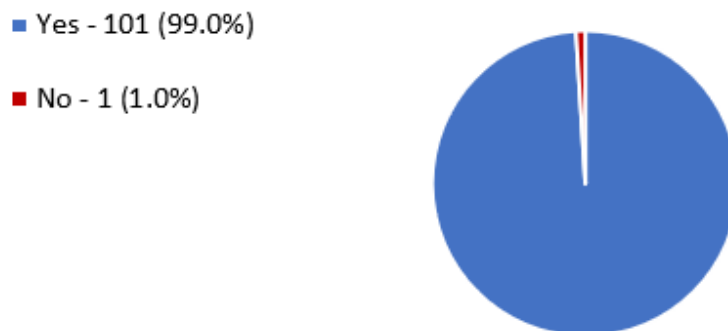
19. An unlimited number of periodic or indefinite bans on the performance of planned maintenance (not including responding to breakdowns)?;



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 periodic or indefinite bans on the use of the SAP system?;

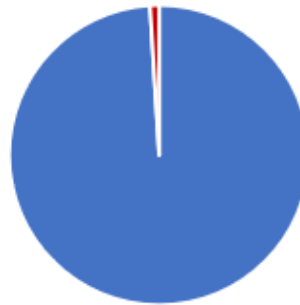


Question 21

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 periodic or indefinite bans on the use of battery and/or electrical power tools?;

- Yes - 101 (99.0%)
- No - 1 (1.0%)



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 periodic or indefinite bans on verifying and/or performing of any isolations (all trades)?;

- Yes - 102 (100.0%)
- No - 0 (0%)



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 the actions set out below:

23. An unlimited number of periodic or indefinite bans on work associated with HRW licenses?

■ Yes - 102 (100.0%)

■ No - 0 (0%)





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