



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

**Joy Global Australia Pty Ltd T/A Komatsu
(B2025/908)**

25 June 2025

1. Ballot Result

Total Eligible Voters: 92
Total Participated: 90

90 out of 92 have answered all questions 97.8%

Final Ballot Audit: Wednesday, 25 June 2025 at 12.05pm AWST

Diagram 1: Final Vote Participation

Australian Manufacturing Workers' Union Protected Action Ballot (B2025/908)
Voters: 92
Total Participated: 90 (97.8%)

2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/908) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/908) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

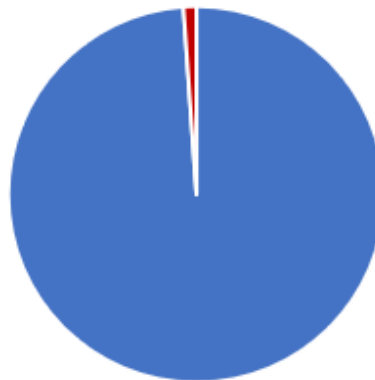
Question 1

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 - 89 (98.9%)

■ No - 1 (1.1%)



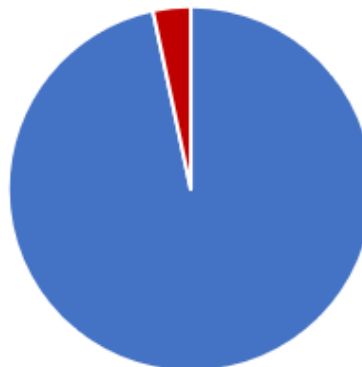
Question 2

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 - 87 (96.7%)

■ No - 3 (3.3%)



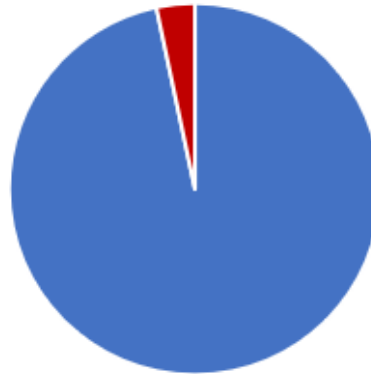
Question 3

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 - 87 (96.7%)

■ No - 3 (3.3%)



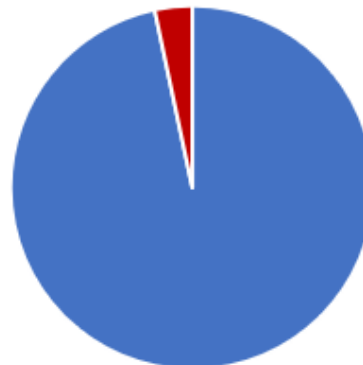
Question 4

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 - 87 (96.7%)

■ No - 3 (3.3%)

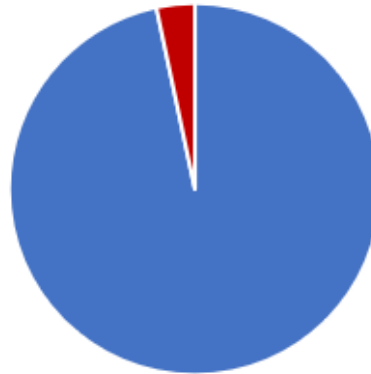


Question 5

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 - 87 (96.7%)
- No - 3 (3.3%)

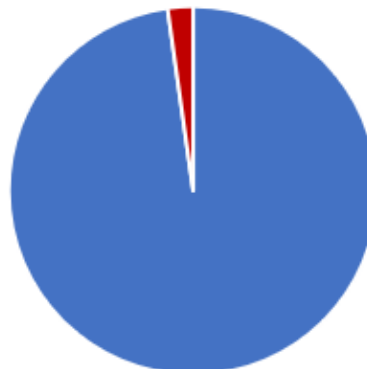


Question 6

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 - 88 (97.8%)
- No - 2 (2.2%)

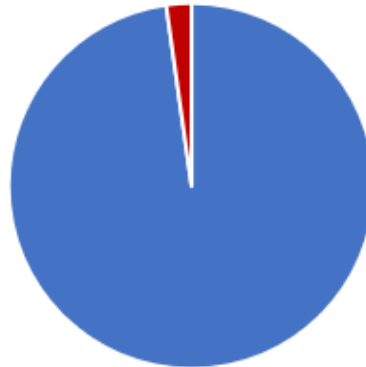


Question 7

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 - 88 (97.8%)
- No - 2 (2.2%)

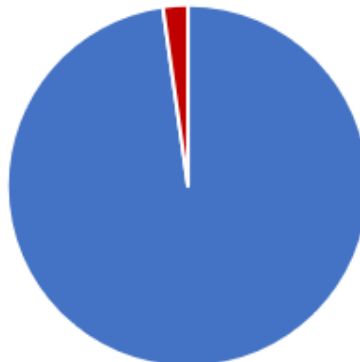


Question 8

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 - 88 (97.8%)
- No - 2 (2.2%)

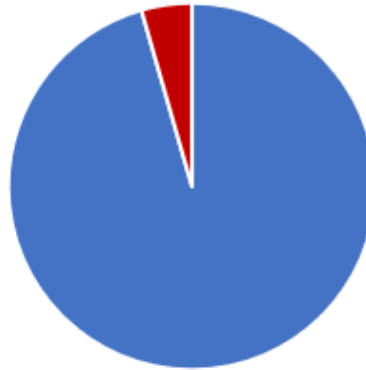


Question 9

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 - 86 (95.6%)
- No - 4 (4.4%)

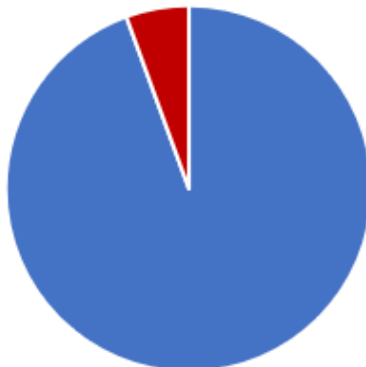


Question 10

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 the actions set out below:

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

- Yes - 85 (94.4%)
- No - 5 (5.6%)

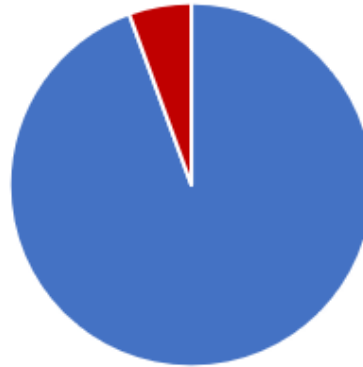


Question 11

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 the actions set out below:

11. An unlimited number of indefinite stoppages of work?

- Yes - 85 (94.4%)
- No - 5 (5.6%)

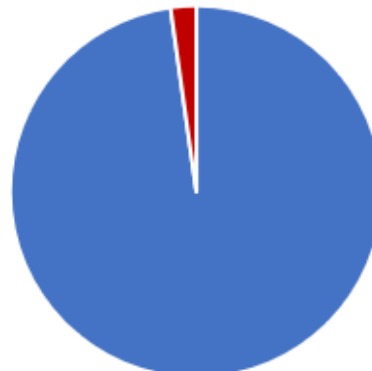


Question 12

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 the actions set out below:

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

- Yes - 88 (97.8%)
- No - 2 (2.2%)

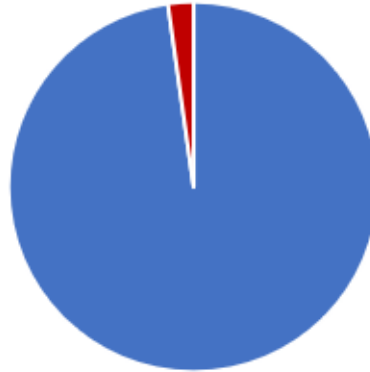


Question 13

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 - 88 (97.8%)
- No - 2 (2.2%)

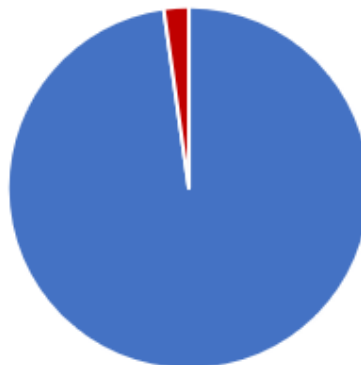


Question 14

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 performing paperwork?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

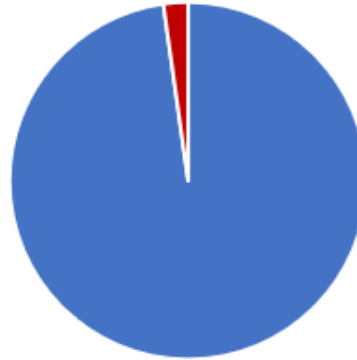


Question 15

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 the use of battery and/or electrical power tools?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

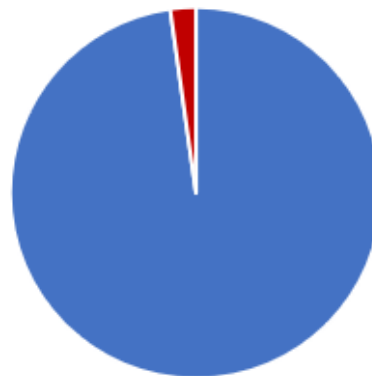


Question 16

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 reversing of work vehicles or equipment?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

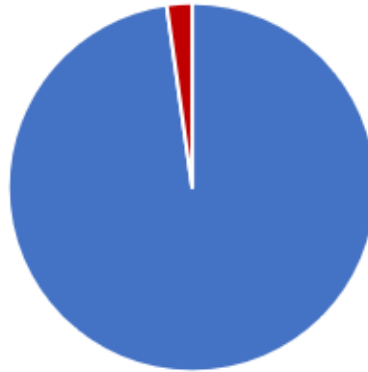


Question 17

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 energisation and/or re-energisation of circuits or equipment?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

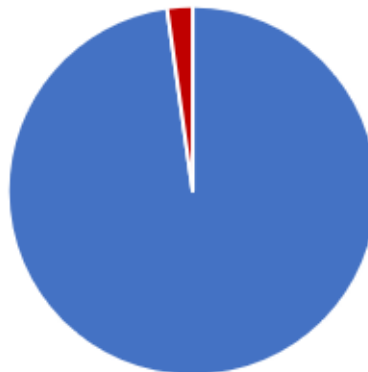


Question 18

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 charging Komatsu battery operated devices?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

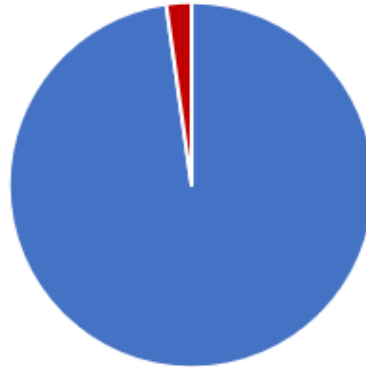


Question 19

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 use of cameras?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

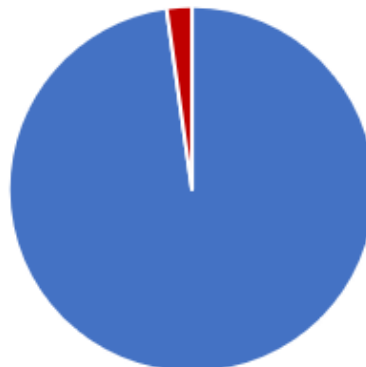


Question 20

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 overhead cranes?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

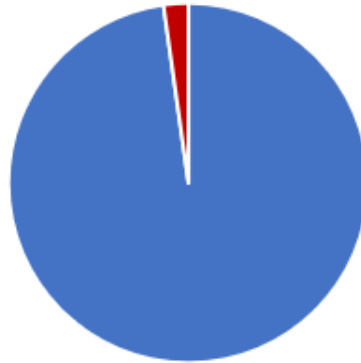


Question 21

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 jib cranes?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

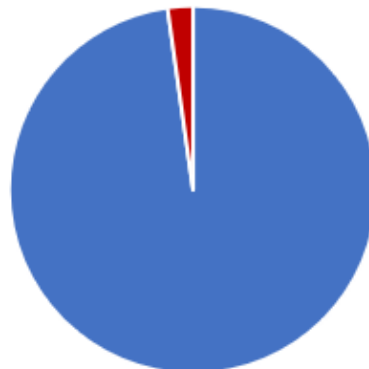


Question 22

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 the use of air-operated tools?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

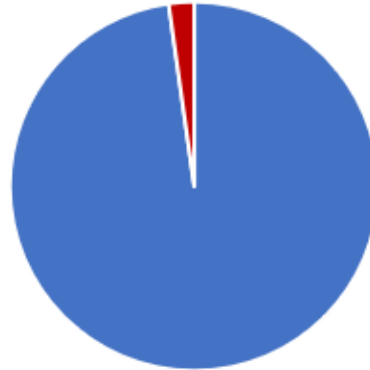


Question 23

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 complying with any company media or social media policy for the purposes of communicating or promoting information related to EBA negotiations?

- Yes - 88 (97.8%)
- No - 2 (2.2%)





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