



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union, The
v
Baker Hughes Services Australia Pty Ltd
(B2024/1542)

11 December 2024

1. Ballot Result

Total Eligible Voters: 16
Total Participated: 16

16 out of 16 have answered all questions 100.0%

Final Ballot Audit: Monday, 9 December 2024 at 2.05pm AWST

Diagram 1: Final Vote Participation

Australian Workers Union Protected Action Ballot (B2024/1542)
Voters: 16
Total Participated: 16 (100.0%)

2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2024/1542) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2024/1542) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

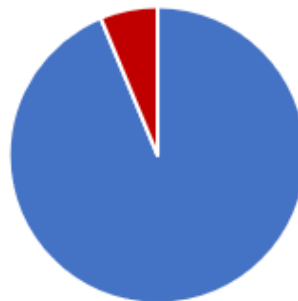
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 stoppages of the performance of work for the duration of 15 minutes?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

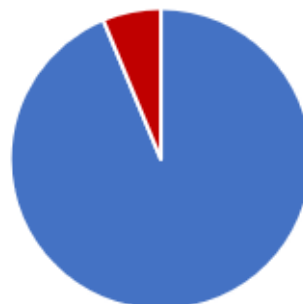


Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 stoppages of the performance of work for the duration of 30 minutes?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

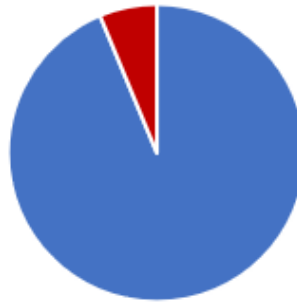


Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 stoppages of the performance of work for the duration of 1 hour?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

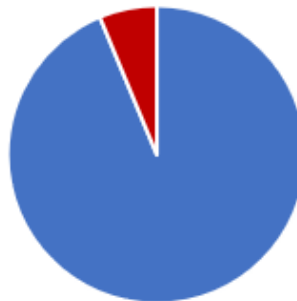


Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 stoppages of the performance of work for the duration of 6 hours?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

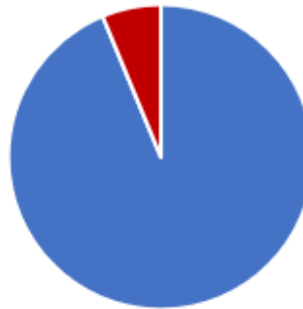


Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 stoppages of the performance of work for the duration of 12 hours?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

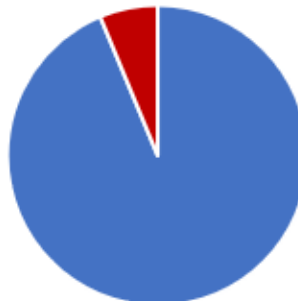


Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 bans for an indefinite period on sending emails?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

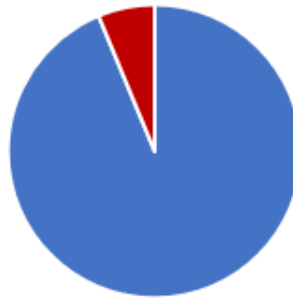


Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 bans for an indefinite period on servicing equipment?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

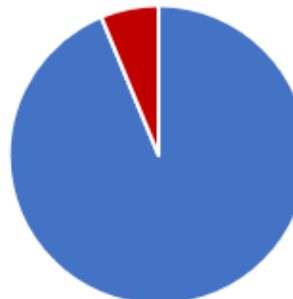


Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 bans for an indefinite period on signing onto Permits to Work unless it is required to attend an Emergency Event?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

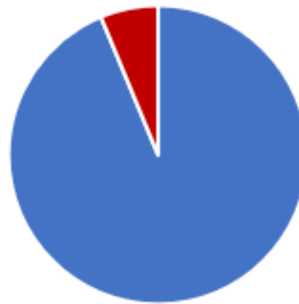


Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 bans for an indefinite period on entering data into the daily log?

- Yes - 15 (93.8%)
- No - 1 (6.3%)



Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 bans for an indefinite period on undertaking online training or competency testing?

- Yes - 16 (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 AWU 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 bans for an indefinite period on training other employees or workers?

- Yes - 16 (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 AWU 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 bans for an indefinite period on attending any meetings other than safety meetings?

- Yes - 15 (93.8%)
- No - 1 (6.3%)



Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 bans for an indefinite period on submitting rig- or vessel-based safety observation cards unless there is a serious and imminent risk to health and safety?

- Yes - 16 (100%)
- No - 0 (0%)

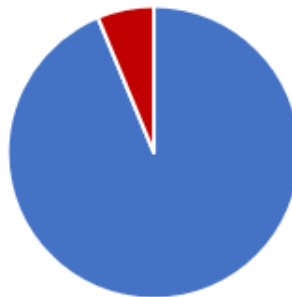


Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU 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 bans for an indefinite period on undertaking surface or subsea operations, including but not limited to: tooling deployment or recovery, operating of surface or subsea infrastructure or equipment, reporting of pressures or valve positions or tooling functions, advising operators or clients of tooling or equipment operational functionality?

- Yes - 15 (93.8%)
- No - 1 (6.3%)





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