



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union

v

**Legeneering (Aust) Pty Ltd
(B2025/1281)**

27 August 2025

1. Ballot Result

Total Eligible Voters: 59
Total Participated: 56

56 out of 59 have answered all questions 94.9%

Final Ballot Audit: Wednesday, 27 August 2025 at 02.30 pm AWST

Diagram 1: Final Vote Participation

Australian Workers Union Protected Action Ballot (B2025/1281) Voters: 59 Total Participated: 56 (94.9%)
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2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2025/1281) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2025/1281) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

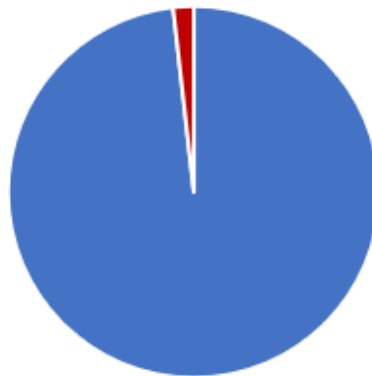
3. Questions and Results

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 30 minutes?

- Yes - 55 (98.2%)
- No - 1 (1.8%)



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 1 hour?

- Yes - 56 (100.0%)
- No - 0 (0%)



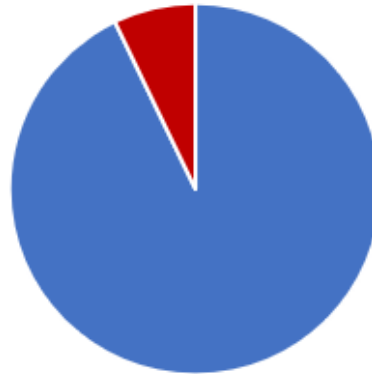
Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by 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 2 hours?

■ Yes - 52 (92.9%)

■ No - 4 (7.1%)



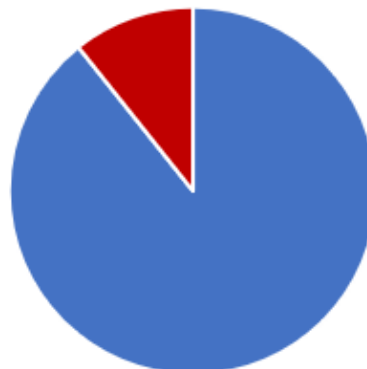
Question 4

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 4 hours?

■ Yes - 50 (89.3%)

■ No - 6 (10.7%)

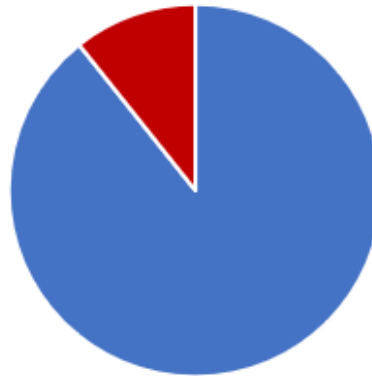


Question 5

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 8 hours?

- Yes - 50 (89.3%)
- No - 6 (10.7%)

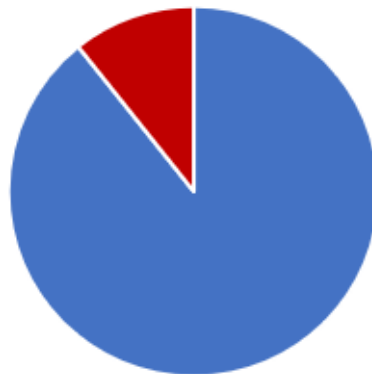


Question 6

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 stoppages of the performance of work for the duration of 12 hours?

- Yes - 50 (89.3%)
- No - 6 (10.7%)



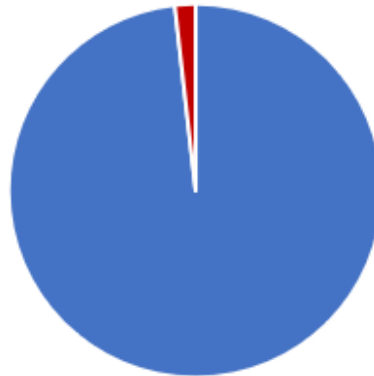
Question 7

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 complying with company and client social media policies?

■ Yes - 55 (98.2%)

■ No - 1 (1.8%)



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 participating in overcycle shifts?

■ Yes - 56 (100.0%)

■ 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 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 electrical isolations unless they directly relate to health and safety?

- Yes - 56 (100.0%)
- 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 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 of bans for an indefinite period on mechanical isolations unless they directly relate to health and safety?

- Yes - 56 (100.0%)
- No - 0 (0%)

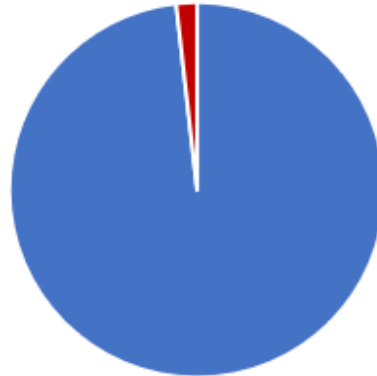


Question 11

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 attending company meetings except those directly related to health and safety?

- Yes - 55 (98.2%)
- No - 1 (1.8%)



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 shift handover meetings?

- Yes - 56 (100.0%)
- No - 0 (0%)

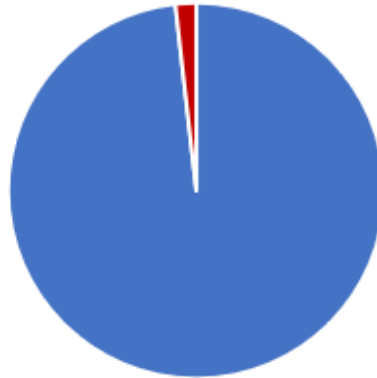


Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by 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, completing or filing any reports?

- Yes - 55 (98.2%)
- No - 1 (1.8%)



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 assisting with unloading and backloading vessels except in relation to water, food and medical supplies?

- Yes - 56 (100.0%)
- No - 0 (0%)

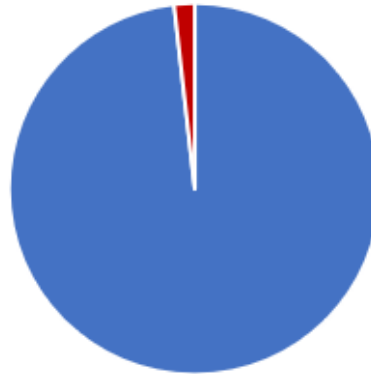


Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

15. An unlimited number of bans for an indefinite period on verifying permits?

- Yes - 55 (98.2%)
- No - 1 (1.8%)



Question 16

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:

16. An unlimited number of bans for an indefinite period on assisting or participating in crane lifting activities?

- Yes - 56 (100.0%)
- No - 0 (0%)





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