

Declaration of Results



CEPU

V

**Ventia (Australia) Pty Ltd, Downer Utilities Australia Pty
Ltd & Jacobs Group (Australia) Pty Ltd T/A Confluence
Water
(B2025/1084)**

Friday 18th July, 2025 4:24pm AEST



Vero Voting

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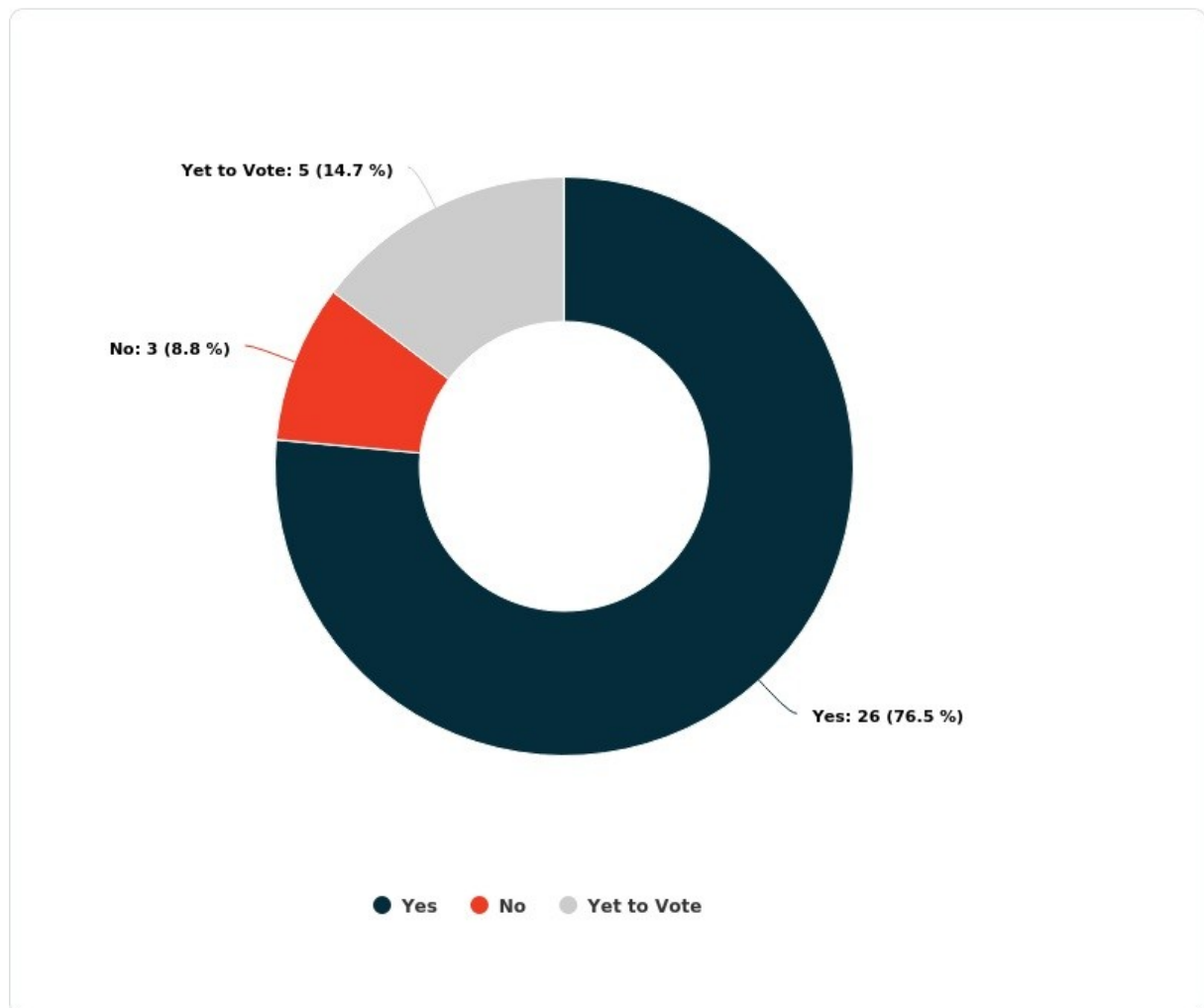
+61 8 6500 0810

Voting Results for: CEPU v Confluence Water (PAB B2025/1084)

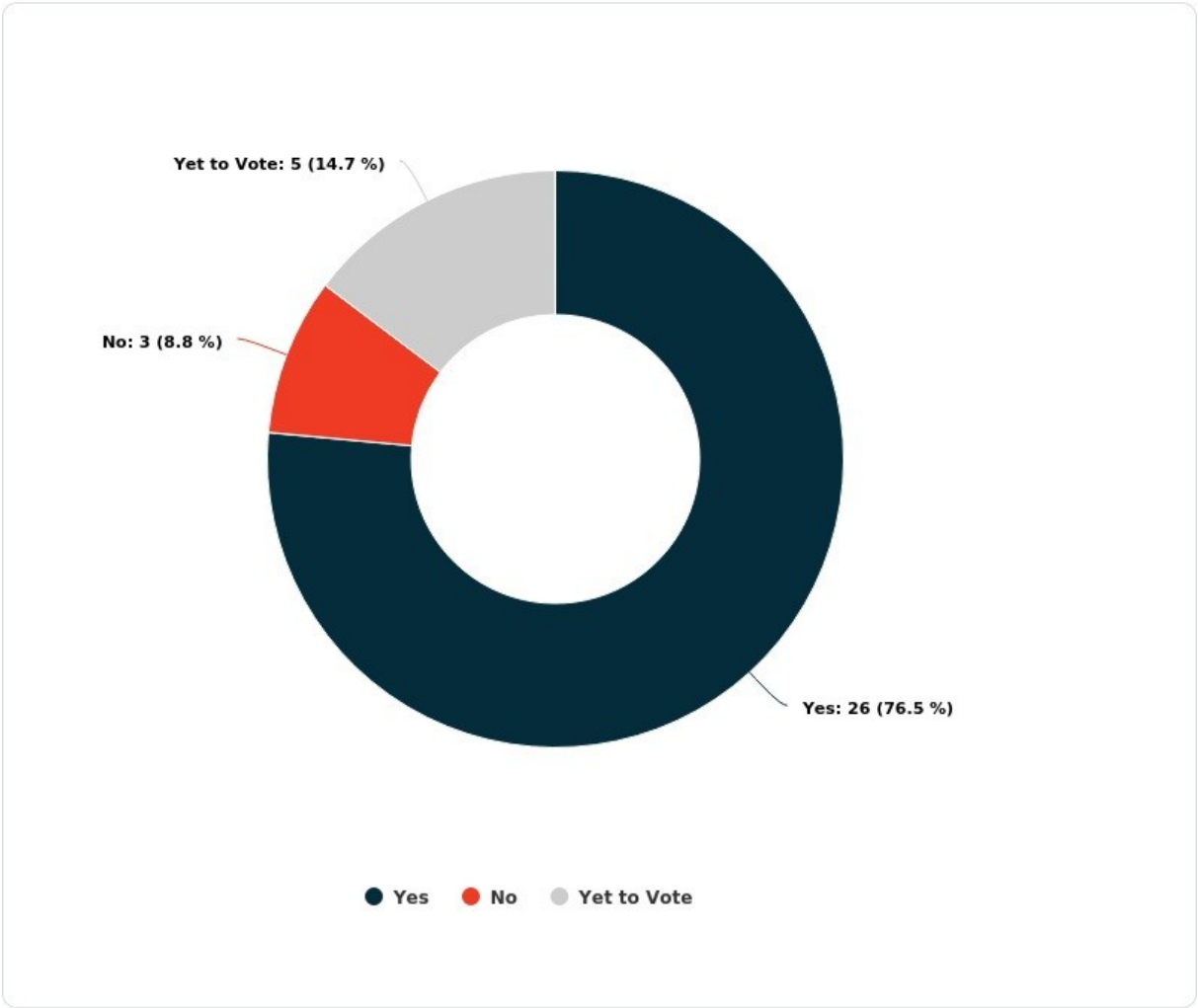
Final Vote Audit: Friday 18th July, 2025 4:24pm AEST

| | |
|------------------------|----|
| Total Eligible Voters: | 34 |
| Total Voted: | 29 |

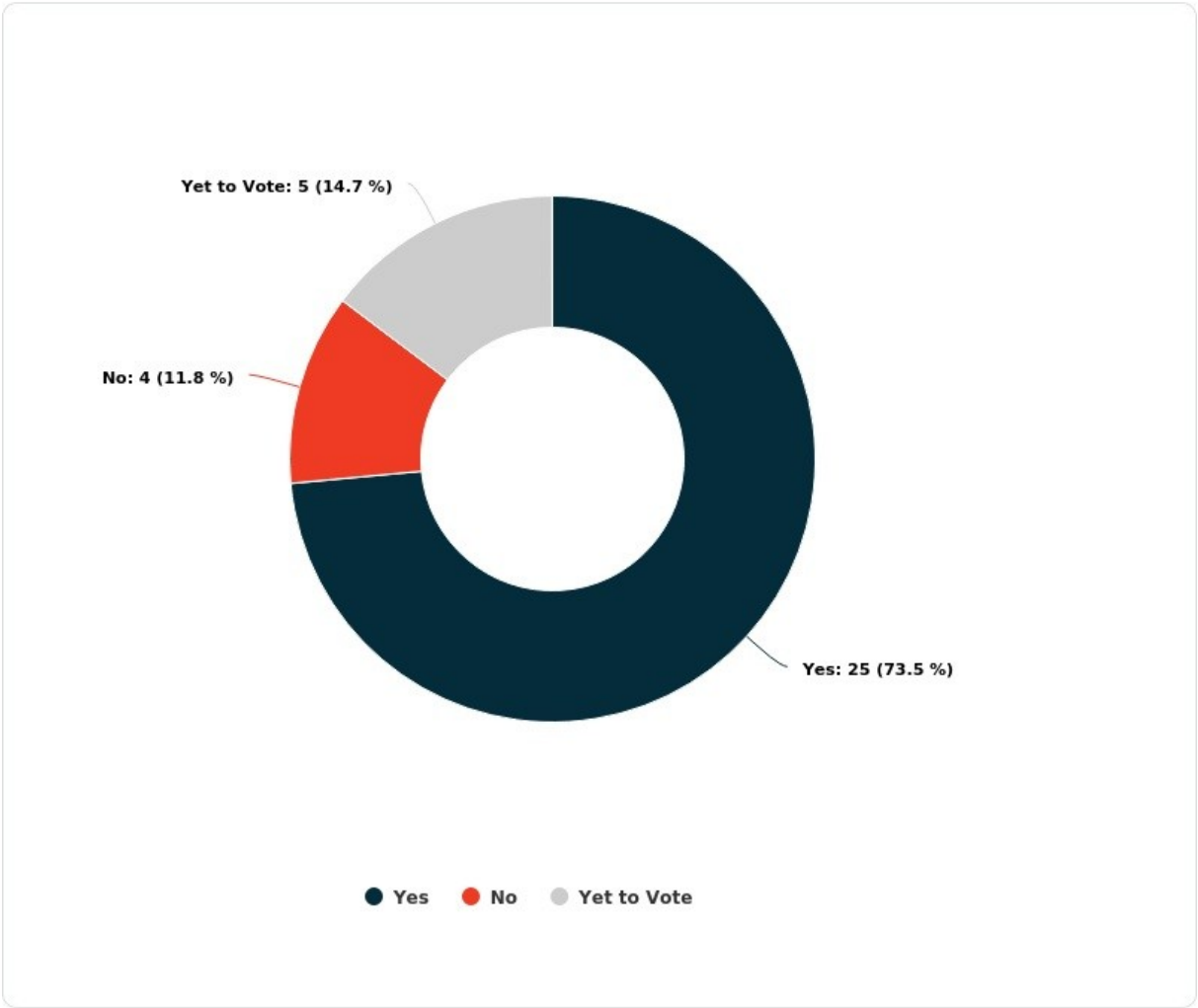
1. An unlimited number of 1 hour stoppages of work?



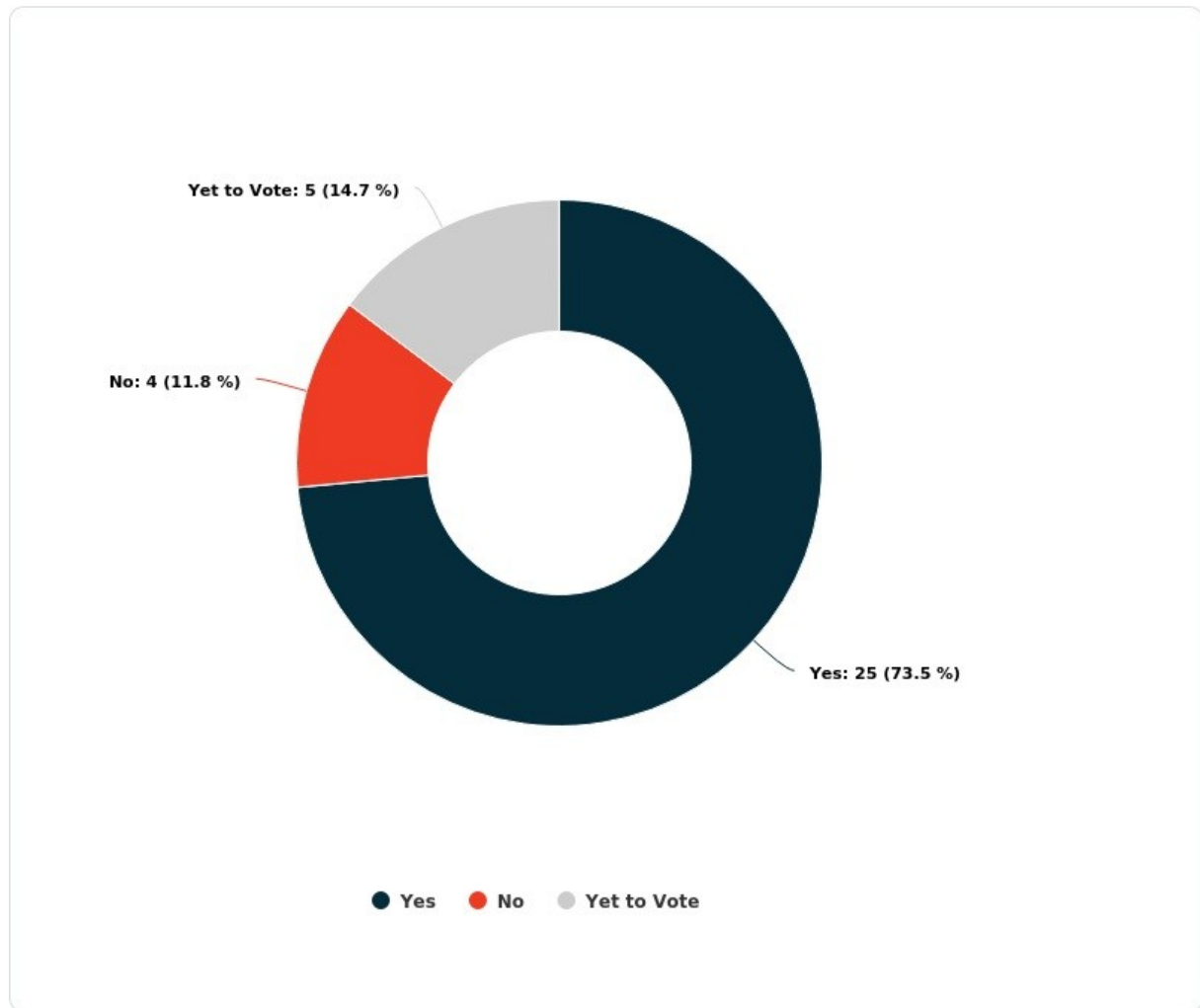
2. An unlimited number of 2 hour stoppages of work?



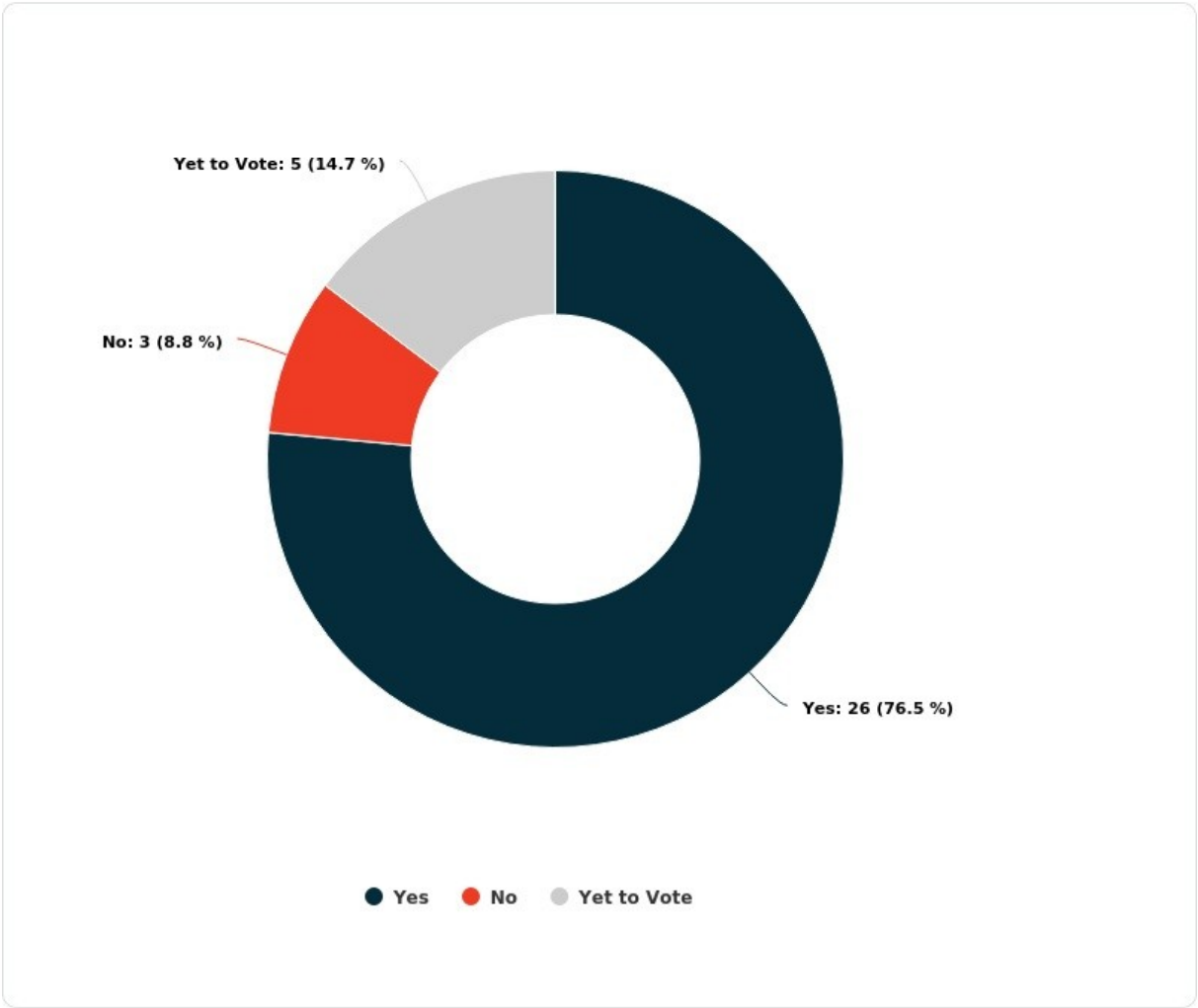
3. An unlimited number of 4 hour stoppages of work?



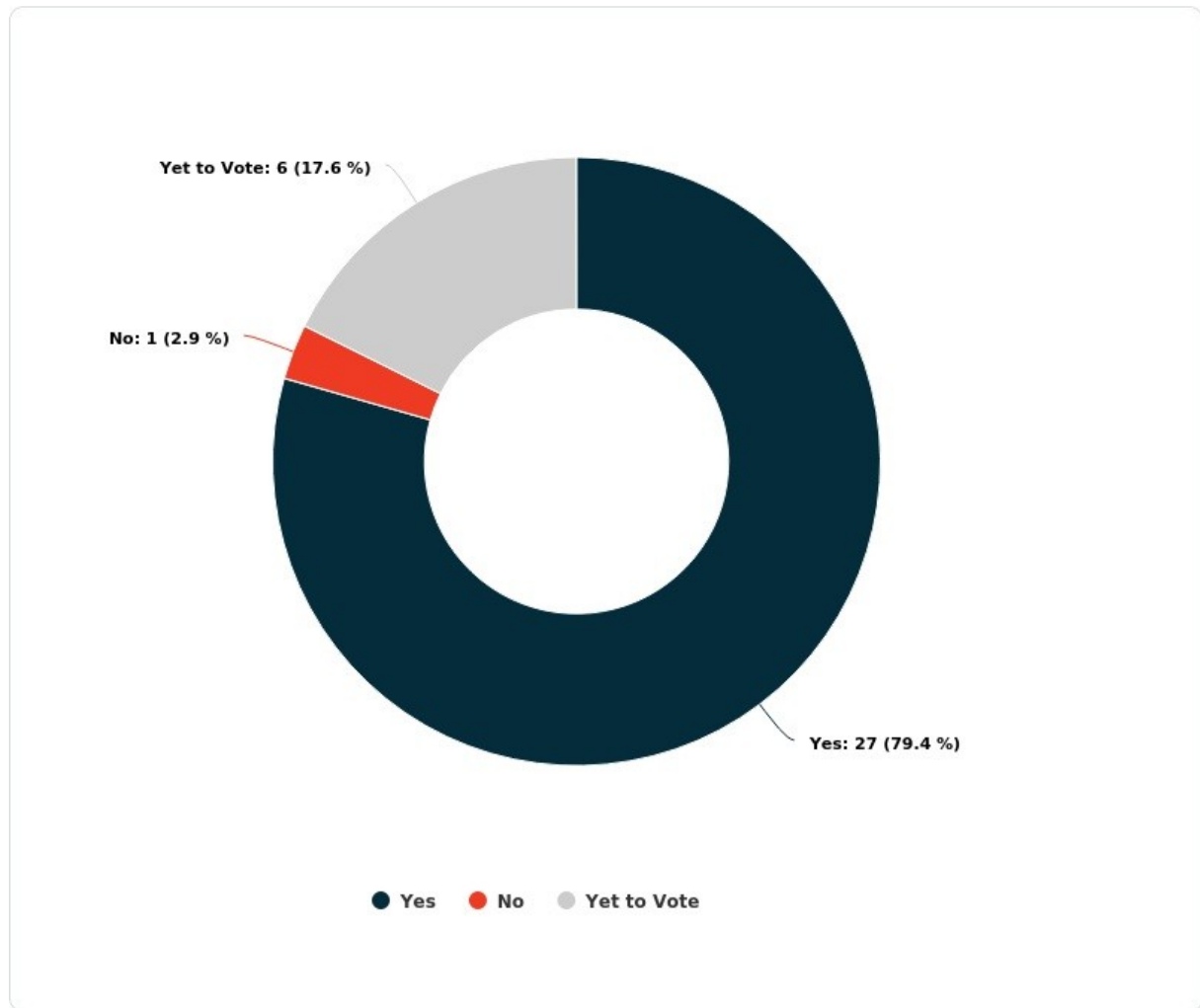
4. An unlimited number of 24 hour stoppages of work?



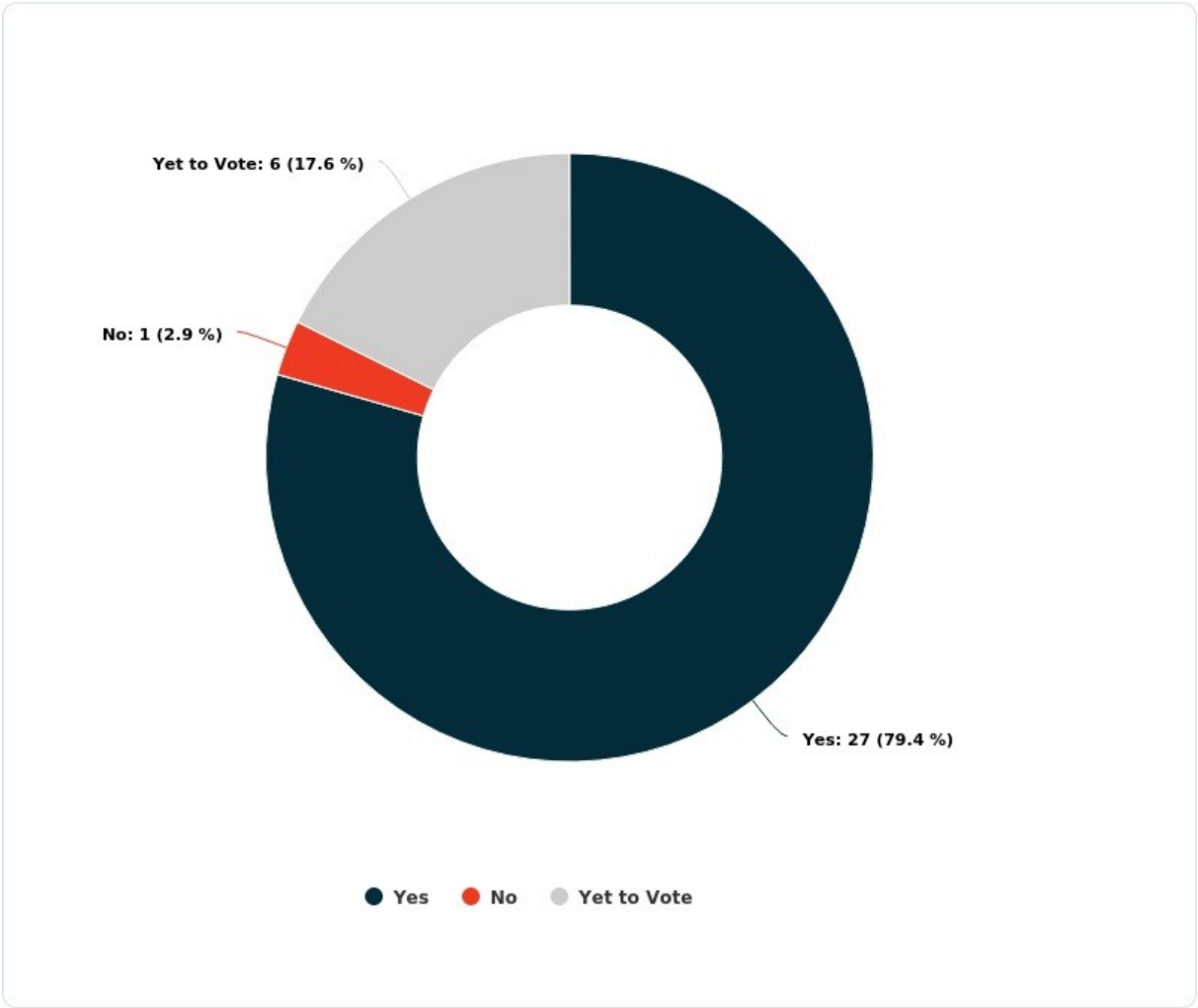
5. An unlimited number of stoppages of the performance of overtime?



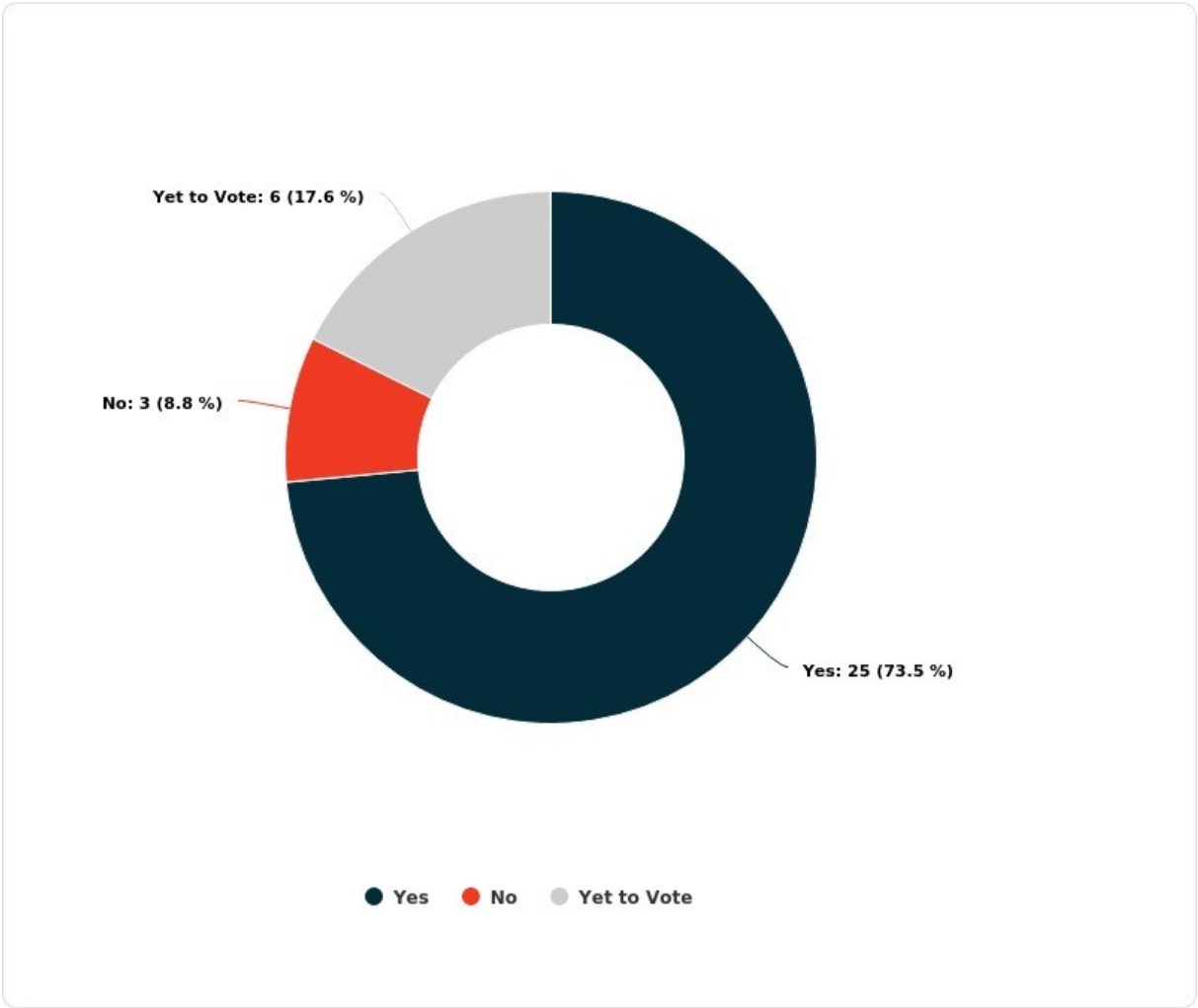
6. An unlimited number of indefinite or periodic bans on use of company technology?



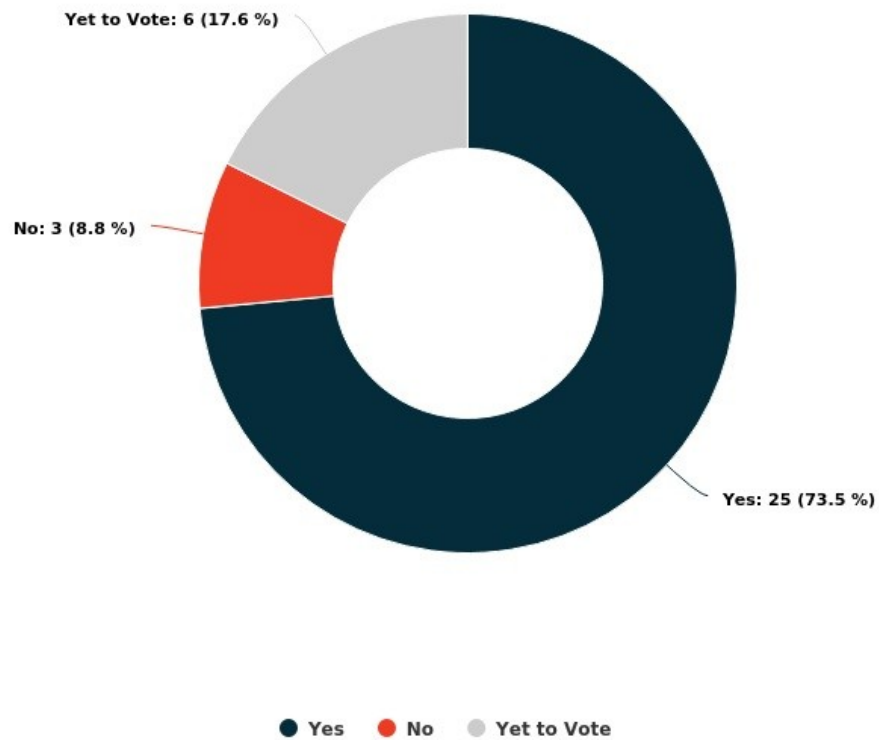
7. An unlimited number of indefinite or periodic bans on mechanical locks?



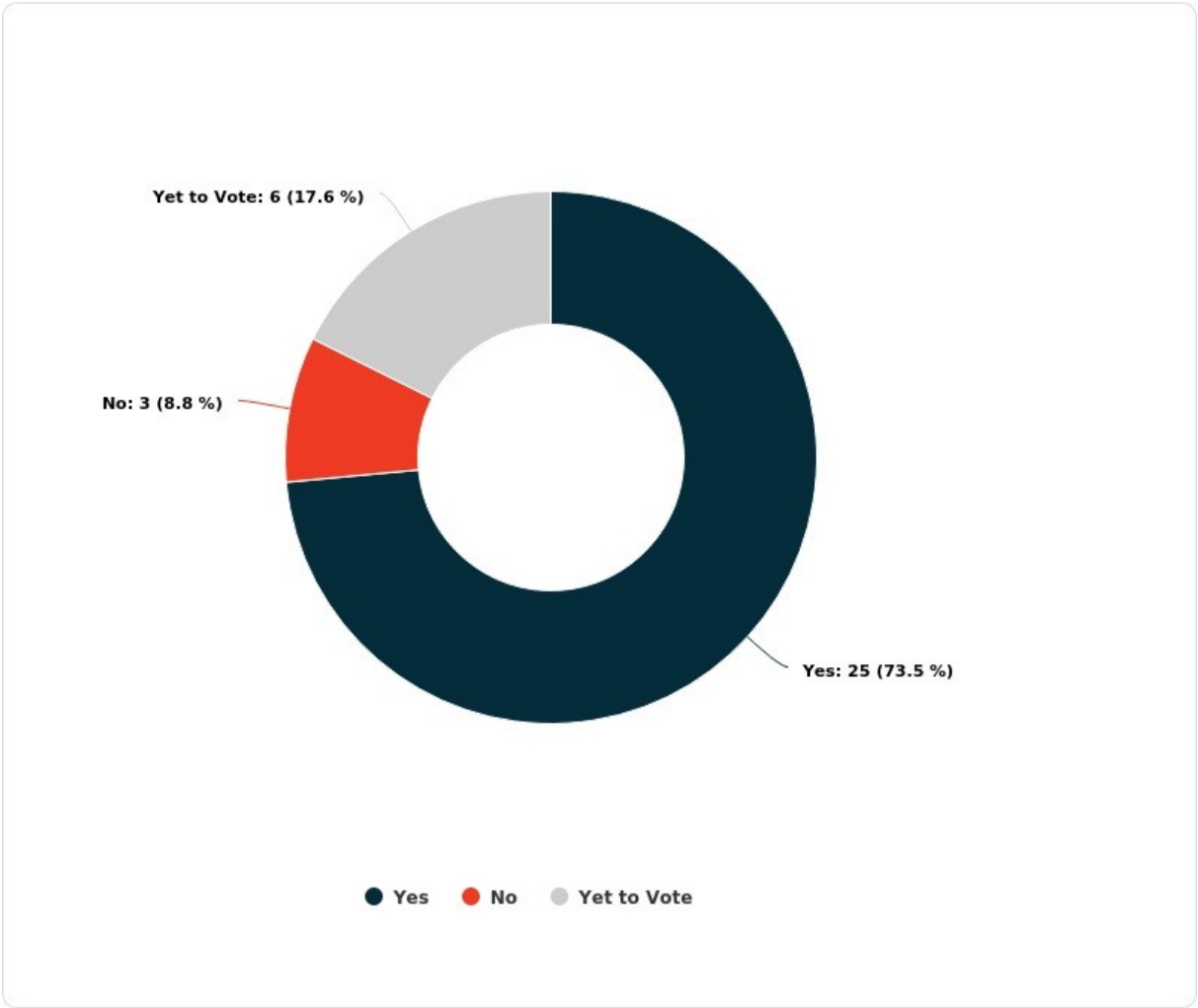
8. An unlimited number of indefinite or periodic bans on use of pens?



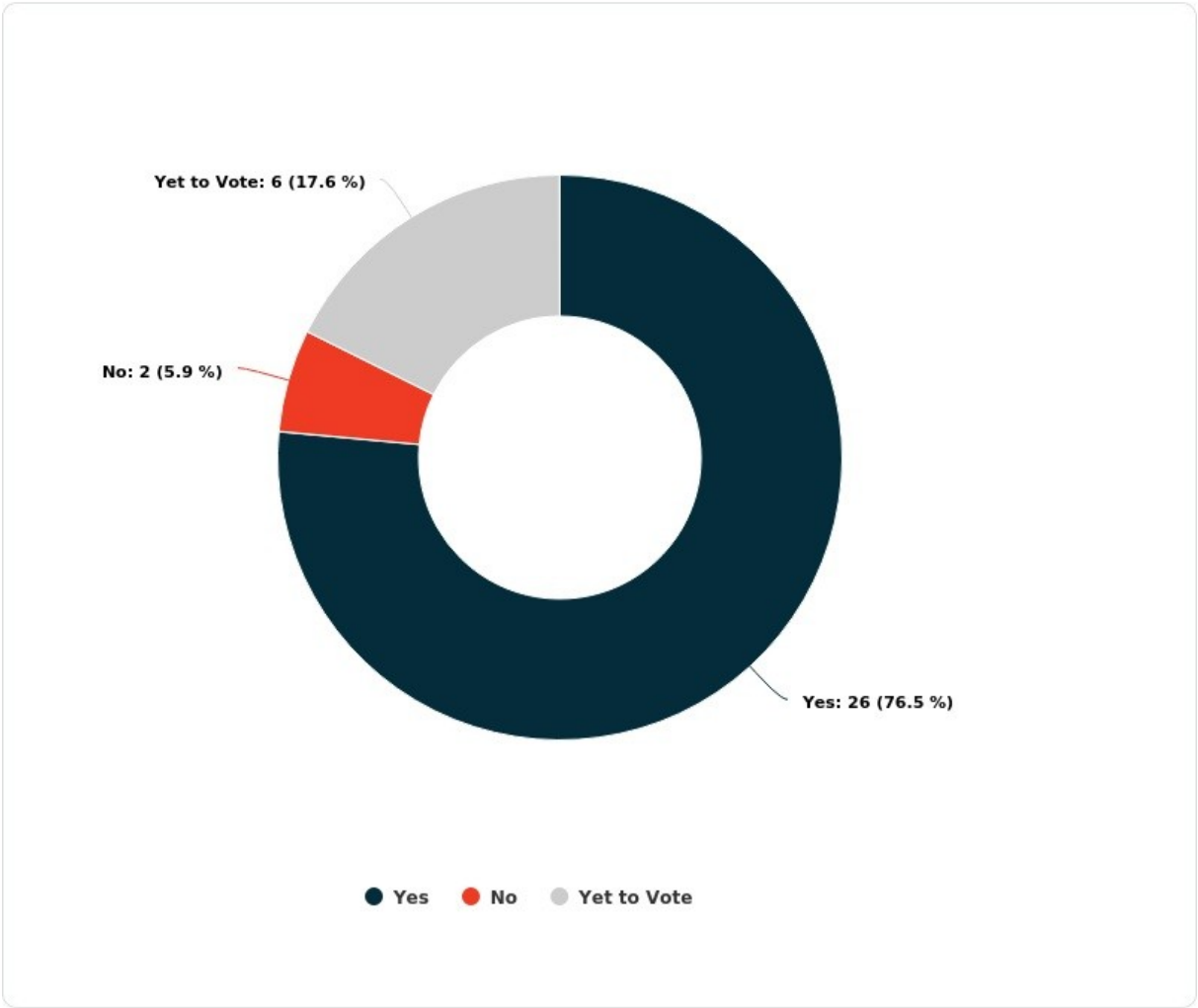
9. An unlimited number of indefinite or periodic bans of overhead or gantry cranes?



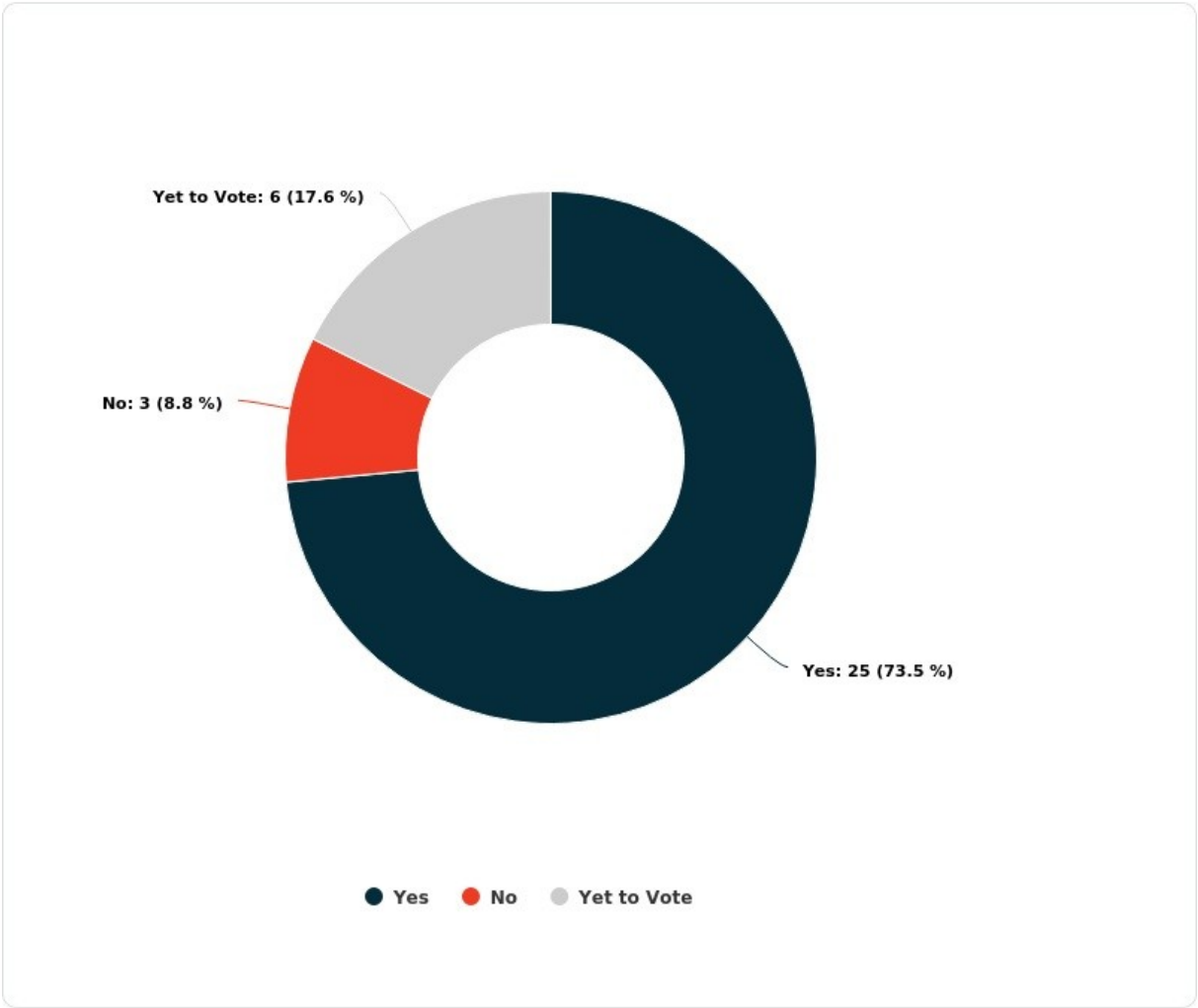
10. An unlimited number of indefinite or periodic bans on use of HRW ticket?



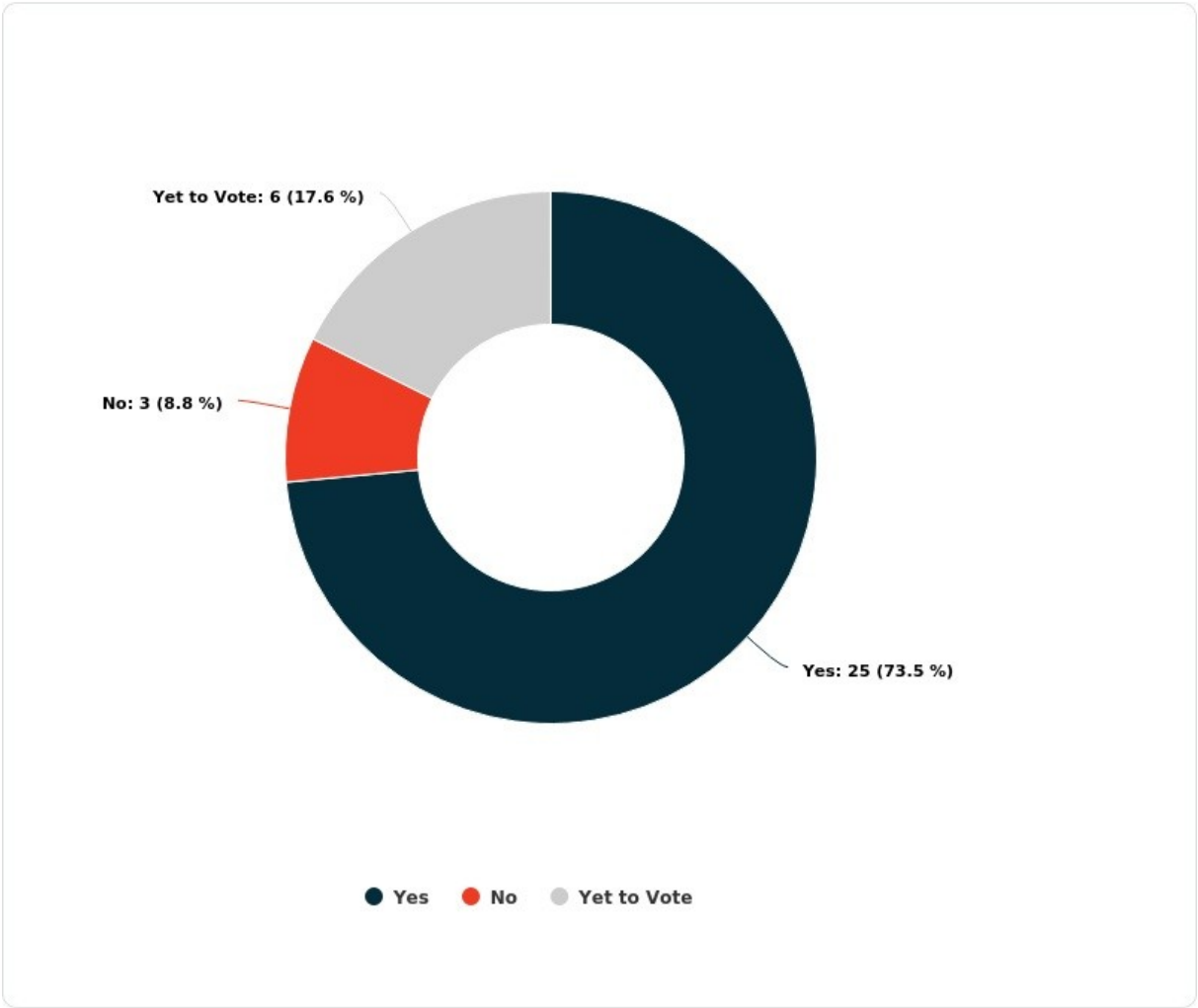
11. An unlimited number of indefinite or periodic bans on working on sites without an AED?



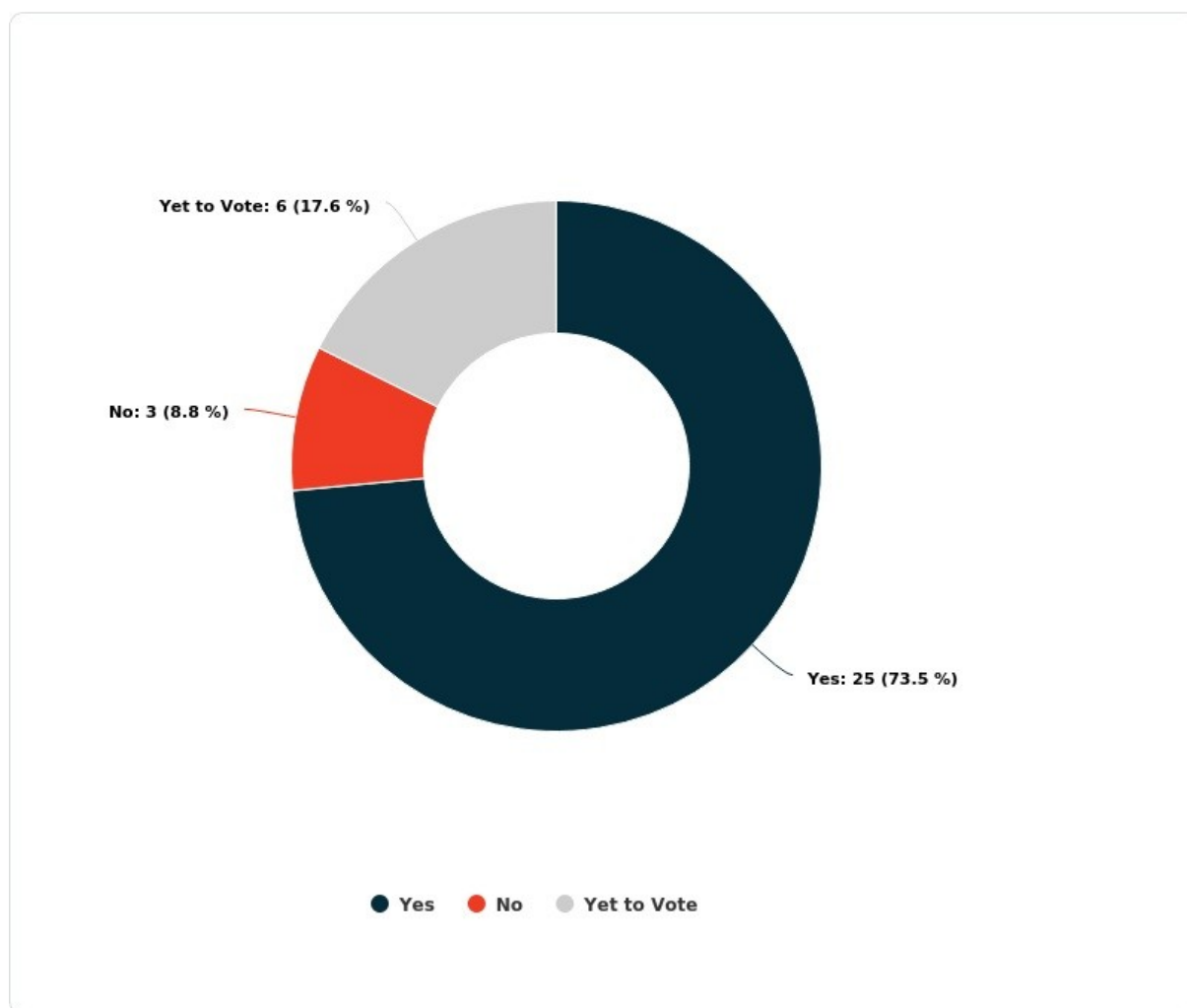
12. An unlimited number of indefinite or periodic bans on use of swipe cards?



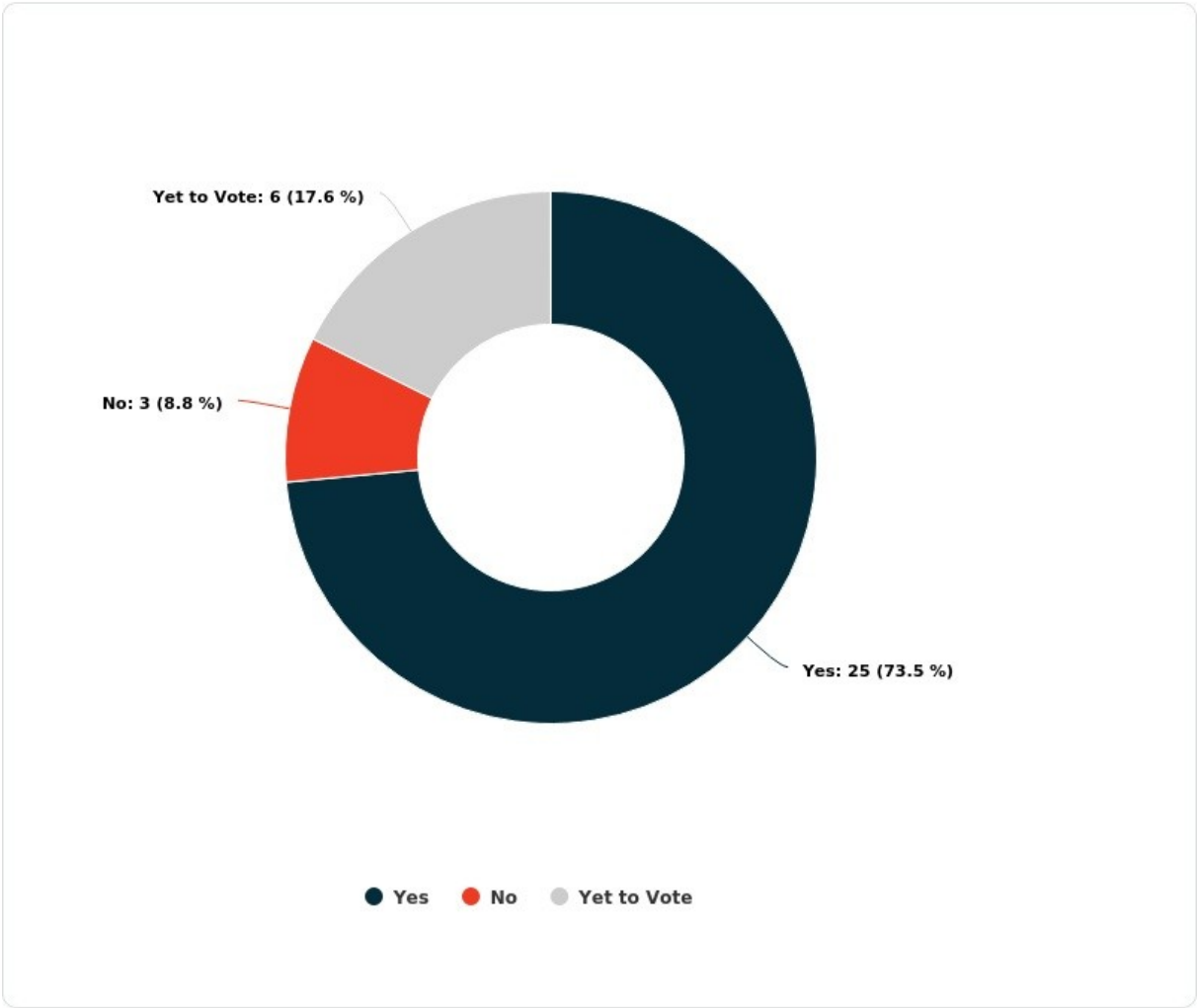
13. An unlimited number of indefinite or periodic bans on working beyond standard operating procedure?



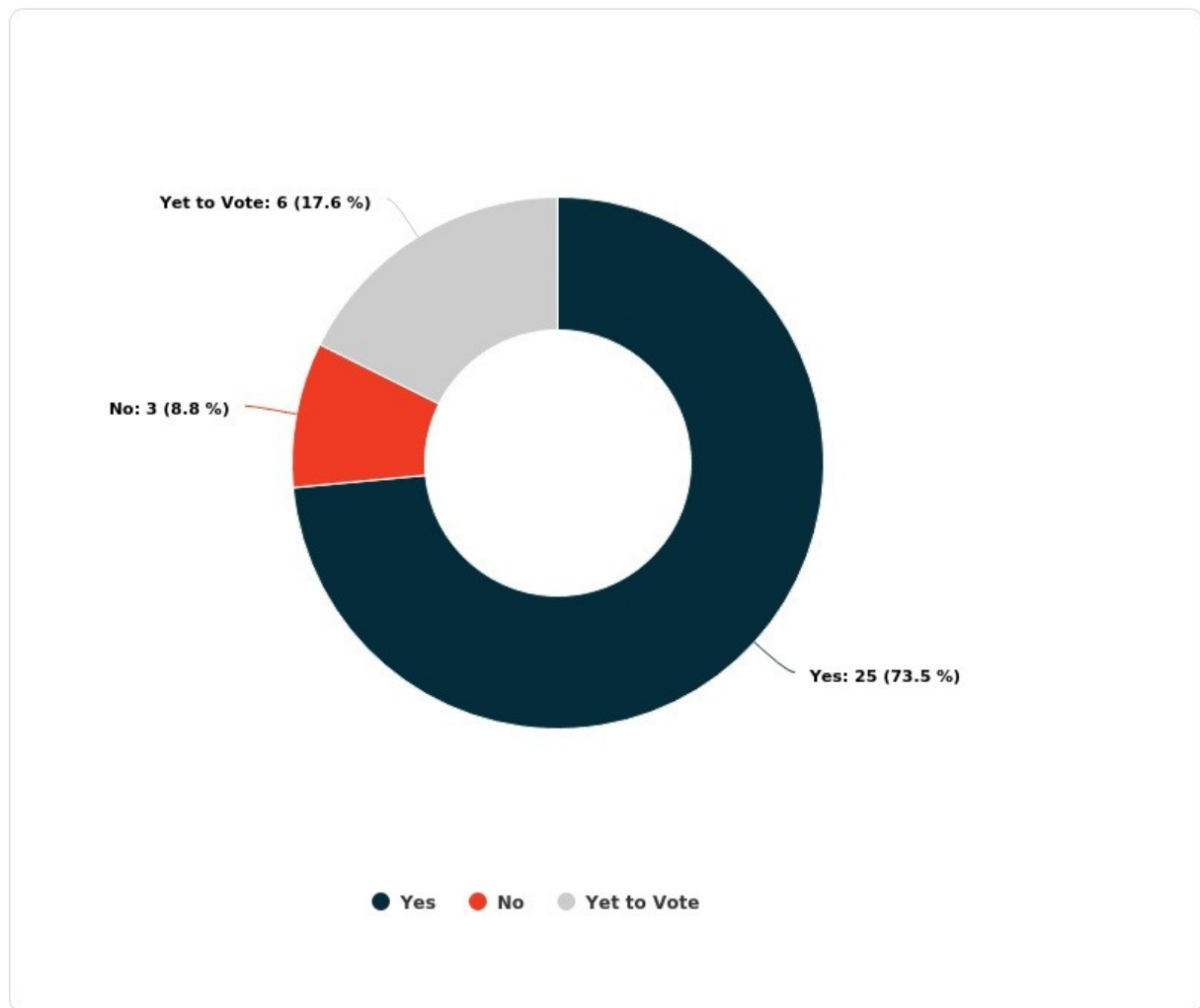
14. An unlimited number of indefinite or periodic bans on performing work where there is no standard operating procedure?



15. An unlimited number of indefinite or periodic bans on reversing a company vehicle without a spotter?



16. An unlimited number of indefinite or periodic bans on communicating with people who are not directly hired by Confluence Water?



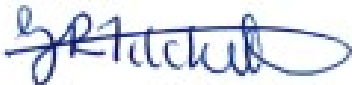
Vero Voting Independence Declaration

The CEPU v Confluence Water (PAB B2025/1084) has been managed and declared independent of CEPU, Ventia (Australia) Pty Ltd, Downer Utilities Australia Pty Ltd & Jacobs Group (Australia) Pty Ltd T/A Confluence Water and Fair Work.

No Individual vote has been disclosed to CEPU, Ventia (Australia) Pty Ltd, Downer Utilities Australia Pty Ltd & Jacobs Group (Australia) Pty Ltd T/A Confluence Water or Fair Work

The Protected Action Ballot result has been audited, and the declared result is assured.

Regards,



Greg Mitchell
Director,

Vero Engagement and Voting Solutions Pty Ltd

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