



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Construction, Forestry and Maritime Employees Union
and**

**Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia**

v

**Graincorp Operations Limited
(B2025/1313)**

4 September 2025

1. Ballot Result

Total Eligible Voters: 43
Total Participated: 37

37 out of 43 have answered all questions 86.0%

Final Ballot Audit: Thursday, 4 September 2025 at 12.35pm AWST

Diagram 1: Final Vote Participation

Construction, Forestry and Maritime Employees Union & Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1313)

Voters: 43

Total Participated: 37 (86.0%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union & Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1313) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union & Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1313) 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 authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work of 1 hours duration which may be organised or arranged in consecutive periods?

■ Yes - 34 (91.9%)

■ No - 3 (8.1%)



Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of work of 4 hours duration which may be organised or arranged in consecutive periods?

■ Yes - 33 (89.2%)

■ No - 4 (10.8%)



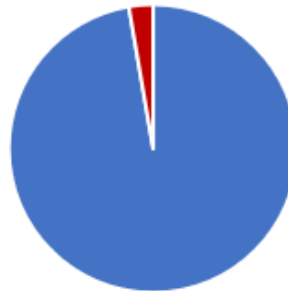
Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of stoppages of work of 8 hours duration which may be organised or arranged in consecutive periods?

■ Yes - 36 (97.3%)

■ No - 1 (2.7%)



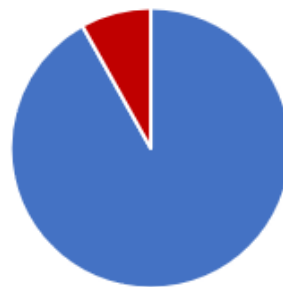
Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of stoppages of work of 12 hours duration which may be organised or arranged in consecutive periods?

■ Yes - 34 (91.9%)

■ No - 3 (8.1%)

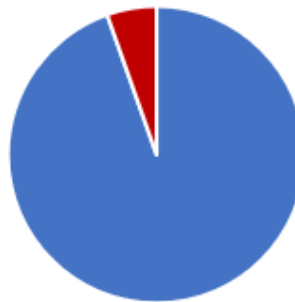


Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of stoppages of work of 24 hours duration which may be organised or arranged in consecutive periods?

- Yes - 35 (94.6%)
- No - 2 (5.4%)

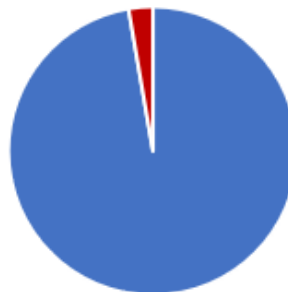


Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of bans on the performance of Shift Work Option A for an indefinite period?

- Yes - 36 (97.3%)
- No - 1 (2.7%)

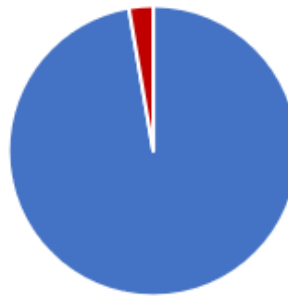


Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of bans on the performance of Shift Work Option B for an indefinite period?

- Yes - 36 (97.3%)
- No - 1 (2.7%)

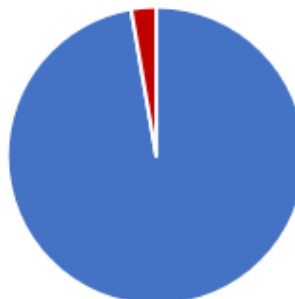


Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of bans on the performance of Task Based Overtime Monday to Friday for an indefinite period?

- Yes - 36 (97.3%)
- No - 1 (2.7%)

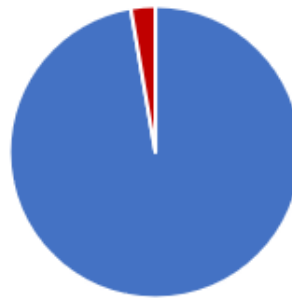


Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of bans on the performance of Task Based Overtime on Saturdays, Sundays and Public Holidays for an indefinite period?

- Yes - 36 (97.3%)
- No - 1 (2.7%)



Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of bans on the performance of operation of Ship Loader Control Boxes for an indefinite period?

- Yes - 37 (100%)
- No - 0 (0%)



Question 11

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of bans on the performance of the Bulk Matrix Operations System for an indefinite period?

- Yes - 37 (100%)
- No - 0 (0%)



Question 12

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of bans on the performance of issuing of Permits to Work for an indefinite period?

- Yes - 34 (91.9%)
- No - 3 (8.1%)

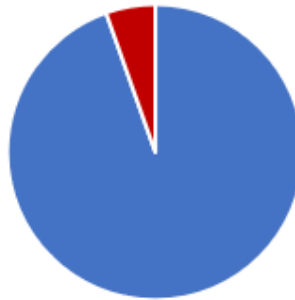


Question 13

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

13. An unlimited number of bans on the performance of work that requires a Permit to Work for an indefinite period?

- Yes - 35 (94.6%)
- No - 2 (5.4%)





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