



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

**Lactalis Australia Pty Ltd T/A Lactalis Australia
(B2023/931)**

28 September 2023

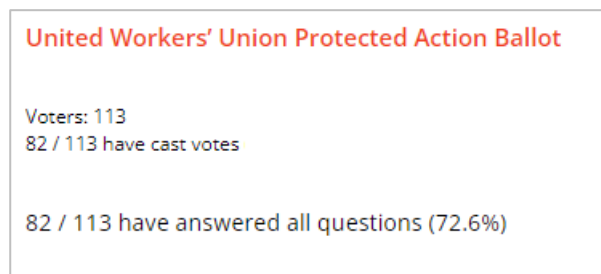
1. Ballot Result

Total Eligible Voters: 113
Total Participated: 82

82 out of 113 have answered all questions 72.6%

Final Ballot Audit: Thursday, 28 September 2023, 12.10pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

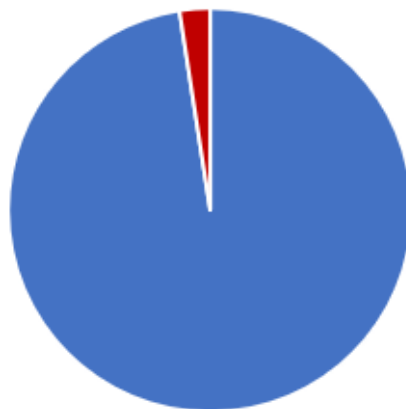
Question 1

In support of reaching an Enterprise Agreement with Lactalis Australia Pty Ltd do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of 24 hours duration?

■ Yes - 80 (98%)

■ No - 2 (2%)



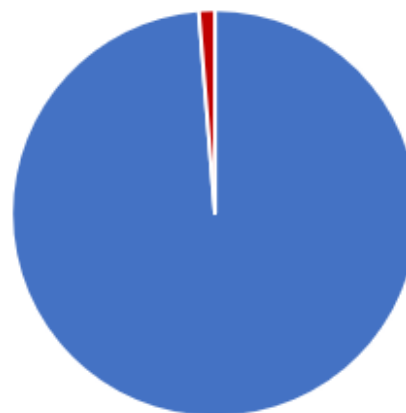
Question 2

In support of reaching an Enterprise Agreement with Lactalis Australia Pty Ltd do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work of indefinite duration?

■ Yes - 78 (95%)

■ No - 4 (5%)





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