



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

Castrol Australia Pty Ltd

B2024/927

8 August 2024

1. Ballot Result

Total Eligible Voters: 51
Total Participated: 45

45 out of 51 have answered all questions 88.2%

Final Ballot Audit: Thursday, 8 August 2024 at 12.05pm 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

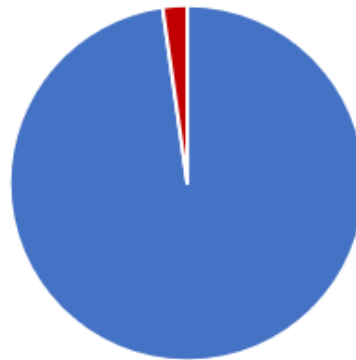
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with 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?

- Yes - 44 (97.8%)
- No - 1 (2.2%)

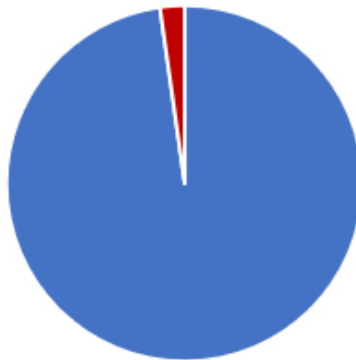


Question 2

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?

- Yes - 44 (97.8%)
- No - 1 (2.2%)



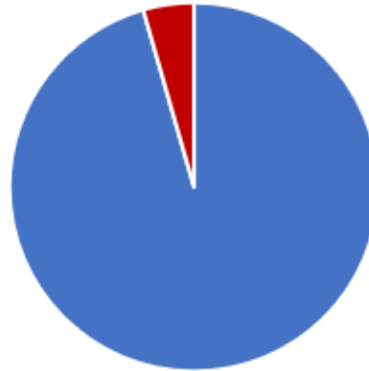
Question 3

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 24 hours duration?

■ Yes - 43 (95.6%)

■ No - 2 (4.4%)



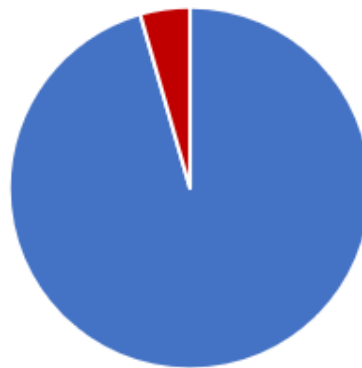
Question 4

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 indefinite duration?

■ Yes - 43 (95.6%)

■ No - 2 (4.4%)

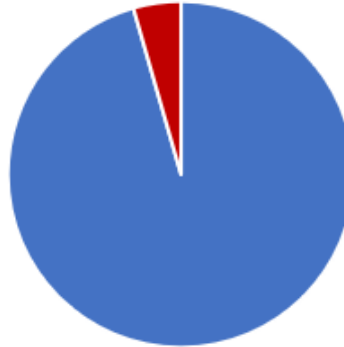


Question 5

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 bans on training new employees or contractors of indefinite duration?

- Yes - 43 (95.6%)
- No - 2 (4.4%)

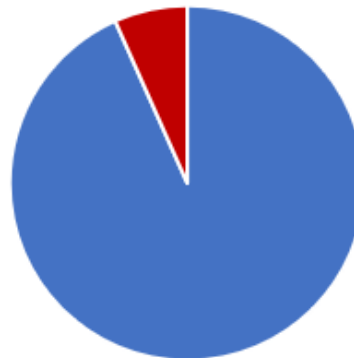


Question 6

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 stoppages of work of 1 hours duration for the purposes of speaking to the media or posting on social media about the reasons for industrial action?

- Yes - 42 (93.3%)
- No - 3 (6.7%)

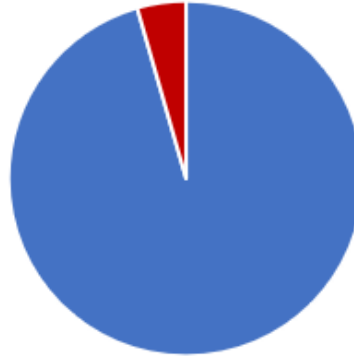


Question 7

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 all shipping discharge activities of indefinite duration?

- Yes - 43 (95.6%)
- No - 2 (4.4%)

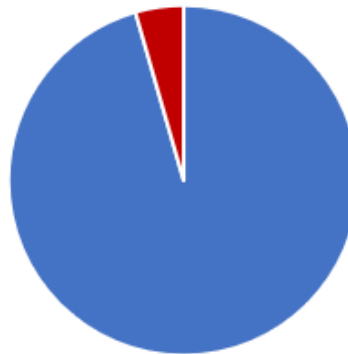


Question 8

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. A ban on work unless working strictly to all written standard operating procedures for a specified period, including indefinitely?

- Yes - 43 (95.6%)
- No - 2 (4.4%)

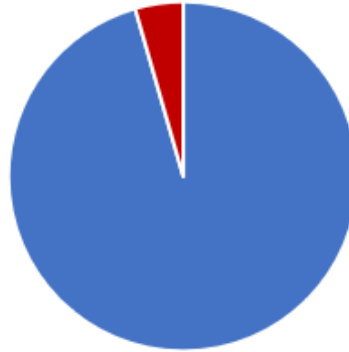


Question 9

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. A ban on issuing permits related to control of work activities of indefinite duration?

- Yes - 43 (95.6%)
- No - 2 (4.4%)

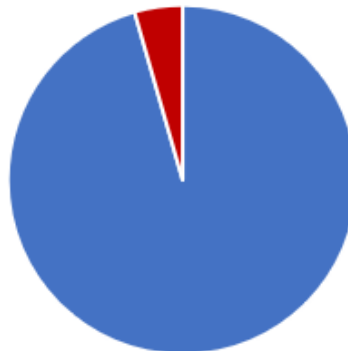


Question 10

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. A ban on working overtime for a specified period, including indefinitely?

- Yes - 43 (95.6%)
- No - 2 (4.4%)



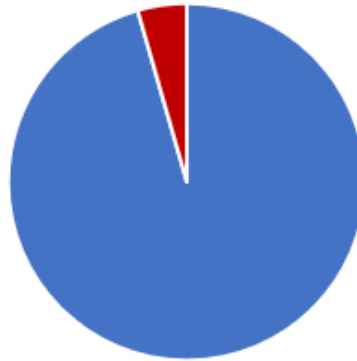
Question 11

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 loading or unloading of trucks of indefinite duration?

■ Yes - 43 (95.6%)

■ No - 2 (4.4%)





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