



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry, Maritime, Mining and Energy Union

v

CITIC Pacific Mining Management Pty Ltd

(B2023/1144)

13 November 2023

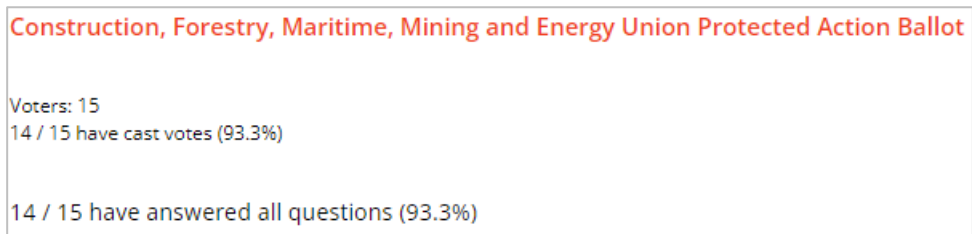
1. Ballot Result

Total Eligible Voters: 15
Total Participated: 14

14 out of 15 have answered all questions 93.3%

Final Ballot Audit: Monday, 13 November 2023 at 1.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot has been managed and declared independent of all other parties.

The Construction, Forestry, Maritime, Mining and Energy 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 endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

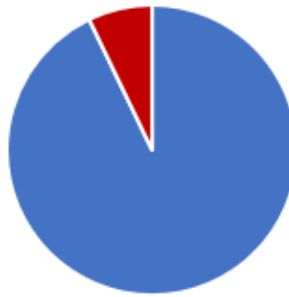
1.

An unlimited number of stoppages on the performance of work, between 30 minutes and up to and including, 24 hours?

(Any stoppage undertaken by a Power Station Control Room Operators will be for a duration of no longer than 1 hour)

■ Yes - 13 (93%)

■ No - 1 (7%)



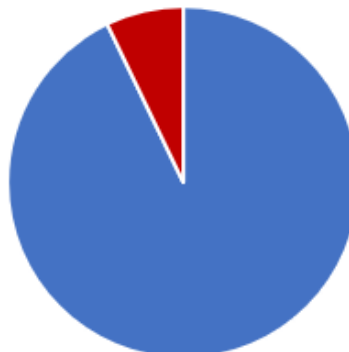
Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

2. Bans on the performance of paperwork, between 30 minutes and up to and including, 24 hours?

■ Yes - 13 (93%)

■ No - 1 (7%)



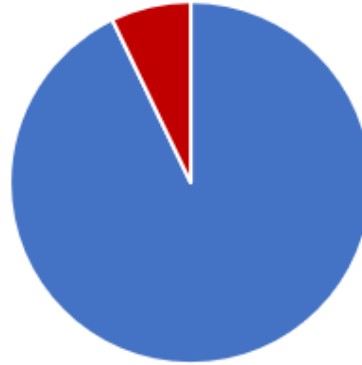
Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

3. Bans on the use of Pit Permits, between 30 minutes and up to and including, 24 hours?

■ Yes - 13 (93%)

■ No - 1 (7%)



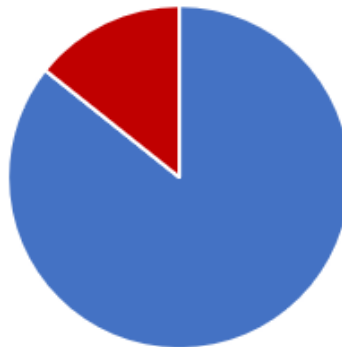
Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

4. Bans on the performance of work requiring a high-risk licence, between 30 minutes and up to and including, 24 hours?

■ Yes - 12 (93%)

■ No - 2 (14%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

