



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union

v

Fugro Australia Pty Ltd

(B2024/981)

19 August 2024

1. Ballot Result

Total Eligible Voters: 23
Total Participated: 19

19 out of 23 have answered all questions 82.6%

Final Ballot Audit: Monday, 19 August 2024 at 12.20pm AWST

Diagram 1: Final Vote Participation

Australian Workers Union Protected Action Ballot (B2024/981)
Voters: 23
Total Participated: 19 (82.6%)

2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2024/981) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2024/981) result has been audited and the declared result is assured.

Yours Sincerely,



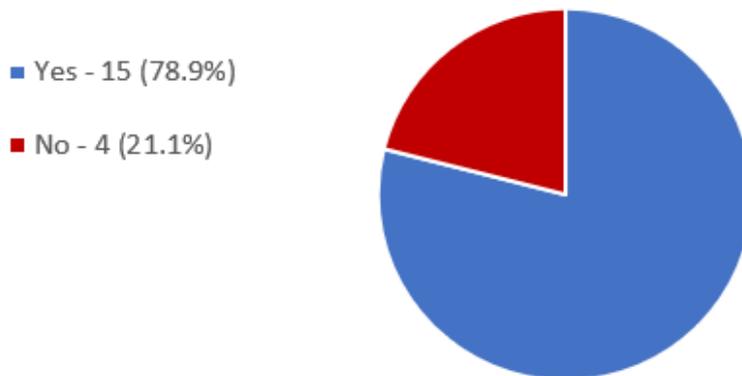
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

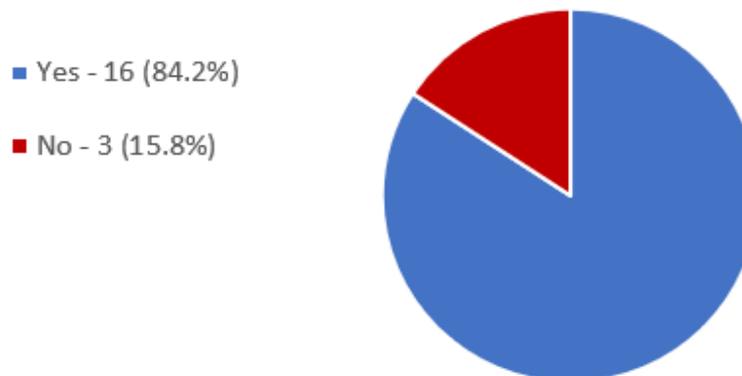
1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?



Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

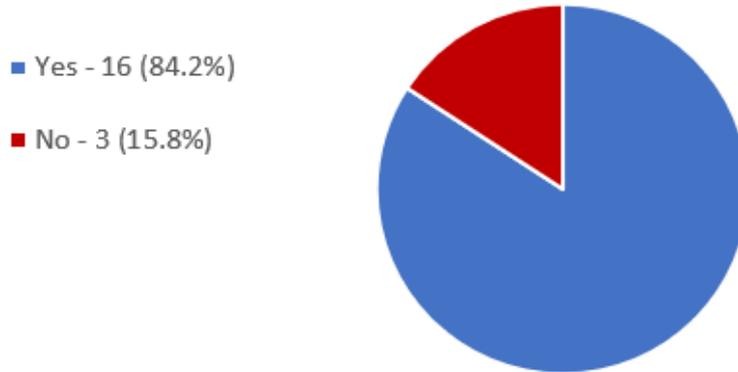
2. An unlimited number of stoppages of the performance of work for the duration of 1 hour?



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

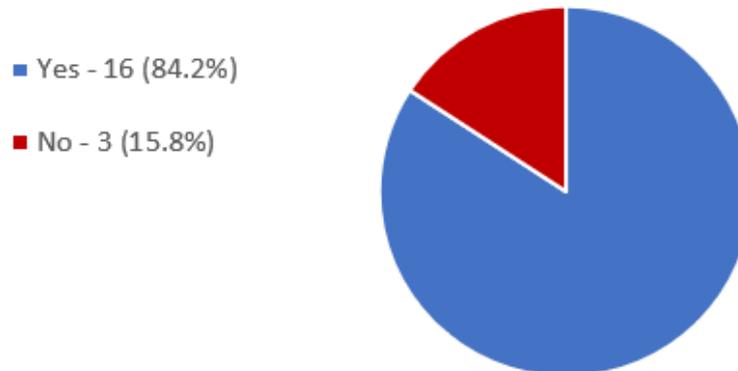
3. An unlimited number of stoppages of the performance of work for the duration of 2 hours?



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

4. An unlimited number of stoppages of the performance of work for the duration of 4 hours?



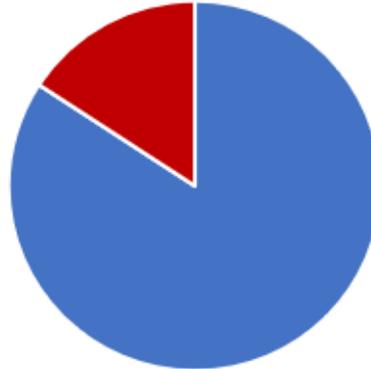
Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

5. An unlimited number of stoppages of the performance of work for the duration of 6 hours?

■ Yes - 16 (84.2%)

■ No - 3 (15.8%)



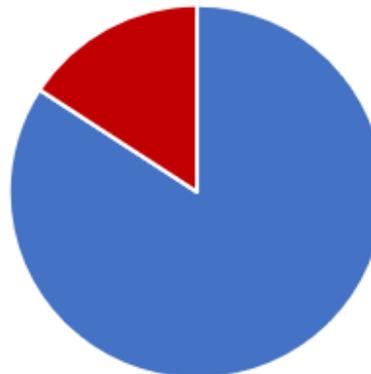
Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

6. An unlimited number of stoppages of the performance of work for the duration of 12 hours?

■ Yes - 16 (84.2%)

■ No - 3 (15.8%)



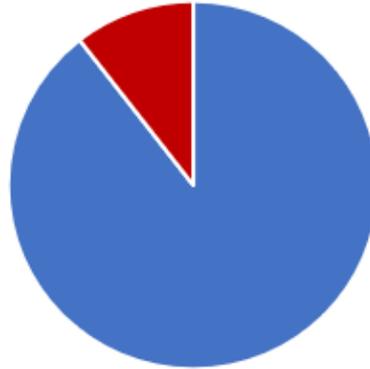
Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

7. An unlimited number of bans for an indefinite period on performing work outside of the rostered 12-hour shift?

■ Yes - 17 (89.5%)

■ No - 2 (10.5%)



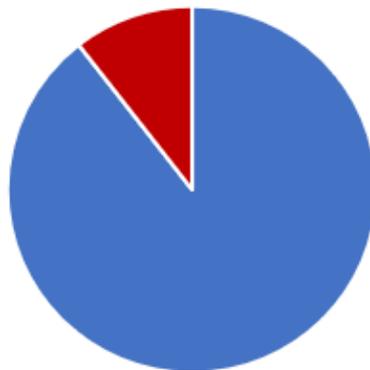
Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

8. An unlimited number of bans for an indefinite period on signing off on any activities within an Inspection and Test Plan, including signing off on acceptance of completion?

■ Yes - 17 (89.5%)

■ No - 2 (10.5%)



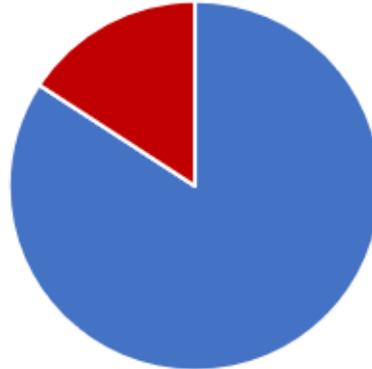
Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

9. An unlimited number of bans for an indefinite period on project related vessel (Surface or Subsea) navigation within StarfixNG to waypoints and along or relative to routes?

■ Yes - 16 (84.2%)

■ No - 3 (15.8%)



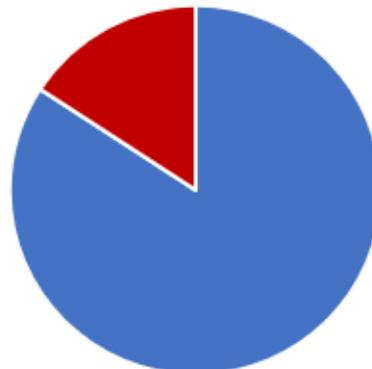
Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

10. An unlimited number of bans for an indefinite period on maintaining any equipment inventories?

■ Yes - 16 (84.2%)

■ No - 3 (15.8%)



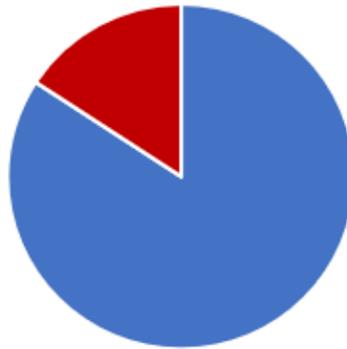
Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

11. An unlimited number of bans for an indefinite period on compiling equipment manifests and creating shipping invoices?

■ Yes - 16 (84.2%)

■ No - 3 (15.8%)



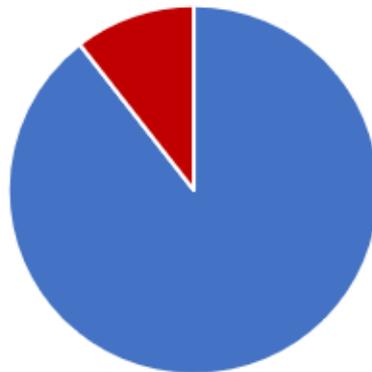
Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

12. An unlimited number of bans for an indefinite period on data entry into any equipment registers?

■ Yes - 17 (89.5%)

■ No - 2 (10.5%)



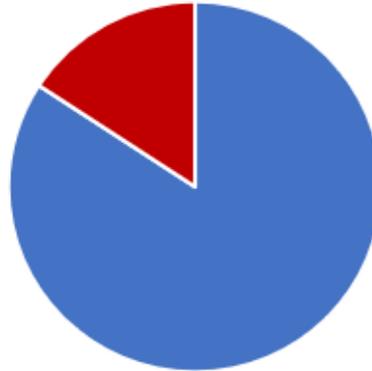
Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

13. An unlimited number of bans for an indefinite period on certifying equipment as serviceable and ready for use on projects?

■ Yes - 16 (84.2%)

■ No - 3 (15.8%)



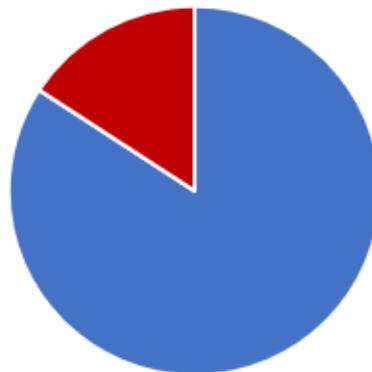
Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

14. An unlimited number of bans for an indefinite period on the use of tools?

■ Yes - 16 (84.2%)

■ No - 3 (15.8%)

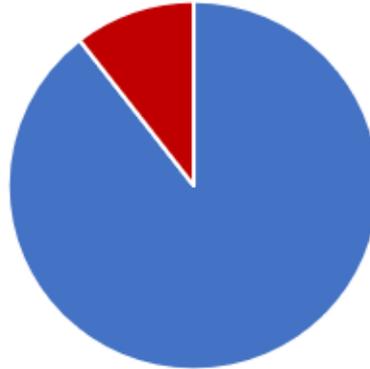


Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

15. An unlimited number of bans for an indefinite period on the completion of all survey output to the PROC and other remote sites off the vessel?

- Yes - 17 (89.5%)
- No - 2 (10.5%)

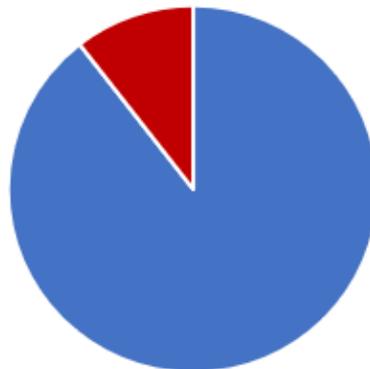


Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

16. An unlimited number of bans for an indefinite period on the completion of alongside calibrations?

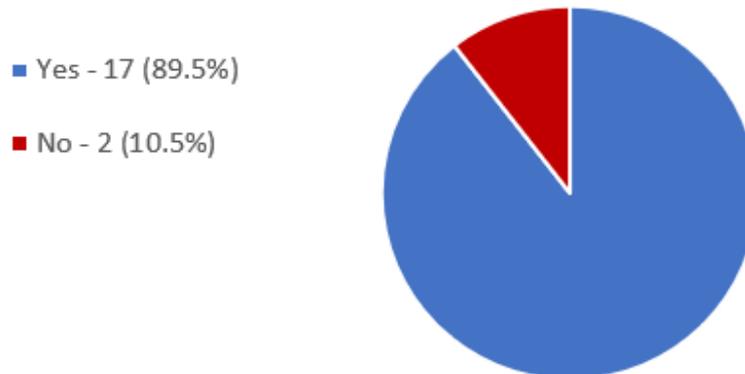
- Yes - 17 (89.5%)
- No - 2 (10.5%)



Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

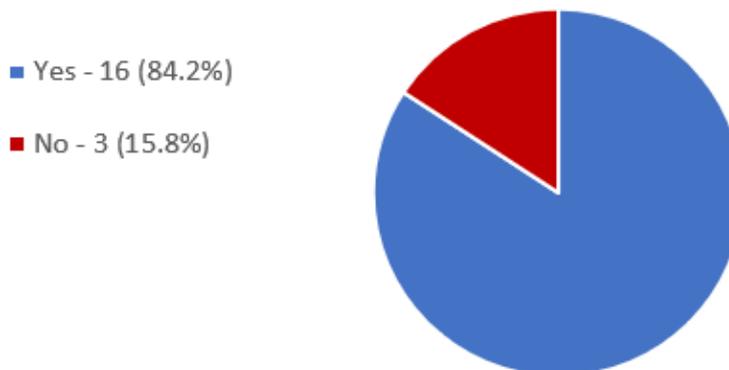
17. An unlimited number of bans for an indefinite period on the uploading of data to Sense Pipelines?



Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

18. An unlimited number of bans for an indefinite period on the completion of logging within StarfixNG or other survey software?



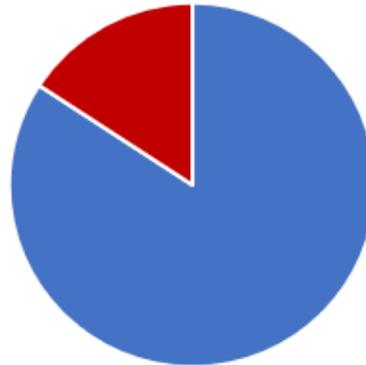
Question 19

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

19. An unlimited number of bans for an indefinite period on signing onto Permits to Work?

■ Yes - 16 (84.2%)

■ No - 3 (15.8%)



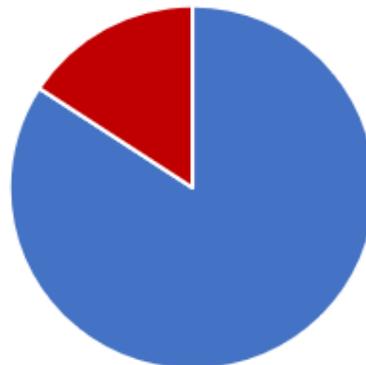
Question 20

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

20. An unlimited number of bans for an indefinite period on the completion and submission of Mean Position Reports?

■ Yes - 16 (84.2%)

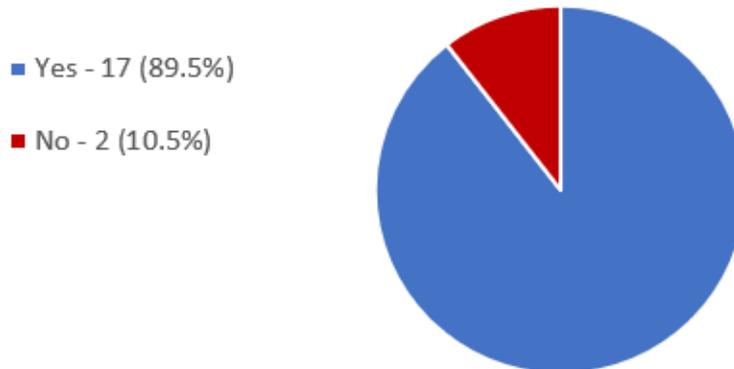
■ No - 3 (15.8%)



Question 21

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

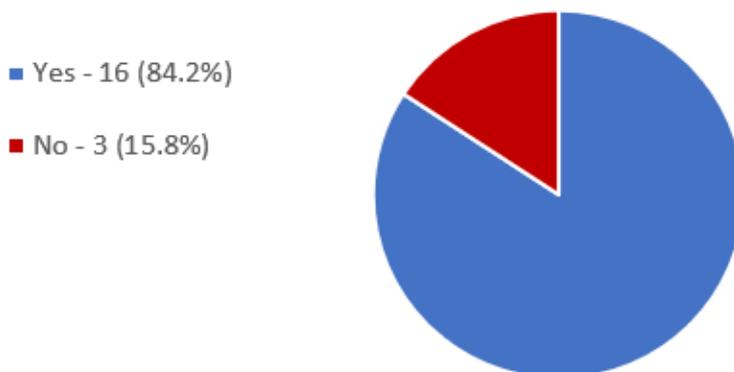
21. An unlimited number of bans for an indefinite period on the completion and submission of Daily Progress Reports?



Question 22

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

22. An unlimited number of bans for an indefinite period on the sending of or responding to emails?



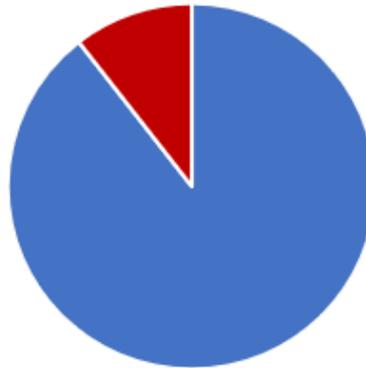
Question 23

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

23. An unlimited number of bans for an indefinite period on the submission of field reports?

■ Yes - 17 (89.5%)

■ No - 2 (10.5%)



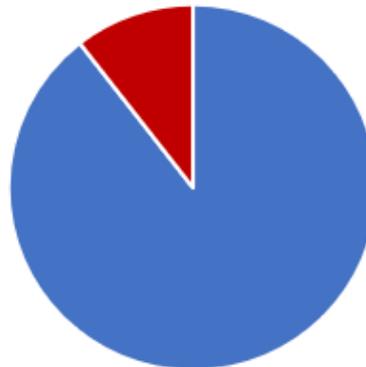
Question 24

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

24. An unlimited number of bans for an indefinite period on the performance of overtime?

■ Yes - 17 (89.5%)

■ No - 2 (10.5%)





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