



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

**DHL Supply Chain (Australia) Pty Limited
(B2024/1015)**

3 September 2024

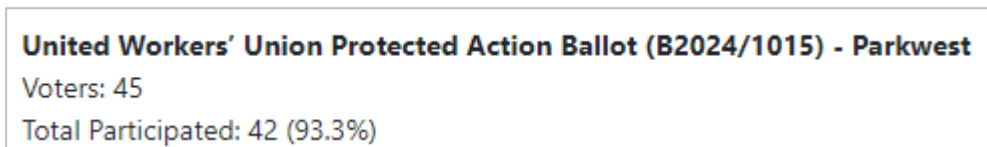
1. Ballot Result

Total Eligible Voters: 45
Total Participated: 42

42 out of 45 have answered all questions 93.3%

Final Ballot Audit: Tuesday, 3 September 2024 at 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

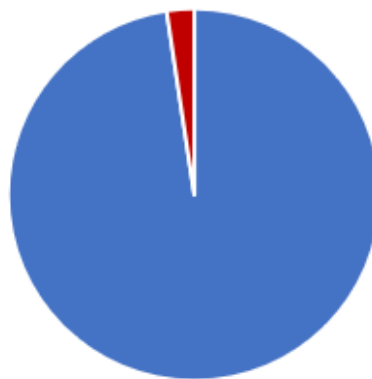
3. Questions and Results

Question 1

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work of up to one hour's duration?

- Yes - 41 (97.6%)
- No - 1 (2.4%)

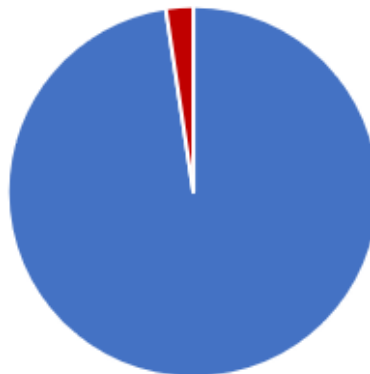


Question 2

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of work of two hours' duration?

- Yes - 41 (97.6%)
- No - 1 (2.4%)

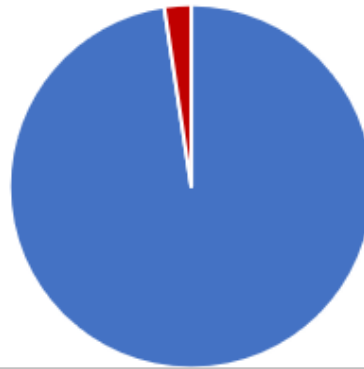


Question 3

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of stoppages of work of four hours' duration?

- Yes - 41 (97.6%)
- No - 1 (2.4%)

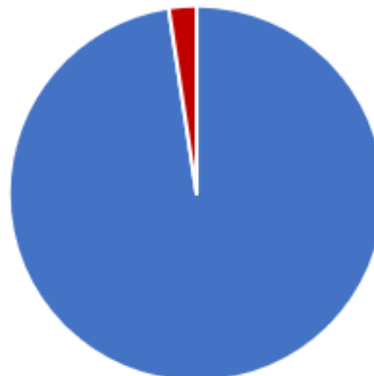


Question 4

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

4. An unlimited of stoppages of work of 24 hours' duration?

- Yes - 41 (97.6%)
- No - 1 (2.4%)

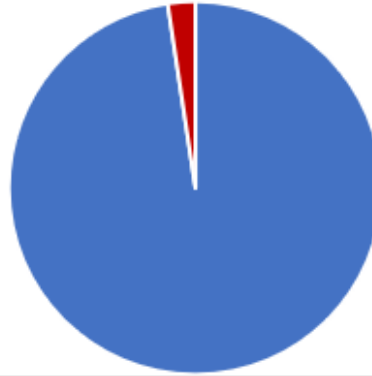


Question 5

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

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

- Yes - 41 (97.6%)
- No - 1 (2.4%)

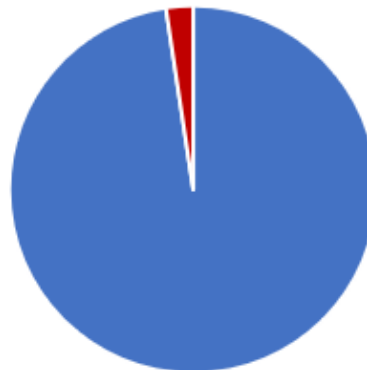


Question 6

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of bans on the use of manual handling equipment of indefinite or periodic duration?

- Yes - 41 (97.6%)
- No - 1 (2.4%)



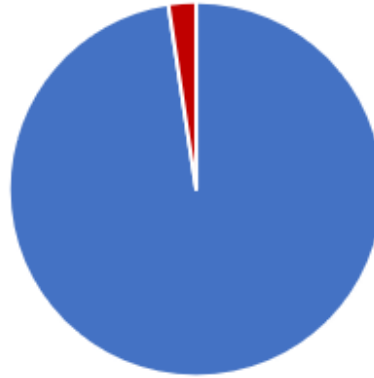
Question 7

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of indefinite or periodic bans on overtime?

■ Yes - 41 (97.6%)

■ No - 1 (2.4%)



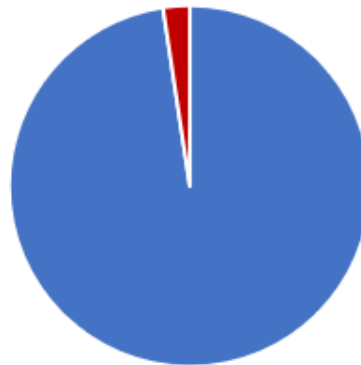
Question 8

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of bans on the loading of trucks of indefinite or periodic duration?

■ Yes - 41 (97.6%)

■ No - 1 (2.4%)

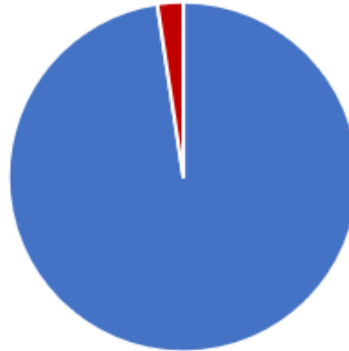


Question 9

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of bans on the unloading of trucks of indefinite or periodic duration?

- Yes - 41 (97.6%)
- No - 1 (2.4%)

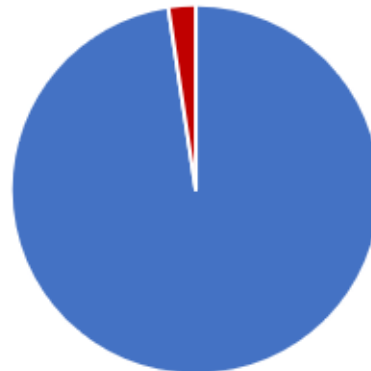


Question 10

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of stoppages of work of one hour's duration for the purposes of speaking to the media about the reasons for the industrial action?

- Yes - 41 (97.6%)
- No - 1 (2.4%)



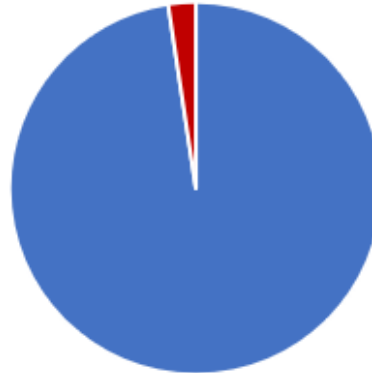
Question 11

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of stoppages of work of up to one hour's duration for the purposes of speaking to the media about the reasons for the industrial action?

■ Yes - 41 (97.6%)

■ No - 1 (2.4%)



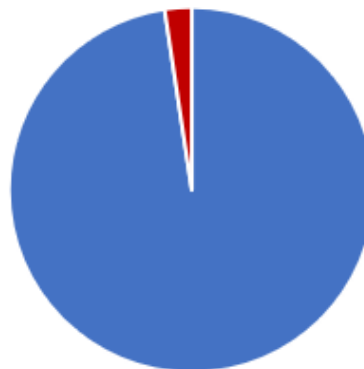
Question 12

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of stoppages of work of up to one hour's duration for the purposes of speaking to the employer's customers/clients about the reasons for industrial action?

■ Yes - 41 (97.6%)

■ No - 1 (2.4%)



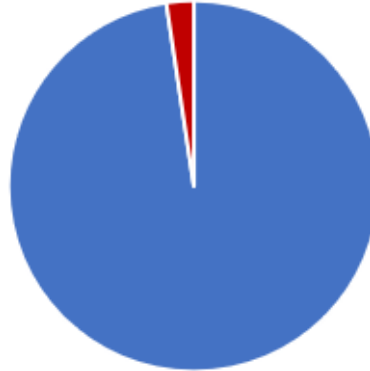
Question 13

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

13. An unlimited number of stoppages of work of up to one hour's duration for the purposes of attending mass meetings of members of the United Workers' Union?

■ Yes - 41 (97.6%)

■ No - 1 (2.4%)



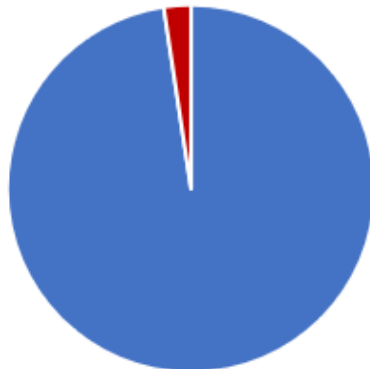
Question 14

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of indefinite or periodic bans on the performance of work without a union t-shirt worn over or instead of DHL's uniform?

■ Yes - 41 (97.6%)

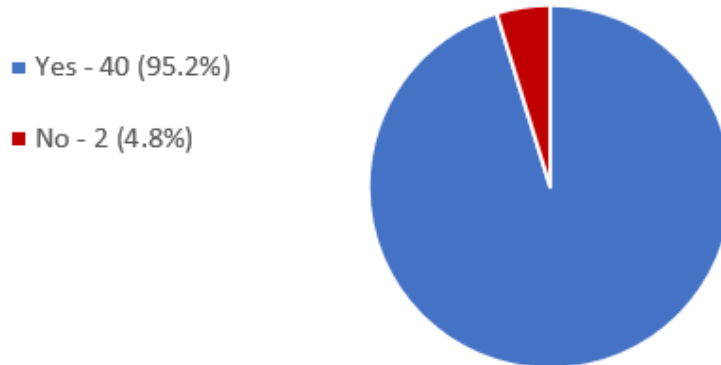
■ No - 1 (2.4%)



Question 15

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

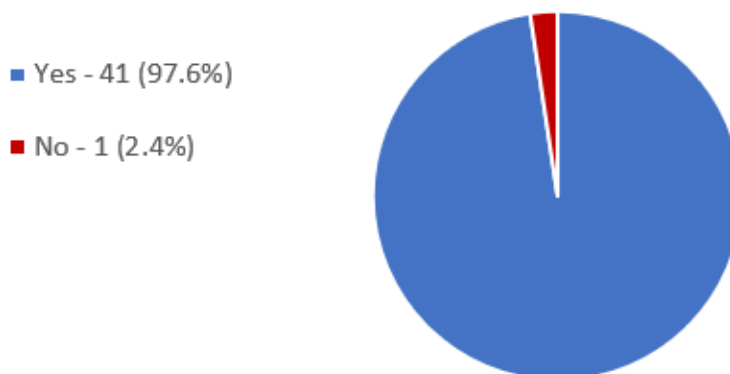
15. An unlimited number of indefinite or periodic bans on the performance of work without a union badge attached to DHL's uniform?



Question 16

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Limited (DHL) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

16. An unlimited number of indefinite or periodic bans on the performance of work at work locations other than the employee's normal location of work?





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