



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

Ecolab Pty Ltd

(B2024/556)

4 June 2024

1. Ballot Result

Total Eligible Voters: 25
Total Participated: 24

24 out of 25 have answered all questions 96.0%

Final Ballot Audit: Tuesday, 4 June 2024 at 12.15 pm AWST

Diagram 1: Final Vote Participation

United Workers' Union Protected Action Ballot (B2024/556) Voters: 25 Total Participated: 24 (96.0%)
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2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/556) has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/556) result has been audited and the declared result is assured.

Yours Sincerely,



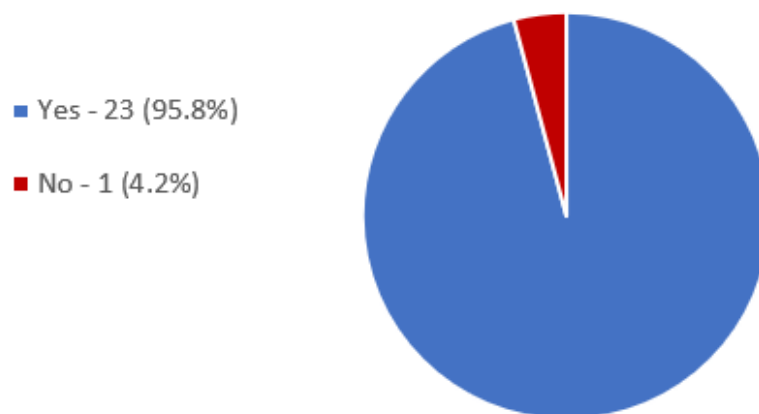
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an enterprise agreement with Ecolab Pty Ltd, do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

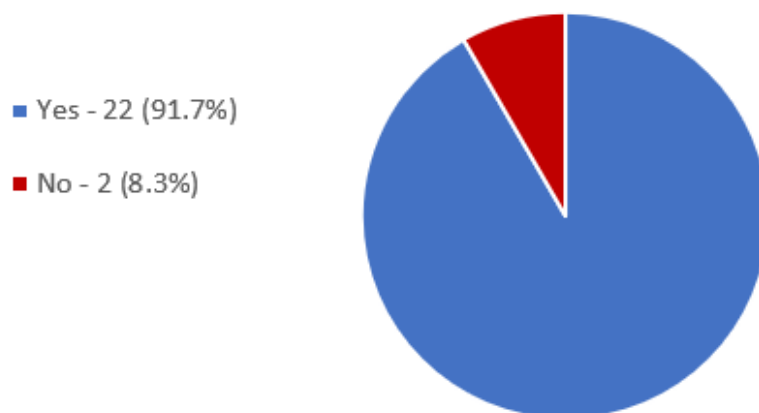
1. An unlimited number of stoppages of work for 1 hours duration?



Question 2

In support of reaching an enterprise agreement with Ecolab Pty Ltd, do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

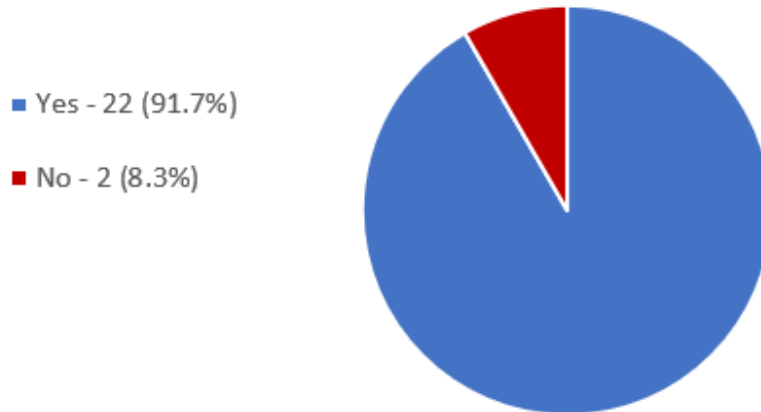
2. An unlimited number of stoppages of work for 4 hours duration?



Question 3

In support of reaching an enterprise agreement with Ecolab Pty Ltd, do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

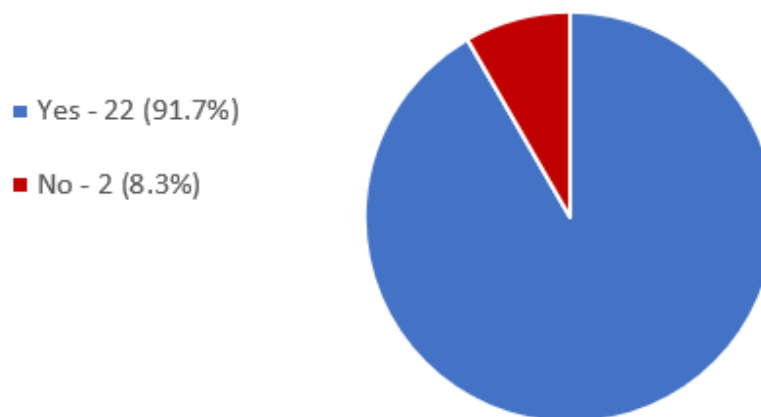
3. An unlimited number of stoppages of work for 24 hours duration?



Question 4

In support of reaching an enterprise agreement with Ecolab Pty Ltd, do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of stoppages of work for an indefinite duration?



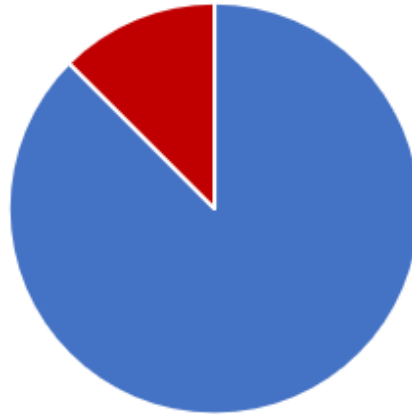
Question 5

In support of reaching an enterprise agreement with Ecolab Pty Ltd, 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 for up to 4 hours duration for the purposes of speaking to media about the reasons for industrial action?

■ Yes - 21 (87.5%)

■ No - 3 (12.5%)



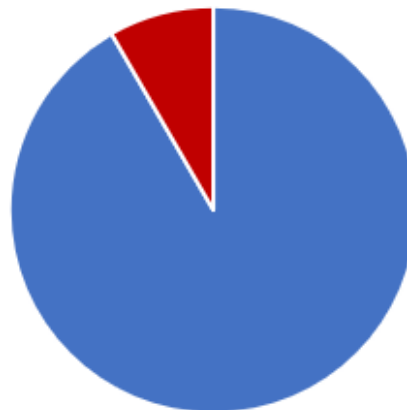
Question 6

In support of reaching an enterprise agreement with Ecolab Pty Ltd, do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of indefinite or periodic bans on compliance with the employer's Media and Social Media Policy inside of the workplace?

■ Yes - 22 (91.7%)

■ No - 2 (8.3%)



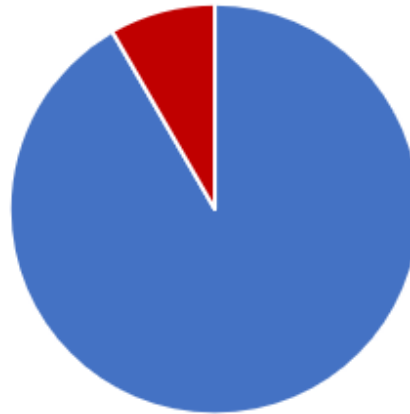
Question 7

In support of reaching an enterprise agreement with Ecolab Pty Ltd, 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 compliance with the employer's Media and Social Media Policy outside of the workplace?

■ Yes - 22 (91.7%)

■ No - 2 (8.3%)



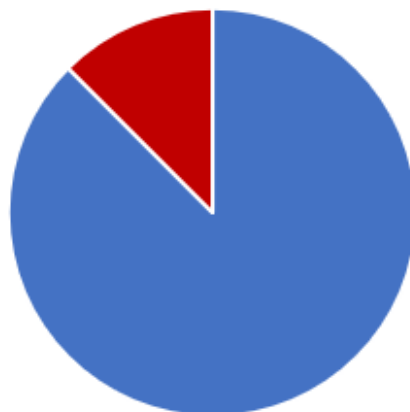
Question 8

In support of reaching an enterprise agreement with Ecolab Pty Ltd, do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of stoppages of work of 15 minutes to make posts to social media and other online platforms regarding the enterprise bargaining campaign, negotiations or the proposed enterprise agreement?

■ Yes - 21 (87.5%)

■ No - 3 (12.5%)





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