



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

Super Retail Group Limited

B2024/872

29 July 2024

1. Ballot Result

Total Eligible Voters: 195
Total Participated: 154

154 out of 195 have answered all questions 79%

Final Ballot Audit: Monday, 29 July 2024 at 12.05pm AWST

Diagram 1: Final Vote Participation

United Workers' Union Protected Action Ballot (B2024/872)
Voters: 195
Total Participated: 154 (79.0%)

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

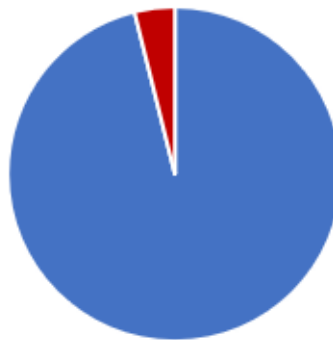
3. Questions and Results

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 4 hours duration?

- Yes - 148 (96.1%)
- No - 6 (3.9%)

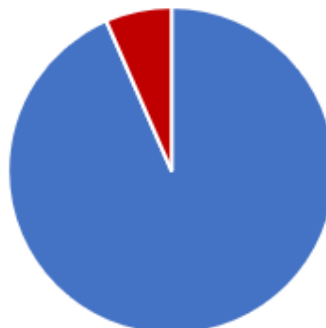


Question 2

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 24 hours duration?

- Yes - 144 (93.5%)
- No - 10 (6.5%)



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 an indefinite duration?

- Yes - 140 (90.9%)
- No - 14 (9.1%)

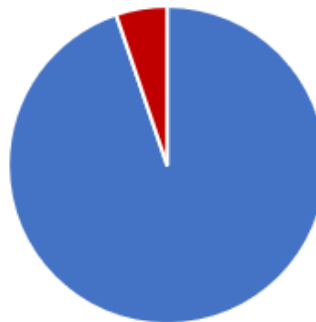


Question 4

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 indefinite or periodic bans on the performance of overtime?

- Yes - 146 (94.8%)
- No - 8 (5.2%)

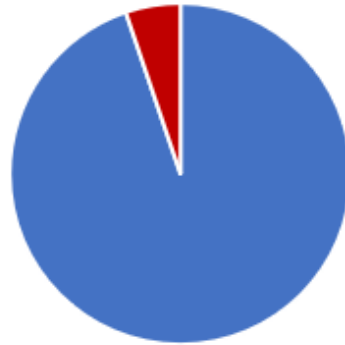


Question 5

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 of the training of employees and/or contractors?

- Yes - 146 (94.8%)
- No - 8 (5.2%)

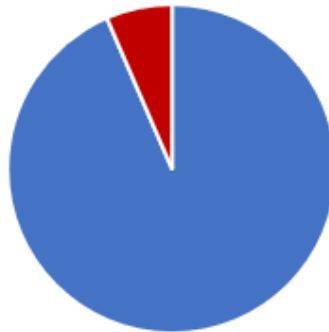


Question 6

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 bans on the loading of trucks of indefinite duration?

- Yes - 144 (93.5%)
- No - 10 (6.5%)

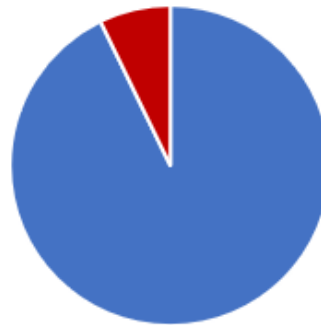


Question 7

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 the unloading of trucks of indefinite duration?

- Yes - 143 (92.9%)
- No - 11 (7.1%)

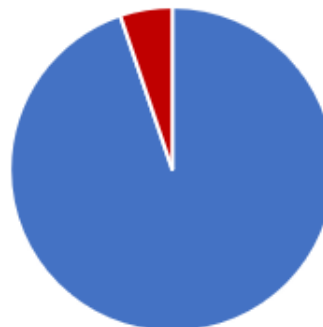


Question 8

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. An unlimited number of stoppages of work of up to 1 hour duration for the purposes of speaking to the media about the reasons for taking industrial action?

- Yes - 146 (94.8%)
- No - 8 (5.2%)





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