

Enterprise Agreement 2021: How to Vote

BEFORE YOU VOTE – ACCESS PERIOD

From 13 September 2021, you will have access to the proposed Hastings Deering (Australia) Limited Enterprise Agreement 2021 (Agreement) and other supporting documents that will help you to better understand the terms and conditions offered in the Agreement. These documents have been displayed in your workplace, and on the EA Website.

HOW DO I VOTE?

You can vote “yes” or “no” on whether to approve the Agreement, by either attendance voting at a Hastings Deering Business Centre or by phone or internet voting if you are on leave or work in a remote location.

WHERE AND WHEN CAN I VOTE?

Attendance Voting

Employees who are based at the following Business Centre will be able to vote by attendance ballot between **20 September and 23 September 2021** at the following locations:

• Brisbane – Kerry Road	• Mackay – Hastings Park	• Darwin Business Centre	• North Coast Business Centre
• Brisbane – Richlands Centre	• Mackay – CRG	• Mt Isa Business Centre	• Weipa Business Centre
• Brisbane – Beaudesert Road	• Mackay – Underground Coal	• Townsville Business Centre	• Moranbah Workers Club or Community Centre (TBC)
• Brisbane – Bellrick Street	• Rockhampton Business Centre	• Cairns Business Centre	• Dawson Mine
• Toowoomba Business Centre	• Emerald Business Centre	• Alice Springs Business Centre	

Specific voting information including voting times will also be provided at each listed Business Centre.

You will receive a ballot paper and your name will be marked off the roll. Do not put your name or any other identifying marks on the ballot paper, simply tick “yes” or “no”, then place your completed ballot paper in the secured ballot box. You will only be permitted to vote once, and you cannot vote for another employee.

Phone & Internet Voting

Employees who are on leave, who are not based at a listed Business Centre or who did not vote during the attendance voting period will be able to vote by phone or on the internet between **24 and 27 September 2021**. Phone and internet voting will be facilitated by the Australian Election Company.

The Australian Election Company will send an Instruction Sheet/Password Advice email to each eligible voter, just prior to the ballot opening. The Instruction Sheet/Password Advice will contain a link to the voting website for Internet Voting, a 1800 Number for Telephone Voting and your random personal Password. Your Payroll Number (Employee ID) and Password will only be used to confirm your identity to ensure that employees can only place one phone vote.

WHEN WILL WE KNOW THE RESULT?

The attendance votes will be counted on 27 September 2021 and once Hastings Deering receives the declaration of results for the phone vote from the Australian Election Company, these results will be added to the ballot vote results to determine the outcome of the vote. The official result of the vote will be communicated to employees on **28 September 2021**. The vote will be successful if a majority of the employees who cast a valid vote, voted “yes” for the proposed enterprise agreement.

