



27 September 2023

To Costa Group Employees,

### Voting Information for the Costa (Berry Category) Enterprise Agreement 2023-2027

CiVS is an independent voting service, which has been engaged to manage your enterprise agreement vote. CiVS have been appointed by Costa Group to **protect your privacy** and ensure a fair and equitable ballot. Your vote will be held **confidential** and **anonymous**. This information is to assist you to lodge your vote.

### Voting Period:

Voting Opens: Tuesday, 17 October 2023 at 05:00 AEDT  
Voting Closes: Thursday, 19 October 2023 at 16:00 AEDT

### Voting Instructions:



#### To lodge your vote online

1. Using an Internet Browser (e.g., Chrome, Edge, Firefox), enter the web address:  
<https://costagroup.civsvote.com>
2. Enter your Username and PIN supplied by CiVS via email and SMS
3. Follow the on-screen instructions to register your vote.



#### To lodge your vote via SMS

1. When the vote opens, CiVS will send you an SMS asking:  
"Do you vote in favour of the Costa (Berry Category) Enterprise Agreement 2023-2027?"
  2. Reply to the SMS with a Yes or No.
  3. You will receive a receipt via reply text. If you do not, please call the support line.
- Important:** please ensure your employer has your current mobile phone number.



#### To lodge your vote via phone

1. Phone 1300 943 599 and follow the voice prompts.
2. Using your telephone keypad, enter your Username and PIN supplied by CiVS.

Only votes lodged within the above voting period can be counted. You can only vote once and after you have submitted a vote it cannot be changed.

### Help and Support Information:

Voting support is available for the duration of vote from 09:00 - 20:00 AEDT on 1300 856 187.

For information regarding the content of the agreement please contact your supervisor or HR representative.

Regards,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd