



AUSTRALIAN
BUSINESS
INDUSTRIAL

Australian Business Industrial

ANNUAL REPORT

for the year ended 30 June 2025

CONTENTS

President's Report 2025	2-3
Operating Report	4-5
Financial Statements	
Statement of Comprehensive Income	6
Statement of Financial Position	7
Statement of Changes in Equity	8
Statement of Cash Flows	9
Notes to the Financial Statements	10-19
Committee of Management Statement	20
Expenditure Report Required Under Subsection 255(2A)	21
Independent Auditor's Report	22-24

The financial report was authorised by the Councillors on 25 September 2025. The Councillors of Australian Business Industrial has the power to amend and re-issue the financial report.

President's Report 2024-25

Dear Members,

The last year has once again highlighted ABI's essential role as a representative voice for employers throughout continued regulatory change and consultation. Our work has remained grounded in the experiences and input of members, both large and small, reflected in thoughtful positions and effective advocacy on the issues that matter most to business.

As of 29 July 2025, ABI represented 2,310 voting members. The foundation of our value proposition is meaningful, ongoing consultation with members, ensuring that our submissions and priorities are relevant, practical and aligned to contemporary business needs. Over the past year, such engagement has enhanced our influence and credibility with key stakeholders.

The recent ABI Council election reaffirmed its leadership team, with myself nominated again as President to continue guiding ABI's strategic direction. Fabiana James was elected as Vice President, bringing valuable expertise to member engagement and initiatives, while Robert Kirkham will serve as Treasurer, overseeing sound financial management. Together, this team, together with the councillors, are well-positioned to lead ABI confidently into the year ahead.

One of the central undertakings has been ongoing advocacy for changes to the *Clerks – Private Sector Award 2020*. Alongside Business NSW, ABI presented detailed submissions to the Fair Work Commission aimed at achieving genuine flexibility in work-from-home arrangements. The recommendations proposed expanding the spread of hours, removing certain allowances, clarifying the definition of work-from-home under the Award and increasing the flexibility available to both employers and employees in scheduling breaks and non-continuous hours. This remains a major focus as remote and hybrid working continues to impact traditional office-based structures.

ABI's involvement in the Road Transport Advisory Group has also been significant. Through the active participation of Australian Business Lawyers and Advisors' Nigel Ward and Julian Arndt, ABI provided input on subcommittees spanning last-mile delivery, long-distance operations and food and beverage delivery, ensuring the business perspective is well represented in the Commission's consultations relating to the road transport industry.

The Priority Awards Review, which commenced in June 2024, has also been at the forefront of ABI's efforts. To date, ABI has appeared in all streams with a particular focus on the *Children's Services Award 2010*, *Social, Community, Home Care and Disability Services Industry Award 2010* and the *Health Professionals and Support Services Award 2020*. The Commission's decision in April

2025 addressed gender-based undervaluation in these sectors, setting provisional views around pay and classification structures. ABI continues to participate in ongoing conferencing and submissions, with contested matters set down for hearing in October 2025.

In the Nurses Work Value proceedings, ABI acted as the lead employer representative, with the case concerning nursing employees in aged care concluding in December 2024. Attention has since shifted to proceedings involving nurses outside of aged care, where ABI has participated in "without prejudice" discussions and is preparing for further conferences and potential hearings with the Australian Nursing and Midwifery Federation.

Throughout the year, workers' compensation and psychosocial hazards have remained key concerns. Persistent administrative failures in the premium renewal process have been met with a suite of legislative reforms intended to strengthen the scheme's oversight. ABI have supported the *Workers Compensation Legislation Amendment Bill 2025*, particularly regarding addressing psychological injury claims. Further, ABI has been engaged with developments at SafeWork NSW as it transitions to the role of being a standalone regulator and have responded to the government's stated priorities in managing workplace sexual harassment and psychosocial risk.

In addition to these key issues, ABI has contributed to submissions and consultations on SCHADS Award variations, junior rates in the Retail Award, amendments to Chapter 6 of the *Industrial Relations Act* (NSW), federal court appeals on delegates' rights, award coverage and interpretation across multiple industries and various Fair Work Commission initiatives aimed at simplifying award use, promoting job security, and addressing the future needs of industrial relations and workplace policy. Our ongoing involvement in these processes ensures that ABI continues to provide timely, expert support for employers across an ever-evolving industrial landscape.

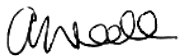
Over the next twelve months, ABI will sustain its advocacy concerning the modernisation of the Clerks Award, continue our collaboration with Business NSW and remain engaged with policymakers to shape future workplace policy and regulatory reform. We will also continue to provide support for members through educational resources, webinars and other practical tools, ensuring member needs continue to shape and guide the organisation's efforts.

I extend my sincere thanks to the ABI Council for their ongoing strategic guidance and industry insight, with special acknowledgment to Robert Kirkham for his dedicated service as Secretary/Treasurer and continued

support of the Council's work. I also wish to thank Elizabeth Greenwood, Senior Policy Manager for Workers Compensation, WHS and Regulation at Business NSW, for her expert contributions on workplace health and safety and workers' compensation. Appreciation is due to Victor Song and Nadee De Silva, whose operational support is integral to ABI's effectiveness. My thanks further extend to the teams at Business NSW and Australian Business Lawyers and Advisors - including Nigel Ward, Luis Izzo, Julian Arndt, Kyle Scott and the Workplace Advice Unit - all of whom have provided outstanding industrial advocacy and guidance throughout the year.

In closing, as ABI moves into the next financial year, we remain firmly committed to representing our members' interests with precision, clarity and integrity across all forums.

Yours sincerely,



Anna-Maria Wade

President

25 September 2025

Australian Business Industrial Operating Report 30 June 2025

The Committee of Management of Australian Business Industrial ("the Organisation") presents its report for the financial year ended 30 June 2025.

Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year

The Organisation represents the interests of its members in the Federal Industrial Relations jurisdiction.

The Organisation is an Organisation of Employers and was registered under the *Fair Work (Registered Organisations) Act 2009* on 19 October 2009.

Membership of Australian Business Industrial includes members of NSW Business Chamber Limited and a formal affiliation agreement exists between the organisations.

The Organisation is exempt from Income Tax under section 50.1 of the *Income Tax Assessment Act 1997*.

The net result of the Organisation was nil for the year (2024 result nil).

Over the past year, the Organisation has been actively involved in a number of proceedings before the Fair Work Commission (and other industrial tribunals). Most significantly, the Organisation, together with Business NSW, have proposed changes to the Clerks Award to better accommodate modern work-from-home arrangements by limiting some entitlements and allowances. The aim is allowing flexible hours and breaks and modernise the award for contemporary work practices.

No revenue has been derived by the Registered Organisation from undertaking recovery of wages activity during the reporting period ended 30 June 2025.

There were no significant changes in the nature of the Organisation's activities during the year.

Significant changes in financial affairs

There were no significant changes in financial affairs during the year.

Right of members to resign

Rule 17 provides a right for members to resign from the Organisation and members may resign in accordance with section 174 of the *Fair Work (Registered Organisations) Act 2009*.

Officers or members who are superannuation fund trustee(s) or director of a company that is a superannuation fund trustee

No officer or member of the reporting unit serves as a trustee and/or director of a superannuation entity or an exempt public sector superannuation scheme based on their role as an officer or member of the organisation.

Number of members

The number of persons that were, at the end of the financial reporting year, recorded in the register of members is 2,299 (2024: 2,170).

Number of employees

There were no employees during or at the end of the financial year.

Names of Committee of Management members and positions held during the financial year

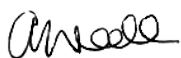
The name of each person who has been a member of the committee of management at any time during the reporting period is:

Name	Position	Date
Anna- Maria Wade	President	Re-appointed as a councillor -26 February 2025 Re-appointed as President -16 April 2025
Fabiana James	Vice President	Re-appointed as a councillor- 26 February 2025 Re-appointed as Vice President -16 April 2025
Robert Kirkham	Secretary /Treasurer	Re-appointed as a councillor- 26 February 2025 Re-appointed as Secretary/Treasurer- 16 April 2025
Skye Britton	Executive Committee	Resigned -26 February 2025
Bruce Mackenzie	Councillor	Resigned-26 February 2025
Vince Surra	Councillor	Resigned -26 February 2025
Claire Bailey	Councillor	Re-appointed -26 February 2025
Victoria Karraz	Councillor	Resigned -11 July 2024
Shauneen Campbell	Councillor	Resigned -10 December 2024
Kate Alam	Councillor	Re-appointed -26 February 2025
Simon Brown	Councillor	Resigned -30 July 2024
Ed Cregan	Councillor	Re-appointed -26 February 2025
James Morley	Councillor	Re-appointed -26 February 2025
Nicholas Kluktewicz	Councillor	Appointed -28 August 2024 Re-appointed 26 February 2025
Manroop Soin	Councillor	Appointed -28 August 2024 Re-appointed -26 February 2025
Kavisha Singh	Councillor	Appointed -28 August 2024 Resigned -26 February 2025

Committee members have been in office for the full reporting period unless otherwise stated.

Matters subsequent to the end of the financial year

In the opinion of the Councillors, no matter, circumstance or event of a material and unusual nature has arisen since the end of the financial year and the date of this report which is likely to affect significantly the operations of the Organisation. This report is made in accordance with a resolution of Councillors.



Anna-Maria Wade
Councillor

Chifley Square
25 September 2025



Robert Kirkham
Councillor

Australian Business Industrial
Statement of Comprehensive Income for the year ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue			
Membership subscriptions	3A	-	-
Capitation fees	3B	-	-
Levies	3C	-	-
Income for furthering objectives			
Grants and/or donations	3E	157,951	156,777
Other income			
Interest	3F	-	-
Total income		<u>157,951</u>	<u>156,777</u>
Expenses			
Employee expenses	4A	-	-
Capitation fees	4B	-	-
Affiliation fees	4C	-	-
Administration expenses	4D	(146,951)	(146,277)
Grants or donations	4E	-	-
Legal costs - other legal matters	4F	-	-
Audit fees	10	(11,000)	(10,500)
Penalties - via RO Act or the <i>Fair Work Act 2009</i>	4G	-	-
Total expenses		<u>(157,951)</u>	<u>(156,777)</u>
Surplus for the year		<u>-</u>	<u>-</u>
Other comprehensive income			
Other comprehensive income for the year		-	-
Total comprehensive income for the year		<u>-</u>	<u>-</u>

The above statement of comprehensive income should be read in conjunction with the accompanying notes.

Australian Business Industrial
Statement of Financial Position as at 30 June 2025

	Note	2025 \$	2024 \$
ASSETS			
Current assets			
Cash and cash equivalents	5A	63,430	60,922
Trade and other receivables	5B	-	173,063
Total current assets		<u>63,430</u>	<u>233,985</u>
Total assets		<u>63,430</u>	<u>233,985</u>
LIABILITIES			
Current liabilities			
Trade payables	6A	11,000	181,550
Other payables	6B	50	55
Contract liabilities	7	-	-
Total current liabilities		<u>11,050</u>	<u>181,605</u>
Total liabilities		<u>11,050</u>	<u>181,605</u>
Net assets		<u>52,380</u>	<u>52,380</u>
EQUITY			
General fund/retained earnings	9	<u>52,380</u>	<u>52,380</u>
Total equity		<u>52,380</u>	<u>52,380</u>

The above statement of financial position should be read in conjunction with the accompanying notes.

Australian Business Industrial
Statement of Changes in Equity for the year ended 30 June 2025

	Note	General fund/retained earnings
		\$
Balance as at 1 July 2023		52,380
Surplus for the year		-
Other comprehensive income		-
Closing balance as at 30 June 2024		52,380
Surplus for the year		-
Other comprehensive income		-
Closing balance as at 30 June 2025		52,380

The above statement of changes in equity should be read in conjunction with the accompanying notes.

Australian Business Industrial
Statement of Cash Flows for the year ended 30 June 2025

	Note	2025 \$	2024 \$
Cash flows from operating activities			
Donations and grants		331,015	161,937
Receipts from members		-	-
Payments to suppliers		(328,507)	(145,400)
Receipts from other reporting units/controlled entities		-	-
Payments to other reporting units/controlled entities		-	-
		<u>2,508</u>	<u>16,537</u>
Interest received	3F	-	-
Net cash inflow from operating activities	11	<u>2,508</u>	<u>16,537</u>
Net increase in cash and cash equivalents		2,508	16,537
Cash and cash equivalents at beginning of the financial year		60,922	44,385
Cash and cash equivalents at end of the financial year	5A	<u>63,430</u>	<u>60,922</u>

The above statement of cash flows should be read in conjunction with the accompanying notes.

1 Summary of material accounting policies

(a) Basis of preparation

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period, and the *Fair Work (Registered Organisation) Act 2009*. For the purpose of preparing the general purpose financial statements, the Organisation is a not-for-profit entity.

Historical cost convention

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis except for certain classes of property, plant and equipment and investment properties, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. The financial statements are presented in Australian dollars.

Comparative amounts

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

(b) Going concern

The Organisation is reliant on the agreed financial support of NSW Business Chamber Limited to continue on a going concern basis. There is a Funding and Management Services Agreement between the parties that continues until the agreement is terminated. Moreover, NSW Business Chamber Limited has provided a letter of support stating that it will provide financial support to the Organisation for a period of at least twelve months from the date of signing the financial report.

(c) Critical accounting judgements and key sources of estimation uncertainty

Critical judgements in applying the organisation's accounting policies

There are no critical judgements that management has made in the process of applying the organisation's accounting policies at reporting date that have a significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

There are no key assumptions or sources of estimation uncertainty at balance date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

(d) New or amended Accounting Standards and Interpretations adopted

The Organisation has adopted all the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Organisation.

The following Accounting Standards and Interpretations have been adopted from 1 July 2024:

- AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or NonCurrent and AASB 2022-6 Amendments to Australian Accounting Standards - Non-current Liabilities with Covenants.
- AASB 2022-5 Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback
- AASB 2023-1 Amendments to Australian Accounting Standards – Supplier Finance Arrangements No accounting standard has been adopted earlier than the application date stated in the standard.

(e) Fair value measurement

The carrying amounts of trade and other receivables and trade and other payables are valued at their fair value due to their short-term nature. There are no assets or liabilities contained in the financial statements that are materially different to their fair value.

(f) Foreign currency

The financial statements are presented in Australian dollars, which is the Organisation's functional and presentation currency.

(g) Revenue recognition

Revenue is measured at fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances and amounts

collected on behalf of third parties. Revenue is recognised for each of the major business activities as follows:

- i. Membership fees comprise annual subscriptions and are recognised as revenue on a monthly basis over the period of the membership, as from 1 July 2022 the organisation no longer collects annual subscriptions from its members.
- ii. The organisation has entered into an arrangement with NSW Business Chamber Limited to fund its' operations equal to the amount of its expenditure.
- iii. Interest income is recognised when earned.

(h) Cash and cash equivalents

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

(i) Trade and other receivables

These amounts represent receivables for services provided by the organisation prior to the end of the financial year and which are unpaid. The amounts are usually settled within 30 days of recognition. Trade and other receivables are presented as current assets unless payment is not due within 12 months from the reporting date. They are recognised initially at their fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses.

(j) Trade and other payables

These amounts represent liabilities for goods and services provided to the organisation prior to the end of the financial year and which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition. Trade and other payables are presented as current liabilities unless payment is not due within 12 months from the reporting date. They are recognised initially at their fair value and subsequently measured at amortised cost using the effective interest.

(k) Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the organisation transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the organisation performs under the contract (i.e., transfers control of the related goods or services to the customer).

(l) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of GST, unless the GST incurred is not recoverable from the Australian Taxation Office. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the Australian Taxation Office is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST component of cash flows arising from investing or financing activities which are recoverable from, or payable to the Australian Taxation Office, are presented as operating cash flows.

(m) Income tax

Australian Business Industrial is a not-for-profit employers' association and hence is exempt from income tax under section 50.15 of the *Income Tax Assessment Act 1997*.

2 Financial risk management

The Organisation's activities expose it to credit risk and liquidity risk. The Organisation's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Organisation. The Organisation uses different methods to measure different types of risk to which it is exposed. These methods include regular review of trade receivables ageing analysis for credit risk.

The Organisation has no substantial financial assets or liabilities that are exposed to interest rate risk.

a. Credit risk

Credit risk arises from exposure to counterparties that may not meet their contractual obligations with the Organisation. The Organisation's exposure to credit risk primarily arises from its trade receivables.

The maximum exposure to credit risk at reporting date to recognised financial assets is the carrying amount of those assets, net of any provisions for doubtful debts, as disclosed in the statement of financial position and notes to the financial statements.

The Organisation is exposed to a single debtor, i.e. NSW Business Chamber Ltd, of which has been settled in June 2025.

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to external credit ratings (where available).

Credit quality of financial assets held at balance date

	2025	2024
	\$	\$
Cash at bank		
- Westpac (Rated AA2 by Moody's Investors Service, Inc)	63,430	60,922
	63,430	60,922
Trade receivables	-	173,063
<i>(Counterparties without external credit rating)</i>	-	173,063
Trade receivables		

Past due but not impaired trade receivables

	0-30 days	31-60 days	61-90 days	90+ days	Total
	\$	\$	\$	\$	\$
As at 30 June 2025	-	-	-	-	-
Trade receivables	-	-	-	-	-
As at 30 June 2024	173,063	-	-	-	173,063
Trade receivables	173,063	-	-	-	173,063

b. Liquidity risk

The Organisation's liquidity risk arises from the risk that it will encounter difficulty in meeting its obligations associated with financial liabilities. The Organisation manages liquidity risk by continuously monitoring forecast and actual cash flows and matching profiles of financial assets and liabilities.

The table below shows the contractual maturity undiscounted cash flow of the Organisation's financial liabilities:

Financial Liabilities	On Demand \$	<1 year \$	1-2 years \$	2-5 years \$	>5 years \$	Total \$
As at 30 June 2025	11,050	-	-	-	-	11,050
Trade and other payables	11,050	-	-	-	-	11,050
As at 30 June 2024	181,605	-	-	-	-	181,605
Trade and other payables	181,605	-	-	-	-	181,605

	Note	2025 \$	2024 \$
3 Revenue and income			
Revenue			
3A Membership subscriptions	3G	-	-
3B Capitation fees received		-	-
3C Levies		-	-
3D Revenue from the recovery of wages activity		-	-
		-	-
3E Grants and/or donations			
Donations		157,951	156,777
		157,951	156,777
3F Other income			
Interest		-	-
		157,951	156,777
3G Revenue recognised that was included in contract liabilities			
Membership subscription before deferral		-	-
Add revenues in contracted liabilities 1 July		-	-
Less contracted liabilities 30 June		-	-
Membership subscription		-	-

	Note	2025 \$	2024 \$
4 Expenses			
4A Employee expenses	16		
Employee expenses - holders of office		-	-
Employee expenses - other than office holders		-	-
Total employee expenses		-	-
4B Capitation fees		-	-
4C Affiliation fees		-	-
4D Administration expenses			
Total paid to employers for payroll deductions of membership subscriptions	16	-	-
Compulsory levies		-	-
Fees/allowances - meeting and conferences		-	-
Conference and meeting expenses		800	825
Consultants		145,000	145,000
Travel expenses		-	-
Printing and stationery		-	-
Office expenses		1	2
Other		1,150	450
Total administration expenses		146,951	146,277
4E Grants or donations		-	-
Grants:			
Total paid that were \$1,000 or less		-	-
Total paid that exceeded \$1,000		-	-
Donations:			
Total paid that were \$1,000 or less		-	-
Total paid that exceeded \$1,000		-	-
Total grants and donations		-	-
4F Legal costs - other legal matters	17	-	-
4G Penalties - via RO Act or the Fair Work Act 2009		-	-

	Note	2025 \$	2024 \$
5 Current assets			
5A Cash and cash equivalents			
Cash at bank		63,430	60,922
5B Trade and other receivables			
Trade receivables		-	173,063
Receivables from other reporting units		-	-
Less allowance for expected credit losses		-	-
Net trade receivables		-	173,063
Other receivables			
GST receivable (net) from ATO		-	-
Total other receivables		-	-
Total trade and other receivables (net)		-	173,063
6 Current liabilities			
6A Trade payables			
Trade creditors and accruals		11,000	181,550
Payables to other reporting units		-	-
Total trade payables		11,000	181,550
6B Other payables			
Payable to employers for payroll deductions of membership subscriptions		-	-
Legal costs		-	-
GST payable (net)		50	55
Other payables		-	-
Total other payables		50	55
Total trade and other payables		11,050	181,605
7 Contract liabilities			
Deferred revenue membership		-	-
8 Provisions			
Employee provisions		-	-

	Note	2025 \$	2024 \$
9 Equity			
9A General funds			
Balance at start of the year		52,380	52,380
Net surplus / (deficit) for the year		-	-
Balance at end of the year		<u>52,380</u>	<u>52,380</u>
9B Other funds			
Balance at start of the year		-	-
Net surplus / (deficit) for the year		-	-
Balance at end of the year		<u>-</u>	<u>-</u>

10 Remuneration of auditors

BDO Audit Pty Ltd			
Financial statement audit services		11,000	10,500
Other services		-	-
Total remuneration of auditors		<u>11,000</u>	<u>10,500</u>

11 Reconciliation of surplus / (deficit) to net cash from operating activities

Income surplus for the year		-	-
Change in assets / liabilities:			
Decrease in trade and other debtors		173,063	5,161
Increase / (Decrease) in trade and other payables		(170,555)	11,376
Increase / (Decrease) in contract liabilities and unearned income		-	-
Net cash from operating activities		<u>2,508</u>	<u>16,537</u>

The cash flow information above relates to Australian Business Industrial and no other reporting unit or controlled entity.

Note	2025	2024
	\$	\$

12 Related party disclosures

12A Transactions with NSW Business Chamber Limited

Revenue received from Donations	157,951	156,777
Expenses paid for consulting, meeting, printing, stationary & office costs, audit fees	157,951	155,500
Amounts owed by NSWBC at 30/6/25	-	(173,063)
Amounts owed to NSWBC at 30/6/25	-	171,050

Terms and conditions of transactions with related parties

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at year end are unsecured and interest free and settlement occurs in cash. For the year ended 30 June 2025, the Organisation has not recorded any impairment of receivables relating to amounts owed by related parties (2024: \$NIL).

12B Key management personnel other remuneration

President received remuneration from NSWBC for chairing the Workplace Relations Committee	-	1,801
Councillors	-	-

Terms and conditions of key personnel other remuneration

ABI's rules require its officers to disclose any material personal interests and also any remuneration received from external boards because of being an officer of ABI. As well, the remuneration of the 5 most highly paid officers must be disclosed. Councillors are officers, but under its rules ABI's councillors are not remunerated, and ABI does not directly employ. Councillors are reimbursed for validated travel expenditure.

13 Administration of financial affairs by a third party

NSW Business Chamber collects the following revenue and pays the following expenses on behalf of the Organisation. Each entity raises invoices to recover these transactions from each other.

Revenue

Membership subscription	-	-
-------------------------	---	---

Expenses

Conference and meeting expenses	-	-
Consultants	145,000	145,000
Printing and stationery	-	-
Office expenses	-	-
Audit fees	11,000	10,500
Total expenses	156,000	155,500

NSW Business Chamber Limited provides accounting services to the Organisation at no cost. The services provided are: accounts payable, accounts receivable, general accounting including the preparation of budgets, monthly financial reporting and annual Financial Statements.

14 Organisation's details

The registered office and principal place of business is Level 8, 8 Chifley Square, Sydney, NSW 2000 Australia.

15 Acquisition of assets and or liabilities

There were no acquisitions of assets or liabilities during the financial year.

16 Recovery of wages

The Organisation did not have to engage in the recovery of wages during the year.

17 Legal costs

The Organisation did not pay any legal costs for litigation or legal costs for other matters during the year.

18 Section 272 Fair Work (Registered Organisations) Act 2009

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or General Manager:

- (1) A member of the reporting unit, or the General Manager, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- (3) A reporting unit must comply with an application made under subsection (1).

19 Events after the reporting period

There were no events that occurred after 30 June 2025, and/or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Organisation.

20 Payment to a former related party

The Organisation did not make a payment to a former related party during the year.

21 Fund or account for compulsory levies, voluntary contributions

The Organisation did not have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch during the year.

22 Transfer to or withdraw from a fund, asset or controlled entity

The Organisation did not transfer to or withdraw from a fund (other than the general fund), asset or controlled entity during the year.

23 Moneys from a fund or account been invested in assets

The Organisation did not have moneys from a fund or account been invested in assets during the year.

24 Financial support given to ensure another reporting unit

The Organisation did not provide financial support to another reporting unit during the year.

25 Cash inflow or outflow from another reporting unit

The Organisation did not provide or receive cash from another reporting unit during the year.

26 Payments to a former related party

The Organisation did not make any payments to a former related party during the year.

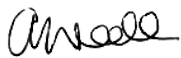
Committee of Management Statement for the period ended 30 June 2025

On 25 September 2025 the members of the committee of management of Australian Business Industrial ("the Organisation") passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2025.

The committee of management declares that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (*Registered Organisations*) Act 2009 (the **RO Act**);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Organisation for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the Organisation will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the general purpose financial report relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the Organisation; and
 - (ii) the financial affairs of the Organisation have been managed in accordance with the rules of the Organisation; and
 - (iii) the financial records of the Organisation have been kept and maintained in accordance with the RO Act; and
 - (iv) where information has been sought in any request by a member of the Organisation or the General Manager duly made under section 272 of the RO Act, this has been provided to the member or the General Manager; and
 - (v) where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

This declaration is made in accordance with a resolution of the Committee of Management.



Anna-Maria Wade
Councillor

Chifley Square
25 September 2025



Robert Kirkham
Councillor

Expenditure report required under subsection 255(2A) for the period ended 30 June 2025

The Committee of Management presents the expenditure report as required under subsection 255(2A) on the reporting Unit for the year ended 30 June 2025.

Categories of expenditure	2025	2024
	\$	\$
Remuneration and other employment-related costs and expenses - employees	-	-
Advertising	-	-
Operating costs	157,951	156,777
Donations to political parties	-	-
Legal costs	-	-



Robert Kirkham
Councillor

Chifley Square
25 September 2025

INDEPENDENT AUDITOR'S REPORT

To the members of Australian Business Industrial

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Australian Business Industrial (the Organisation), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial report, including material accounting policy information, the Committee of Management Statement and the subsection 255(2A) report.

In our opinion the accompanying financial report of Australian Business Industrial, presents fairly, in all material respects the Organisation's financial position as at 30 June 2025 and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and any other requirement imposed by these Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report. We are independent of the Organisation in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Committee of Management are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the Organisation's president and operating report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Committee of Management for the Financial Report

The Committee of Management of the Organisation are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Fair Work (Registered Organisations) Act 2009*, and for such internal control as the Committee of Management determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee of Management are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intends to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

- As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:
Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organisation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.
- Conclude on the appropriateness of the Committee of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists

related to events or conditions that may cast significant doubt on the Organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organisation to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Organisation to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Organisation audit. We remain solely responsible for our audit opinion.

We communicate with the Committee of Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that are identified during our audit.

This description forms part of our auditor's report.

Declaration by the auditor

I, Clayton Eveleigh, declare that I am an approved auditor, a member of the Chartered Accountants Australia New Zealand and hold a current Public Practice Certificate.

BDO Audit Pty Ltd



Clayton Eveleigh
Director

Sydney, 25 September 2025

Registration number (as registered by the RO Commissioner under the Act): AA2019/16



Australian Business Industrial

ABN 59 687 108 073

Office Address

8 Chifley Square, Sydney NSW 2000

t 02 9466 4259

f 02 9956 8014

e industrial@australianbusiness.com.au