



Fair Work  
Commission

5 March 2025

Emma Alliss

Secretary

The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia

Sent via email: [emma@beu.org.au](mailto:emma@beu.org.au)

Dear Emma Alliss

**Section 269 application for certificate stating financial affairs of reporting unit are encompassed by financial affairs of associated State body for year ended 30 June 2024 (FR2024/169)**

I refer to the application lodged pursuant to section 269 of the *Fair Work (Registered Organisations) Act 2009* in respect of The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia for the financial year ended 30 June 2024. The application was lodged with the Fair Work Commission on 19 December 2024.

I have granted the application. The certificate is attached.

If you have any queries regarding this letter please call 1300 341 665 or email [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

Yours sincerely

**Chris Enright**  
**Executive Director**  
**Fair Work Commission**



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# CERTIFICATE

*Fair Work (Registered Organisations) Act 2009*

s.269(2)(a)—Reporting unit's financial affairs encompassed by associated State body

**The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia**

FR2024/169

CHRIS ENRIGHT

MELBOURNE, 5 MARCH 2025

*Reporting unit's financial affairs encompassed by associated State body*

[1] On 19 December 2024 an application was made under section 269(2)(a) of the *Fair Work (Registered Organisations) Act 2009* (the Act) by the Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia (the reporting unit) for a certificate stating that the financial affairs of the reporting unit are encompassed by the financial affairs of The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia (the Association), an associated State body, in respect of the financial year ending 30 June 2024.

[2] On 19 December 2024, the reporting unit lodged a copy of the audited accounts of the Association with the Fair Work Commission.

[3] I am satisfied that the Association:

- is registered under the *Industrial Relations Act 1979 (WA)*, a prescribed State Act; and
- is, or purports to be, composed of substantially the same members as the reporting unit; and
- has, or purports to have, officers who are substantially the same as designated officers in relation to the reporting unit; and
- is an associated State body.

[4] I am further satisfied that:

- the Association has in accordance with prescribed State legislation, prepared accounts, had those accounts audited, provided a copy of the audited accounts to its members and lodged the accounts with the relevant State authority;
- any members of the reporting unit who are not also members of the Association have been provided with copies of the accounts at substantially the same time as the members of the reporting unit who are members of the Association; and
- a report under section 254 of the Act has been prepared in respect of those activities of the reporting unit and has been provided to the members of the reporting unit with copies of the accounts.

[5] I am satisfied that the financial affairs of the reporting unit in respect of the financial year ending 30 June 2024, are encompassed by the financial affairs of the Association and I certify accordingly under section 269(2)(a) of the Act.



DELEGATE OF THE GENERAL MANAGER

Printed by authority of the Commonwealth Government Printer



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## Part A: Reporting unit details

### 1. Details of the reporting unit making the application

Reporting unit	The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia	Financial year ending	2024
Name of authorised person signing on behalf of the reporting unit	Emma Alliss		
Position of authorised person	Secretary		
Contact person	Emma Alliss		
Contact details	Email emma@beu.org.au	Telephone	[REDACTED]

## Part B: Grounds, reasons, and requirements for application

### 2. Does the reporting unit have an industrial association (the associated State body)?

No	<input type="checkbox"/>	Reporting unit is unable to apply for a section 269 certificate
Yes	<input checked="" type="checkbox"/>	Provide name of the associated State body in the textbox below

Name of the associated State body	The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia
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### 3. Is the associated State body registered or recognised as such an association under a prescribed State Act?

No	<input type="checkbox"/>	Reporting unit is unable to apply for a section 269 certificate
Yes	<input checked="" type="checkbox"/>	Identify the applicable prescribed State Act below

Prescribed State Act	Industrial Relations Act 1979 (WA)
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4. Is the associated State body composed of substantially the same members as the reporting unit?

No	<input type="checkbox"/>	Reporting unit is unable to apply for a section 269 certificate
Yes	<input checked="" type="checkbox"/>	

5. Are the associated State body's officers substantially the same as designated officers in relation to the reporting unit?

No	<input type="checkbox"/>	Reporting unit is unable to apply for a section 269 certificate
Yes	<input checked="" type="checkbox"/>	

6. Has the associated State body:

Prepared accounts in accordance with prescribed State Legislation?	Yes
Had those accounts audited?	Yes
Provided a copy of the audited accounts to its members?	Yes
Provided a copy of the audited accounts to any members of the reporting unit who <u>are not</u> also members of the associated State body?	NA
Lodged the accounts with the relevant State authority?	Yes

 A copy of the associated State body's audited accounts must be lodged with this application form.

7. Has the reporting unit

Prepared an Operating report under section 254 of the RO Act?	Yes
Provided a copy of the Operating report to members?	Yes

 A copy of the Operating report must be lodged with this application form.



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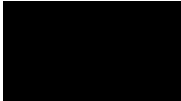
## Part C: Declaration and signature

Under the Act, the General Manager can only grant a certificate when satisfied that the reporting unit's financial affairs are encompassed by the financial affairs of the associated State body in a financial year.

### Declaration

In submitting this application on behalf of the reporting unit mentioned in Part A, I declare:

- that the financial affairs of the reporting unit are encompassed by the financial affairs of the above-mentioned associated State body.
- I am a designated officer of the reporting unit as per section 243 of the RO Act.
- the information that I have supplied in this application is complete and correct.
- I am aware that giving false or misleading information is a serious offence. A person who:
  - knowingly or recklessly makes a false or misleading statement in an application for registration; or
  - knowingly gives false or misleading information in an application for registrationis guilty of an offence, the punishment for which is imprisonment for up to 12 months (if a statement is made or information is provided knowingly) or up to 6 months (if a statement is made recklessly) – see Part 7.4, section 136 and 137.1 of the *Criminal Code*.

Printed name of designated officer	Emma Alliss
Signature	
Signature date	19 December 2024



Please lodge the completed form (including the documents referred to in Part B) with the Fair Work Commission by email to: [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).





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The Breweries And Bottleyards Employees Industrial Union Of Workers Of Western  
Australia

ABN 73 507 364 966

Financial Statements

For the year ended 30 June 2024

Accountants Australia  
CPA Australia



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**THE BREWERIES AND BOTTLEYARDS EMPLOYEES'  
INDUSTRIAL UNION OF WORKERS OF WESTERN AUSTRALIA  
STATEMENT BY THE PRESIDENT AND TREASURER**

To the members of The Breweries and Bottleyards Employees' Union of Workers of WA, the trustees state that in their opinion:

- (a) the financial statements show a true and fair state of the financial affairs of the organisation for the period ended 30 June 2024;
- (b) the affairs of the organisation have been conducted in accordance with the rules of the organisation; and
- (c) the organisation complied with the requirements of the Industrial Relations Act 1979 and the Trade Unions Act 1902 in relation to the lodgement of annual accounts of the preceding year and that the accounts were freely available to the members.

Signed at Canning Vale this *19th* day of November 2024.

In accordance with a resolution of the trustees and in accordance with the rules of the organisation.



R Bunge

President



V Donald

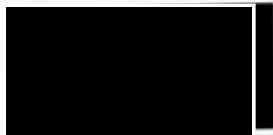
Treasurer

**THE BREWERIES AND BOTTLEYARDS EMPLOYEES'**  
**INDUSTRIAL UNION OF WORKERS OF WESTERN AUSTRALIA**  
**STATEMENT BY THE SECRETARY**

In my opinion,

- (i) the accompanying Income Statement represents a just and true account of all moneys paid and received during the year;
- (ii) the accompanying Balance Sheet represents a just and true account of the state of affairs of the organisation and of the funds remaining my hand as at the end of the financial year;
- (iii) the accounts have been maintained in accordance with the rules of the organisation;
- (iv) the accounts have been prepared in accordance with applicable Australian Accounting Standard and other mandatory professional reporting requirements; and
- (v) all relevant books and documents in relation to the financial affairs of the organisation have been provided to the auditor.

Signed at Canning Vale this *19th* day of November 2024.



E Alliss  
Secretary



# **The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia**

To be read in concert with the Financial Statements for year ended 30<sup>th</sup> June 2024

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## **Committee of Management's Operating Report**

For the period from 1 July 2023 to 30 June 2024

### **Operating Report**

In accordance with section 254 of the Fair Work (Registered Organisations) Act 2009 ("Act") the Committee of Management ("the Committee") presents its Operating Report on The Breweries and Bottleyards Employees' Industrial Union of Workers of WA for the period ended 30<sup>th</sup> June 2024.

### **Review of Principal Activities**

The principal activity of the Union was that of a registered industrial union. Those activities, as set out under Clause 5 Objects, within the Unions Registered Rules, included but were not limited to representing Members before Fair Work Commission &/or the WAIRC, negotiating enterprise agreements, providing industrial and legal advice to Members including advice related to workers compensation, conditions of employment and a range of other subjects, representing Members with individual and collective grievances, provision of training, protection of Members health and safety at work, acting to uphold the rights of organisational labour and to improve, protect and foster the best interests of its members, and subscribing to &/or operating with a policy of improving the conditions of employment and social outcomes of its members.

### **Operating Results**

The finances for running both the State & Federally registered Unions are held within the WAIRC State registered Union that has an agreed arrangement to fund the running of the FWC Federally registered Union.

The profit for the financial year amounted to \$383,001 (2023: profit \$308,516)

As communicated to Members since 2019/20, we correctly foresaw that financially, 2023/23 to 2024/25 were likely to be difficult years for members due to inflation and also for the Unions finances for various reasons.

Our previous assumptions have proven correct as while investment markets have proven resilient with recent unforeseen growth, the concerns remain, with a new concern related to the legal servicing of Members employment concerns, increasing due to employers growing anti employee aggression. This new financial concern being unrelated to the highlighted expected increases in legal costs that may arise due to restructure.

Our Unions Finances have again been beneficial outcomes, again benefiting from our diverse investment Profile, and conservatively managed investment focus. "Diverse", being in both investment type and advice

Our success of your Unions Finances during a difficult period, has again been offset by the knowledge that for many Members, the aim of employers and government to reduce "real" wages and increase turnover, has led to negative outcomes, both in terms of the value of take-home wages, but also importantly in terms of our members and their peers, work/life balance and employment satisfaction.

To support Members during a difficult period, the decision to retain extremely low Membership Dues remains.

Financially our Unions conservative approach, combined with a planned "financial diversity" that includes, not only a diverse mix of investment type, but also a diverse mix of investment advice from differing financial



advisers, as well as holding in-house managed investments, continues to deliver positive outcomes, while avoiding, or minimising where possible, the negativities of the on-going market volatility.

Interest Rates have again proved to be a mixed blessing and a concern, as while rising to deliver benefits for those with low debt and conservative investments, as with many of our older members\*, and our Union, these continuing higher rates, while remaining historically low, are adversely impacting those predominately younger members with higher personal debt levels, at a time of increased inflation, negatives that they cannot control due to wage increases being substantially less, than that required to maintain take-home value, let alone grow.

\*Members have raised concerns, that while high Interest Rates and asset values e.g., higher Property values, have helped your Union and many of the older Members, unfortunately some, in part due to planned "transition into retirement" plans, have found that in respect to the higher Asset / Property prices, their personal plans have been negatively impacted, clearly showing that it is not only the younger Members negatively impacted by inflation, and that volatility and inflation impact all differently, due to the different circumstances of individuals.

Restructuring, while slower than planned, has continued. Successfully in respect of the majority of costs and finance concerns, but far less successfully in addressing concerns related to Membership numbers and importantly the growing concerns related to the servicing of Member's needs. These failures, being due in part to the increasing anti employee focus by employers and their "Employer Unions" i.e., the employer associations, many that are registered and operate under the same governing body that Employee Worker Unions do. This aggressive focus, while resulting in many negativities for Workers and a greater reliance on costly legal means to address same, has failed to result in increased Membership. We now see Employers and Site Management determining that they are more likely to experience "personal gains", through creating site negativity, resulting in increased employee turnover, thus seeking the replacement of higher cost experienced employees with "new" workers paid at lower rates, while also seeking to avoid payment of prior employee entitlements of those leaving. Further to this concern, these aggressive Employers, by avoiding genuine negotiation, force employees to seek redress, even for blatant "wage theft" concerns, via expensive legal avenues, avenues that within WA have become more difficult to access. These tactics have unfortunately been "successful" for these employers, as instead of joining Unions and being united in seeking positive outcomes related to their concern's such as accessing entitlements on termination, we see disheartened workers simply, "give-up" and move on, due to concerns over expected legal costs thus fearful &/or fatalistic in terms of gaining reconciliation of matters related to loss of employment entitlements.

This move by employers, to a highly aggressive legalistic employee/employer relationship, even within our Industry, being the greatest threat to our continuing ability, to not only gain, but also to service Members.

While slower than planned our restructuring continues. Employment costs have been radically addressed and now align to the on-going business of the Union and in relation to individuals, their evolving roles, though some residual employment accruals remain, these are manageable and will reduce over time.

Moving forward, the focus will continue to be our Industry, our Membership and how best we, as a collective, can support and benefit both! While restructuring will continue to have inherent costs, these costs, as we move forward, will be more visibly connected with our future decisions on direction and not simply reflect the interim measures of moving from the past, to achieve our Unions aims.

To reiterate, while your Union continues to be able to positively address membership concerns, this is becoming more difficult, however with old cost structures now addressed and restructured financial arrangements in place, the addressing of the many questions & concerns related to our Unions future can be focused on and again as previously reported, while this will come at a cost, your Committee and Admin firmly believe, that Restructuring to allow the Union to deliver on its stated Aims, or for the majority of those Aims under similar &/or differing arrangements, remains a manageable and sustainable aim.

Please see Notes associated with, Union & Associated Companies' & Trusts' Paid Officers and Employees as this agreed deferral will again see changes to in Current and non-Current accrued Liabilities.



One item that will impact accrued Liabilities in the upcoming financial year are expected employment increases for your admin employees, increases that have been delayed since Oct 2023, due to focus via the agreed arrangement to first deliver agreeable EBA outcomes for our Industry Members, this proving difficult to date, but expected to be finalised within September/October 2024.

Please note that while regaining a nexus to our members, BEU negotiated EBA outcomes i.e., currently those within Malting, these increases when achieved are only a maximum, for your BEU admin, as final movements always will relate to the ability of the BEU finances to sustainably deliver such increases. i.e., your admin may receive equal too, or less than, the related Members Industry increases, dependant on such increases being viable within your Unions financial arrangements

It remains your Unions belief, that our conservative investment approach and in particular our ingrained "diversity" in terms of investment Advice for the Union Group will continue to deliver positive outcome's during difficult times, that said we continue to advise that costs both expected and unforeseen will arise.

As reported in previous years the on-going success of your Secretary's Certificate 269 application, has delivered significant Account cost reductions, positively impacting Current Liabilities, however **please note that this is subject to annual review and agreement** by the governing bodies.

Please see below in "Significant Changes in Financial Affairs".

### **Significant Changes in Financial Affairs**

As reported previously the 2012 Membership decision to restructure continues and while items reported in subsequent Financial Reports, continue to impact the financial affairs, activities and the results of operations during the current financial period, this financial year, f 2023/24, has now seen some historical cost items related to BEU staffing arrangements significantly reduce, though the costs associated with and required to deliver the changes required for the future as they become known, will need to be addressed.

As previously communicated these costs, related to future skilled employment, remain an unknown, as they will change depending on the servicing of our memberships needs, and the servicing of our regulatory bodies demands. In addition, as we evolve, the question related to how your Union can best deliver our stated Aims, or if circumstances change, deliver on, at least the majority, of our stated Aims, will dictate and impact costs. To reiterate, your Union Committee believes that changes now occurring and being addressed, will deliver outcomes that will shed light on the direction your Union needs to follow, and thus the inherent costs.

Through restructuring we have seen your Unions administrations nexus to the previous members employed by Swan, now cease, with the on-going employment agreements, now linked, in the first instance and as a maximum, with Members related to Malting, within our Brewing Industry, thus stepping away from the previous higher cost nexus, an outcome, that has and will continue to help support your Unions funding moving forward, while delivering clarity to your Union Admin employees, following an extended period of wage stagnation.

As previously communicated the legal, accounting, and extra skilled support that has been spoken of for some time, but to date has not eventuated, when realised as final direction and needs are known, will in all likely-hood impact our Unions finances, but will be necessary expenditure if your Union is to move positively into the future. These expected costs, shown as an expectation of a \$200k budgeted cost (if/when accessed), will need to be managed, so that any financially negative concerns do not have lasting detrimental outcomes.

The unknown, but expected costs of servicing Members growing legal matters related to employment is noted.

To be prudent your Committee of Management will, as it has done in the past, continue to address the issues of restructuring, in tandem with current financial matters, including investment volatility.

Concerns for the upcoming year/s will continue to include;

- **Accountancy costs:** On-going annual requirement to seek from the governing Bodies reporting relief under a Section 269 Certificate. This relief which has been previously achieved delivers substantial cost savings related to dual reporting of registration of our State and Federal Unions however these savings are totally dependent on the annual 269 application being successful.



- **Investments, Protection, Growth and Return on Capital:** while diversity of assets and advice remains our focus, a major downturn, as some expect, may, irrespective of diversity, adversely damage the upcoming Unions financial year/s, if realized, this will need to be managed. For the immediate future we continue to adjust the value of the differing investment Pools, under advice.
- **Membership concerns:** As previously communicated while our Industry has exploded in terms of increased workforce, the difficulty in gaining new membership remains with our Union, as it does with all. Interestingly even continued and growing news about blatant "Wage Theft" throughout Australia, has not seen the workforce return to Union Membership. "Wage Theft" being a term used to describe both open criminal theft of wages, through to in-advertent underpayment.
- Following on from the preceding point, employers are increasing the tactic of using less negotiation and reverting to legal means to damage employees access to agreed entitlements and this growing concern has not initiated employees to join, while at the same time raising the concern related to your Union servicing these needs of Members.
- While your Union has continued to deliver some outstanding positive outcomes for our members, and non-members within our industry, including successfully addressing a number of blatant "wage theft" concerns, and your Union has continued to do so with significantly reduced annual Dues, workers remain reluctant and / or fearful to join Union/s and Membership remains our number "1" concern.
- **Succession Planning and Employee conditions:** While transitional Retention and Deferred Accrued Entitlement arrangements that delivered positives for your Union, have now ceased, and the move to sustainable Employment Agreements has occurred, concerns related to succession employment remain, in part due to unknown future direction and thus employment requirements.
- **The Dudley Group:** As previously reported, we have seen the Dudley Group recover from the costs of delivering historic outstanding outcomes for your Unions Members and during that recovery we have seen the delivery of growing income support for our Union, support, that while impacted by market volatility, should deliver income over and above what was underwritten by your Union.
- Now with finances mostly recovered and using your Unions conservative yet diverse investment strategy to help deliver a sustainable income, the Directors of your Company/Trust Group, can now focus on how Dudley can once again deliver greater positive support and benefits to our Industry and Members and thus support your Union, in part or whole, in delivering on its Aims and Objectives.

### **Members' Right to Resign**

Subject to the provisions of any Act and according to the Unions registered Rules, both State and Federal, a member may resign at any time by giving notice in writing to the Secretary of the Union.

### **Officer's & Employees who are superannuation fund trustee(s) and/or or a director of a company that is a superannuation fund trustee**

No officer or member of the Union holds a position as a trustee or director of a superannuation entity or exempt public sector superannuation scheme where the criterion for holding such position is that they are an officer or member of the Union.

### **Numbers of Members**

Number of Financial Industrial Members as at 30<sup>th</sup> June 2024 is **54** (2023: 54)

Number of Financial Honorary Members **not entitled to vote** on Union matters as at 30<sup>th</sup> June 2024 is **10**.



## Number of Employees

Number of employees as at 30<sup>th</sup> June 2024 is 3 Part Time, though closer to the hours required for 2 Full Time Equivalent (FTE), however, addressing Members growing legal and Industrial matters, we may again see some volatility on this figure. Annual hours are also impacted by employees accessing leave entitlements.

## Names of Committee of Management members & period positions held during financial year

The following persons were Members of the Committee of Management within the financial period (01/07/ 2023 to 30/06/2024):

President	Robert George Bunce
Secretary	Emma Louise Alliss
Vice President	Kenneth Edmund Gawenda* <i>see below</i>
Treasurer	Vanessa Louise Donald
Trustee	Rhonda Kay Lloyd
Trustee	Claus Eriksen
Committee Member	Tracy Ann Baughen
Committee Member	Clifford Charles Baughen
Committee Member	Aidan Ryan

The following persons were Members of the Committee of Management for part of the financial period as noted:

Vice President                      Charles Edward Dooley  
\* Trustee – to VP                  Kenneth Edmund Gawenda

With the AEC now having addressed the covid election suspensions, that resulted in Committee requiring shorter tenure of position to allow the return of normal rotation, elections have returned to pre covid arrangements, that said the need to see greater involvement from younger Members to achieve not only Succession Planning, but renewed focus on the changing workplace, remains.

## Unions Administration

The Breweries Union administration is made up of the following which is a mix of paid and non-paid positions with the paid personnel being used to fulfill multi-faceted Union and Union Company positions.

## Committee of Management

Position	Conditions		
Secretary	Voluntary Unpaid *	Elected	E Alliss
President	Voluntary Unpaid	Elected	R Bunce
Vice President	Voluntary Unpaid	Elected	C Dooley (resigned from Committee)
Vice President	Voluntary Unpaid	Elected	K Gawenda (current VP)
Treasurer	Voluntary Unpaid	Elected	V Donald
Trustee	Voluntary Unpaid	Elected	R Lloyd
Trustee	Voluntary Unpaid	Elected	C Eriksen
Trustee	Voluntary Unpaid	Elected	K Gawenda (ex now VP)
Committee	Voluntary Unpaid	Elected	C Baughen
Committee	Voluntary Unpaid	Elected	T Baughen



Committee	Voluntary Unpaid	Elected	A Ryan
Stewards	Voluntary Unpaid**	appointment	Vacant
Delegates	Voluntary Unpaid***	appointment	Vacant

Auditor                      Paid Appointment – in accordance with Legislation

Accountants                Paid Appointment – in accordance with Legislation

### **Union & Associated Companies' & Trusts' Paid Officers and Employees**

For all Paid Admin positions the historic nexus to the wage scales of higher paid Members within Brewing Industry, has been replaced with a nexus to Members within the Malting Industry, this outcome resulting in a more sustainable financial outcome that is more acceptable to Members under the current circumstances.

#### **E Alliss                      HR and Admin Manager – Part Time Employee.**

The acceptance of any unpaid position within the unions group is not part of E Alliss's Contract of Employment and any decision to nominate is on a voluntary basis, as it is with other Members.

The restructure of the Union administration resulted in new Contracts of employment for paid union employees that reflect the need for a range of differing skill sets, greater flexibility and a break away from the reliance on individuals, to this aim, the role of Union Secretary, has, as have all other elected positions become an "Unpaid" position with the wider non-core duties of the previously paid Union Secretary Role, now distributed according to skills to both paid employees and voluntary unpaid Committee Members.

E Alliss is the duly elected Secretary of the Union,

During the year E Alliss held the following un-paid voluntary positions:

- Secretary of the Breweries & Bottleyards Employees Industrial Union of Workers of WA (the Union)
- Director of Dudley Pty Ltd\*\*\*\* Dudley Pty Ltd being tr/for the Dudley Trust trdg/as Industrial Alliance
- Secretary of The Swan Brewery and Associated Companies Sick Benefit Society (The SBS) The SBS being a stand-alone Society for Union Members and non-Members working within the West Australian Brewing and Malting Industry, administered by the Union\*\*\*\*\*)

#### **R Bunce                      Development and Support Manager – Part Time Employee**

R Bunce has now transitioned fully from the higher paid Full-Time position of Manager/Director of the Dudley Employment Agency, to the current Part Time position, that is aligned in respect of paid Hourly Rate and Entitlements to that of Senior Administration Manager – Finance (see below). As with all BEU Admin Employees, previous agreed retention arrangements have been completed in R Bunce situation these related to accrued tax adjusted termination entitlements of the previous role which have now been fully paid, with the only residual owing from that period, being residual accrued leave entitlements, A.L., LSL., & Personal L. now adjusted, accrued and paid at the new employment position's lower paid hourly rate.

R. Bunce holds the following un-paid voluntary positions:

- President of Union
- Director of Dudley Pty Ltd.\*\*\*\* (Dudley Pty Ltd being Tr/for Dudley Trust trdg/as Industrial Alliance).



- Trustee, Swan Brewery and Associated Companies Sick Benefit Society (SBS) being a stand-alone Society administered by Union\*\*\*\*\*

**V Donald                      Senior Administration Manager. Finance. – Part Time Employee**

V Donald holds the following un-paid voluntary positions:

- Treasurer of the Union.
- Director of Dudley Pty Ltd.\*\*\*\* (Dudley Pty Ltd being Tr/for Dudley Trust trdg/as Industrial Alliance).
- Treasurer, Swan Brewery and Associated Companies Sick Benefit Society (SBS) being a stand-alone Society administered by Union\*\*\*\*\*

**R Lloyd                      Administration and Social Officer – Part Time Employee**

R. Lloyd with restructure of BEU Payroll, has terminated from her Part Time Role of Administration Officer.

R Lloyd holds the following un-paid voluntary positions:

- Trustee of the Union

**C Dooley                      Director of Dudley Pty Ltd\*\*\*\***

The restructure has not impacted the Role of Director of Dudley Pty Ltd which is Trustee of the Dudley Trust, this role having only a token remuneration, has minimal Financial Impact on the Union.

C Dooley held the following un-paid voluntary positions for part of 2023:

- Vice President of the Union, now resigned from position

**Notes:**

\* The Position of Secretary, historically the only paid position of the Union's Committee of Management is currently a voluntary unpaid position.

Delegates and Stewards may be reimbursed, see below.

\*\* These positions may be remunerated for their services an amount as decided by the Annual General Meeting or a Special Meeting of the Union.

\*\*\* These positions may if agreed by the Union be reimbursed for out-of-pocket expenses and a sum equal to any lost wages whilst attending to Union Business.

R Bunce, E Alliss V Donald and R Llyod have declined reimbursements during working hours related to CoM Meetings and these Officers have also declined all Union Member Meeting Expenses and thus they align with the entire Unions Membership in this matter.

Reimbursements for parking costs associated with Meetings not related to CoM, General or Special Meetings of the Union, such as those held with Financial & Legal Advisers, continue to be made.

\*\*\*\* Director/s of Dudley Pty Ltd while previously declined, can be reimbursed for meeting expenses and receive an annual Service Award – currently maximum Meeting Expenses of \$100 per meeting, approximately 4 > 6 per annum and a maximum of \$1350 per annum KPI Service Award may be paid, where agreed. While seen as beneficial to focus admin on future direction, this KPI, based arrangement did not commence as



expected in 2023/24, though hopefully it will in 2024/25 if the Directors so decide. The views of your Union will be sought by the Directors prior to any decision on this matter.

R Bunce, E Alliss V Donald during this operating reporting period, have declined meeting reimbursements and Service Award payments related to being office holders of Dudley Pty and the Dudley Trust.

\*\*\*\*\* SBS officers may be granted an honorarium by the SBS however this must be voted by the Society and is outside of the control of the Union. Currently no such honorarium is in place or has, or to our knowledge, been in place over the past 20 plus years.

### **Future Developments**

Your Union's focus and aims regarding future development remain as in recent years and set out below.

The membership decision to decline either amalgamation, or dissolution of the Union, both options under the Unions Rules and work towards rebuilding with the aim of continuation and growth, has been reinforced and the Union is progressing with this aim. The Unions Rules related to amalgamation and/or dissolution are in line with the Not-for-Profit requirement that no Member, or Members can financially benefit from the assets of the Union where a decision to amalgamate or dissolve the Union is made.

The Union commenced restructuring in 2012 and though delayed due to numerous disruptions and concerns, this aim remains supported by the membership and therefore will continue.

Previously reported requirements of the WAIRC (State) & FWC (Federal) regulatory bodies have in part been addressed with a General Meeting of Members making the decision to prioritize the inclusion of "Dual Membership" clauses and common payment of Dues within the Rules of both Federal and State Divisions.

The Union Secretary has successfully worked with FWC & the ROC to accomplish compliance for a Section 269 Certificate application, and this has reduced the unions significant accounting costs. This application must be made annually.

Ongoing changes to the financial investment strategy have been and will continue to be made with the aim of building on the Unions Investment returns in a conservative manner.

Investigations into new Membership initiatives and benefits to improve relevance of Membership and gain much needed growth are continuing.

As your Union addresses the preceding it is anticipated that significant changes may be required if the Memberships desire to see their Union continue to deliver, in part or whole, on its Aims and Objectives.

### **Environmental Issues**

The Union's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

### **Indemnifying Officer or Auditor**

No indemnities have been given or agreed to be given or insurance premiums paid or agreed to be paid, during or since the end of the financial period, to any person who is or has been an officer or auditor of the company.

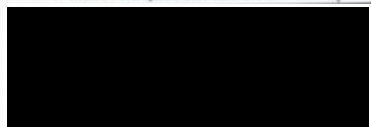
### Proceedings on Behalf of Union

No person has applied for leave of Court to bring proceedings on behalf of the Union or intervene in any proceedings to which the Union is a party for the purpose of taking responsibility on behalf of the Union for all or any part of those proceedings. The Union was not a party to any such proceedings during the period.

### Auditors Independence Declaration

A copy of the auditor's independence declaration is to be found on page **26** , within the Unions Financials for year ended 30<sup>th</sup> June 2024

This operating report is hereby signed on behalf of the committee of management of the Union in accordance with Financials and other information sent to the committee members on the *12<sup>th</sup>* November 2024 and subsequent resolution passed by the committee of management as at midday *15<sup>th</sup>* November 2024.



Robert Bunce  
President



Emma Amiss  
Secretary



The Breweries And Bottleyards Employees Industrial Union Of Workers Of Western Australia

ABN 73 507 364 966

Detailed Income Statement

For the year ended 30 June 2024

	2024 \$	2023 \$
<b>Income</b>		
Dividends - franked	34,273	44,801
Dividends - unfranked	1,138	
Subscriptions		
- Other - Memberships	4,962	4,781
- Union	205	273
- Barrett Burston Malt	455	525
Administration fees	8,712	8,712
Distribution from trusts		
- Dudley Trust	226,500	
- MLC Navigator Investment	22,292	22,755
- Australian Pipeline (APA)	5,019	4,891
- BWP Trust (BWP)	3,838	4,024
- Platinum Asia Fund	2,855	13,420
- Strategic International Equity Fund	16,161	12,976
- Fidelity Australian Equities Fund	9,269	31,281
- Strategic Australian Equity Fund	44,624	32,546
- Bennelong Ex-20 Aust Equities Fund	1,678	5,303
- Eley Griffiths Group Small Companies Fnd	4,642	11,359
- Strategic Cash Plus Fund	1,516	437
- Strategic Infrastructure Fund	3,388	
- Strategic Global Property Fund	4,671	
Interest received	66,267	31,551
Sundry income		50
Profit / (Loss) on sale of investments	4,839	
Change in NMV investments - Unrealised	215,218	162,288
Rents received		
- Rent received	2,184	2,184
<b>Total income</b>	<b>684,708</b>	<b>394,156</b>

The accompanying notes form part of these financial statements.

The Breweries And Bottleyards Employees Industrial Union Of Workers Of Western Australia

ABN 73 507 364 966

Detailed Income Statement

For the year ended 30 June 2024

	2024 \$	2023 \$
<b>Expenses</b>		
Accountancy & audit fees	24,780	24,218
Advertising and promotion	61	250
Affiliation fees	1,491	6,657
Bank Fees And Charges	120	120
Brokerage charges	22,318	19,232
Committee expenses	500	475
Computer expenses	5,878	7,764
Doubtfull debt expense		(159,438)
Depreciation	559	736
Electricity	1,069	1,549
Funeral Benefit	1,000	
Insurance	4,347	1,790
Legal fees	108	
Member benefits	16,985	19,474
Motor vehicle expenses	4,309	4,291
Printing, stationery & postage	1,722	1,731
Protective clothing	145	
Provision for employee entitlements		
- Provision for leave accrual	(1,442)	5,602
- Provision for sick leave	(11,048)	4,941
- Provision for Other Retentions		(47,300)
Rates & taxes	8,319	8,286
Repairs & maintenance		666
Salaries & wages		
- Wages	197,800	147,585
- Employee benefits	750	2,000
Security	468	312
Staff amenities	167	125
Staff training	512	382
Subscriptions & journals	291	803
Sundry expenses	1,334	356
Superannuation	18,163	32,487
Taxi expenses	40	68
Telephone	960	480
<b>Total expenses</b>	<b>301,707</b>	<b>85,640</b>

The accompanying notes form part of these financial statements.

The Breweries And Bottleyards Employees Industrial Union Of Workers Of Western Australia

ABN 73 507 364 966

Detailed Income Statement

For the year ended 30 June 2024

	2024 \$	2023 \$
Profit from Ordinary Activities before income tax	<u>383,001</u>	<u>308,516</u>

The accompanying notes form part of these financial statements.



The Breweries And Bottleyards Employees Industrial Union Of Workers Of Western Australia

ABN 73 507 364 966

Detailed Balance Sheet as at 30 June 2024

	2024 \$	2023 \$
<b>Current Assets</b>		
<b>Cash</b>		
Cash At Bank - Commonwealth Bank	17,666	12,742
Members Equity Bank A/C 331102913	10,337	50,890
BT Cash Management Account	2,010	2,005
Westpac Bank 036224 25-7424	237,630	230,709
Bendigo Bank 214025934	15,051	
CBA Debit Card	3,316	1,636
Cash on hand	700	700
<b>Receivables</b>		
TFN Withholding Tax	2,154	2,154
Accrued interest	35,954	24,912
Trust Distributions receivable	49,485	2,133
Income receivable	35	38
<b>Other</b>		
Police & Nurses 242025539	100,000	100,000
Police & Nurses 241102722	150,000	200,000
Members Equity Bank A/C 944600	200,000	300,000
Bank of Queensland 249028411	250,000	250,000
Rural Bank 302015342	250,000	250,000
Commonwealth Bank Social Club 50112109	117,305	112,727
Commonwealth Bank 50114577	70,000	
Bendigo Bank 14025827	150,000	
Prepayments	4,595	1,934
<b>Total current assets</b>	<u>1,666,237</u>	<u>1,542,580</u>

The accompanying notes form part of these financial statements.

The Breweries And Bottleyards Employees Industrial Union Of Workers Of Western Australia

ABN 73 507 364 966

Detailed Balance Sheet as at 30 June 2024

	2024 \$	2023 \$
<b>Non-Current Assets</b>		
<b>Investments</b>		
Woolworths (WOW)	67,580	129,997
Wesfarmers (WES)	130,360	105,045
Coles Group (COL)	34,060	39,216
Endeavour Group (EDV)	10,100	20,646
National Australia Bank (NAB)	72,460	64,976
Australian Pipeline Trust (APA)	59,925	87,956
ANZ Banking Group (ANZ)	56,480	65,250
Woodside Energy Group (WDS)	42,597	52,004
BHP Billiton (BHP)	85,360	166,013
Commonwealth Bank (CBA)	95,535	83,725
Westpac Banking Corporation (WBC)	54,460	66,816
BWP Trust (BWP)	69,200	79,860
Shares in Dudley Pty Ltd	2	2
Shares in Police & Nurses Credit Union	6	6
Platinum Asia Fund (PLA0004AU)		255,894
Strategic Inter Equity Fund (DFA0007AU)	936,758	561,347
MLC Navigator Investment Plan	559,680	507,525
Eley Griffiths Grp Small Co F(EGG0001AU)		141,209
Bennelong Ex-20 Aust E Fund (BFL0004AU)		192,325
Fidelity Aust Equities Fund (FID0008AU)		308,969
Strategic Aust Equity Fund (DFA0008AU)	840,252	419,161
Strategic Cash Plus Fund (WPC0028AU)		43,831
Tailored Portfolio Cash	21,200	
Strategic Global Property Fund	111,807	
Strategic Infrastructure Fund	165,203	
Loan -Dudley Trust	2,239,819	2,239,819
Dudley Trust Losses	(79,856)	(79,856)
Dudley Trust Income	226,500	
<b>Property Plant and Equipment</b>		
Office Unit - Canning Vale	280,000	280,000
Office furniture & equipment	56,348	56,348
Less: Accumulated depreciation	(53,911)	(53,352)
<b>Total non-current assets</b>	<b>6,081,925</b>	<b>5,834,732</b>
<b>Total assets</b>	<b>7,748,162</b>	<b>7,377,311</b>

The accompanying notes form part of these financial statements.

The Breweries And Bottleyards Employees Industrial Union Of Workers Of Western Australia

ABN 73 507 364 966

Detailed Balance Sheet as at 30 June 2024

	2024 \$	2023 \$
<b>Current Liabilities</b>		
Accounts payable		
Unsecured liabilities		
Trade creditors	83	
Accrued Annual Leave - Office Holders	32,238	30,443
GST liabilities		
GST payable control account	2,084	2,060
Input tax credit control account	(1,029)	(1,047)
Other ATO liabilities:		
- Amounts withheld from salary and wages	1,072	857
Provisions		
Accrued Sick Leave - Office Holders	74,560	85,608
Provision for Long Service Leave	83,971	87,209
Total current liabilities	192,979	205,129
Total liabilities	192,979	205,129
Net Assets	7,555,183	7,172,182
<b>Equity</b>		
Reserves		
Share revaluation reserve	389,741	389,741
Picnic Fund	125,344	125,344
Retained profits / (accumulated losses)	7,040,099	6,657,098
Total Equity	7,555,183	7,172,182

The accompanying notes form part of these financial statements.





ABN 73 507 364 966

# Depreciation Schedule for the year ended 30 June, 2024

	Total	Priv	OWDV	DISPOSAL		ADDITION		DEPRECIATION				Priv	CWDV	PROFIT		LOSS
				Date	Consid	Date	Cost	Value	T	Rate	Deprec			Upld	Above	
OKI 5540 Printer	3,904.00	0.00	68	04/06/05	0		0	68	D	20.00	14	0	54	0	0	0
Cabinets/Shelving (Filing Room)	2,937.00	0.00	219	09/11/05	0		0	219	D	13.50	30	0	189	0	0	0
Computer ( Reception )	1,755.00	0.00	1	31/01/06	0		0	1	D	33.00	0	0	1	0	0	0
Phone	218.00	0.00	5	16/11/06	0		0	5	D	20.00	1	0	4	0	0	0
HP Laser Printer	635.00	0.00	1	27/06/08	0		0	1	D	50.00	0	0	1	0	0	0
LCD Monitor	244.00	0.00	1	27/06/08	0		0	1	D	50.00	0	0	1	0	0	0
Uniden Phone Handset	224.00	0.00	7	27/06/08	0		0	7	D	20.00	1	0	6	0	0	0
Lanier MP2000L Digital Copier	2,943.00	0.00	1	02/09/08	0		0	1	D	40.00	0	0	1	0	0	0
Panasonic Air Conditioning Units (2)	4,268.00	0.00	512	19/12/13	0		0	512	D	20.00	102	0	410	0	0	0
Office Blinds	854.00	0.00	267	11/04/18	0		0	267	D	20.00	53	0	214	0	0	0
Air Conditioning Unit	2,436.00	0.00	1,134	16/01/20	0		0	1,134	D	20.00	227	0	907	0	0	0
Office Kettle	54.00	0.00	7	19/05/20	0		0	7	D	50.00	4	0	3	0	0	0
Kyocera MF Printer	527.00	0.00	125	25/05/21	0		0	125	D	50.00	62	0	63	0	0	0

56,348

2,996

0

0

2,996

559

0

2,437

Deduct Private Portion

Net Depreciation

559

**The Breweries And Bottleyards Employees' Industrial Union Of Workers Of Western Australia**  
**ABN 73 507 364 966**  
**Statement of Cash Flows**  
**For The Year Ended 30 June 2024**

	2024 \$	2023 \$
<b>Cash Flow From Operating Activities</b>		
Receipts from customers	16,771	16,602
Payments to suppliers and employees	(293,891)	(277,798)
Interest received	38,689	30,426
<b>Net cash used in operating activities</b>	<b>(238,430)</b>	<b>(230,769)</b>
<b>Cash Flow From Investing Activities</b>		
Term deposits	(47,178)	(91,947)
Dividend received	37,534	44,801
Distribution reinvestment	124,274	138,992
Purchase of property, plant & equipment	-	-
Purchase of investment in marketable securities	(61,917)	(120,352)
Proceeds from sale of investment in marketable securities	232,139	(2,231)
Proceeds from capital return from investments	-	-
<b>Net cash from (used in) investing activities</b>	<b>284,852</b>	<b>(30,737)</b>
<b>Net (decrease) increase in cash held</b>	<b>46,422</b>	<b>(261,506)</b>
Cash at the beginning of the year	327,881	589,387
<b>Cash at the end of the year</b>	<b>374,302</b>	<b>327,881</b>

The accompanying notes form part of these financial statements.



## **Note 1: Statement of Significant Accounting Policies**

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act. The committee has determined that the association is a not-for-profit entity.

The report has been prepared in accordance with the requirements of the Associations Incorporations Act and the following Australian Accounting Standards:

AASB 112: Income Taxes

AASB 1031: Materiality

AASB 110: Events after the Balance Sheet Date

AASB 117: Leases

AASB 139: Recognition and measurement of financial assets

No other Australian Accounting Standards, Urgent Issues Group Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report:

### **(a) Income Tax**

The charge for current income tax expense is based on the profit for the year adjusted for any non-assessable or disallowed items. It is calculated using tax rates that have been enacted or are substantively enacted by the balance sheet date.

Deferred tax is accounted for using the balance sheet liability method in respect of temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. No deferred income tax will be recognised from the initial recognition of an asset or liability, excluding a business combination, where there is no effect on accounting or taxable profit or loss.

Deferred tax is calculated at the tax rates that are expected to apply to the period when the asset is realised or liability is settled. Deferred tax is credited in the income statement except where it relates to items that may be credited directly to equity.



**Note 1: Statement of Significant Accounting Policies (continued)**

Deferred income tax assets are recognised to the extent that it is probable that future tax profits will be available against which deductible temporary differences can be utilised.

The amount of benefits brought to account or which may be realised in the future is based on the assumption that no adverse change will occur in income tax legislation, and the anticipation that the association will derive sufficient future assessable income to enable the benefit to be realised and comply with the conditions of deductibility imposed by the law.

**(b) Property, plant and equipment**

Each class of property, plant and equipment is carried at cost or fair market value less, where applicable, any accumulated depreciation and impairment losses.

The depreciable amount of office furniture, equipment and motor vehicle are depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

**(c) Financial Instruments**

The Union adopt AASB 9 Financial Instruments. Financial assets and financial liabilities are recognized when the group entity becomes a party to the contractual provisions of the financial instruments.

Financial instruments (except for trade receivables) are measured initially at fair value adjusted by transactions cost, except for those carried "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss. Where available, quoted prices in an active market are used to determine the fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the receivables do not contain a significant financing component in accordance with AASB 15.

Financial assets are derecognized when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and all substantial risks and rewards are transferred. A financial liability is derecognized when it is extinguished, discharged, cancelled or expired.

Classification and subsequent measurement financial assets and liabilities of the Trust (except for those trade receivables that do not contain a significant financing component and are measured at the transaction price in accordance with AASB 15) are initially measured at fair value adjusted for transaction cost (where applicable). For the purpose of subsequent measurement, the Union classified the above financial assets and liabilities as fair value through profit or loss and determine the fair value using the quoted price in an active market.

**(d) Comparatives**

Certain comparative figures have been amended to conform with current year presentation.

**Note 1: Statement of Significant Accounting Policies (continued)**

The accompanying notes form part of these financial statements.



**The Breweries And Bottleyards Employees' Industrial Union Of Workers Of Western Australia**  
**ABN 73 507 364 966**  
**Notes to the financial statements**  
**For The Year Ended 30 June 2024**

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**(e) Revenue Recognition**

Revenue is measured at the fair value of the consideration received or receivable. Revenue from members and investments is recognized when it is received. Revenue for interest is recognized on an accrual basis using the effective interest method.

Revenue from dividend are recognised when it was included in the investment statement or when it was received in the bank statement.

**Note 2: Related Party Dudley Trust**

<b>Loan</b>	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Amounts receivable from Dudley Trust - Related party	2,159,963	2,239,819
Loss from Dudley Trust	-	(79,856)
Income from Dudley Trust	226,500	-
	<u>2,386,463</u>	<u>2,159,963</u>

**Terms and conditions of transactions with related parties**

The Union has a Loan Agreement with Dudley Trust that should the requirement arise, the Union will assist with the costs of the Trust's employee accruals, maintenance and improvement of asset base and research and development, limited to the amount of the distribution of income to the Union combined with existing loan funds. The Union Loan Agreement further agrees to assist the Trust with costs of Terminations should the decision to close the Trust's Employment Agency be made, by the Trust, acting in the best interests of the Union and the Trust's Beneficiary.

In 2012 this decision was made with terminations in financial year ended 30 June 2012, 2013 and finalised with the expiry of the Trusts Employment Agency's Licence in December 2014.

This closure has now been finalised and the previous related annual accounts reflected these costs having been "waived".

Within this year annual accounts the Trust has reported a gain of \$226,500 and thus the Loan value owed to the Union has been adjusted higher, to reflect this gain.

A provision for non-recovery of the residual Loan has not been made in these accounts as at present the Union has not called upon the Trust to repay the Loan, therefore the Unions Assets are shown higher to the value of the Loan, as adjusted and higher than may be realised if the Union was to be dissolved.

No decision on the future of the Trust is expected to be made until the Union's current restructure is completed to the level that such a decision can be made, and not until the Trust also completes a R & D into new opportunities that may benefit the Union, the Trust's major Beneficiary, therefore it is not expected that the Trust will be called upon to repay the current Loan residual in the immediate future

**Note 3: Remuneration and Retirement Benefits**

The accompanying notes form part of these financial statements.



President	Robert George Bunce
Vice President	Charles Edward Dooley
Secretary	Emma L Alliss
Treasurer	Vanessa Louise Donald
Trustee	Rhonda Kay Lloyd
Committee Member	Aidan Ryan (from Dec 2016)
Committee Member	Tracy Ann Baughen
Committee Member	Clifford Charles Baughen

2024	2023
\$	\$

**(a) Transactions with Committee**

**(i) Remuneration of committee members**

Income received, or due and receivable by all officers of the

Committee of management, includes Retention Payments 197,800 147,585

**(ii) Retirement Benefits**

Amounts paid to individuals superannuation plan/s for the provision of

their personal retirement benefits . 18,163 32,487

**(iii) Retention and/or Termination Benefits**

Payments and Accruals made or would be made on Retention

and/or Termination

includes

Employee Leave Accruals that are paid on Termination	190,769	203,259
Retention Accruals on continuation of employment	-	-
<b>Total</b>	<b>190,769</b>	<b>203,259</b>

There were no other transactions between the officers and the Union other than those relating to membership in the Union and the reimbursement by the Union in respect of expenses incurred by them in the performance of their duties. Such transactions have been on conditions no more favourable than those which it is reasonable to expect would have been adopted by parties at arm's length.

## AUDITOR'S INDEPENDENCE DECLARATION

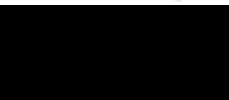
### To the Committee of Management of The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia.

As auditor of the The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia (the "Union") for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there has been:

- i. no contravention of the auditor independence requirements of *the Industrial Relations Act 1979 ("IR Act (WA)")* and *the Corporations Act 2001*, in relation to the audit; and
- ii. No contraventions of any applicable code of professional conduct in relation to the audit.

Elderton Audit Pty Ltd.

Yours faithfully



.....  
Rafay Nabeel  
Registered Company Auditor number: 483361  
Registered Organisations Commissions Registered Auditor number: AA2023/17  
Perth – Australia

Dated this in Perth 19<sup>th</sup> November 2024



## Independent Auditor's Report

**To the members of The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia**

### **Opinion**

We have audited the special purpose financial report of The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia (the "Union"), which comprises the Balance Sheet as at 30 June 2024, the Income Statement and the Statement of Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Committee of Management's Statement.

In our opinion, the accompanying financial report of The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia, is in accordance with the *Industrial Relations Act 1979 (WA)* ("*IR Act (WA)*"), including:

- a) giving a true and fair view of the Union's financial position as at 30 June 2024 and of its financial performance for the year then ended;
- b) complying with applicable Australian Accounting Standards as stated in the Note 1 of the Notes to financial statements, and the requirements imposed by the IR Act (WA);
- c) The Union has kept satisfactory accounting records for the financial year including records of:
  - (i) The sources and nature of the Union's income, including membership subscriptions and other income from members; and
  - (ii) The nature of and reasons for the Union's expenditure.
- d) No person has contravened or failed to comply with Section 74 of the IR Act (WA);
- e) All information and explanations that officers and employees of the Union were required to provide have been provided; and
- f) There were no deficiency, failure or shortcoming in any matters referred to in (a) to (e) above.

### **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 Union in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (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 confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the Committee of Management of the Union, would be in the same terms if given to the Committee of Management as at the time of this auditor's report.

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

### **Emphasis of matter - basis of accounting**

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the director's financial reporting responsibilities under the *Industrial Relations Act 1979 (WA)*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.



**Other information**

The Committee of Management is responsible for the other information. The other information comprises the information included in the Union's annual report for the year ended 30 June 2024, 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, 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 Union is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards, the *Corporations Act 2001* and the *Industrial Relations Act 1979 (WA)* and for such internal control as the Committee of Management determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee of Management is responsible for assessing the Union'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 Committee of Management either intend to liquidate the Union or to cease operations, or have 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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <<http://www.auasb.gov.au/Home.aspx>>. This description forms part of our auditor's report.



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**Rafay Nabeel**

Director

Registered Company Auditor number: 483361

Registered Organisations Commissions Registered Auditor number: AA2023/17

Perth- Australia

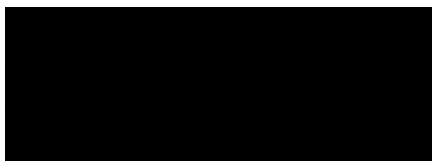
Dated this: 19<sup>th</sup> November 2024

## DISCLAIMER

### **To the Members of The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia.**

The additional financial data presented in the Committee of Management's Operating Report is in accordance with the records of The Breweries and Bottleyards Employees' Industrial Union of Workers of Western Australia (the "Union") which has been subjected to the auditing procedures applied in my statutory audit of the Union for the year ended 30 June 2024. It will be appreciated that my statutory audit did not cover all details of the Committee of Management's Operating Report. Accordingly, I do not express an opinion on the Committee of Management's Operating Report and I give no warranty on accuracy or reliability in respect of the data provided. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than the Union) in respect of such data, including any errors or omissions therein however caused.

Dated the 19<sup>th</sup> November 2024



**Rafay Nabeel**

Registered Company Auditor number: 483361

Registered Organisations Commissions Registered Auditor number: AA2023/17

Perth- Australia