



7 October 2025

Sallianne Faulkner
Chair
Clubs Australia – Industrial

Sent via email: jede@clubsnsw.com.au

CC: mazhar@kpmg.com.au

Dear Sallianne Faulkner

**Clubs Australia – Industrial
Financial Report for the year ended 30 June 2025 – FR2025/186**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Clubs Australia – Industrial (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 7 October 2025.

The financial report has now been filed. You are not required to take any further action in respect of the report lodged.

The financial report was filed based on a primary review. This involved confirming that the financial reporting timelines required under sections 253, 265, 266 and 268 of the *Fair Work (Registered Organisations) Act 2009* (RO Act) have been satisfied, all documents required under section 268 of the RO Act were lodged and that various disclosure requirements under the Australian Accounting Standards, RO Act and reporting guidelines have been complied with. A primary review does not examine all disclosure requirements.

Please note that next year's financial report may be subject to an advanced compliance review.

Reporting Requirements

The Commission's website provides a number of factsheets in relation to the financial reporting process and associated timelines. The website also contains the section 253 reporting guidelines and a model set of financial statements.

The Commission recommends that reporting units use these model financial statements to assist in complying with the RO Act, the section 253 reporting guidelines and Australian Accounting Standards. Access to this information is available via [this link](#).

If you have any queries regarding this letter, please call 1300 341 665 or email regorgs@fwc.gov.au.

Yours sincerely

Fair Work Commission



Level 8, 51 Druitt Street, Sydney NSW 2000
Telephone: (02) 9268 3000 Fax: (02) 9268 3066
A.B.N. 18 578 168 780

Designated Officer's Certificate

s.268 Fair Work (Registered Organisations) Act 2009

I, Sallianne Faulkner, being the Chair of Clubs Australia - Industrial certify:

- That the document lodged herewith are copies of the full report, referred to in s.268 of the Fair Work (Registered Organisations) Act 2009; and
- That the full report was provided to members on 9 September 2025; and
- That the full report was presented at the General Meeting on 2 October 2025 in accordance with s.266 of the Fair Work (Registered Organisations) Act 2009.

Signed by:

A black rectangular box redacting the signature of Sallianne Faulkner.

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Sallianne Faulkner
Chair

Date: 03-10-2025 | 1:58 PM AEST



Clubs Australia - Industrial

A.B.N. 18 578 168 780

Annual Financial Report

For the year ended 30 June 2025

Clubs Australia- Industrial

Operating Report
for the year ended 30 June 2025

Principal Activities

The principal Activities of the Association were to provide industrial services to members consistent with the objectives of the Association. There were no significant changes in the nature of the Association's principal activities during the reporting period.

Significant changes in financial affairs

There is no significant change in financial affairs.

Resignation of members

A member of the Association may resign from membership in accordance with Rule 6 of the Association.

Results of Principal Activities

The Association's principal activities resulted in maintaining and improving the position of its members within the national workplace relations framework.

Names of committee of management members and period positions held during the financial year

The Committee of Management of the Association at any time during the financial year were:

Maurice Reilly	1 July 2024 to 4 April 2025
Sallianne Faulkner	1 July 2024 to 5 January 2025; and 14 April 2025 to 30 June 2025
Cameron Taylor	1 July 2024 to 30 June 2025
Brendan O'Farrell	14 April 2025 to 30 June 2025
Michael Phillips	14 April 2025 to 30 June 2025
Matthew Hewer	14 April 2025 to 30 June 2025

Operating and financial review

The Association's result for the year was a Loss of \$17,514 (2024: \$5,597). There were no significant changes in the financial affairs of the Association during the reporting period.

Events subsequent to balance date

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material or unusual nature likely, in the opinion of the Committee of Management, to affect significantly the operations of the Association, the results of those operations, or the state of affairs of the Association, in future financial years.

Details of Trustee or director of companies that are Trustees of superannuation entities

There are no details required to be disclosed under this heading.

Number of Members

The number of members as at 30 June 2025 was 65 (2024: 65).

Number of Employees

As at 30 June 2025 the number of employees was Nil (2024: Nil).

Signed in accordance with a resolution of the Committee of Management:

Signed by:

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Sallianne Faulkner
Chair

Date: 09-09-2025 | 10:36 AM AEST

Location: Tweed Heads

Clubs Australia- Industrial

Committee of Management Statement

for the year ended 30 June 2025

On 9 September 2025 the Committee of Management of Clubs Australia - Industrial (the Association) passed the following resolution in relation to the general purpose financial report of the Association for the year ended 30 June 2025.

The Committee of Management declares in relation to the general purpose financial report (GPFR) that in its opinion:

- a) the financial statements and notes comply with the Australian Accounting Standards, and also complies with International Financial Reporting 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 reporting unit for the financial year to which they relate;
- d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- e) during the financial year to which the GPFR 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 including the rules of the Association; and
 - (ii) the financial affairs of the Association have been managed in accordance with the rules of the Association; and
 - (iii) the financial records of the Association have been kept and maintained in accordance with the Fair Work (Registered Organisations) Act 2009 and the Fair Work (Registered Organisations) Regulations 2009;
 - (iv) the Association consists of only one reporting unit;
 - (v) the information sought in any request of a member of the Association or the General Manager duly made under section 272 of the Fair Work (Registered Organisations) Act 2009 has been furnished to the member or the General Manager; and
 - (vi) there has been compliance with any order for inspection of financial records made by Fair Work Commission under section 273 of the Fair Work (Registered Organisations) Act 2009.

Signed in accordance with a resolution of the Committee of Management:

Signed by:



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Sallianne Faulkner
Chair

09-09-2025 | 10:36 AM AEST
Date: _____

Location: Tweed Heads

Clubs Australia- Industrial

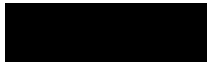
REPORT REQUIRED UNDER SUBSECTION 255(2A)

for the year ended 30 June 2025

Categories of expenditures	2025 \$	2024 \$
Remuneration and other employment-related costs and expense- employees	-	-
Advertising	-	
Operating Costs	3,660	
Donations to political parties	-	
Legal Costs	13,854	

Signature of designated officer:

Signed by:



Sallianne Faulkner
Chair

Clubs Australia- Industrial**Statement of comprehensive income
For the year ended 30 June 2025**

	NOTE	2025 \$	2024 \$
Revenue from contracts with customers		-	-
Income from furthering objectives			
Ticket Sale Revenue	4	-	-
Total income		-	-
Expenses			
Audit fees	5	2,500	2,414
Other expenses	6	1,16	3,183
Legal costs	6A	13,8	-
Total expenses		17,	5,597
Loss for the year		17	(5,597)
Income tax expense			-
Loss after income tax		(17,51	(5,597)
Other comprehensive income		-	-
Total comprehensive loss for the year		(17,514)	(5,597)

The above statement is to be read in conjunction with the notes.

Clubs Australia- Industrial**Statement of Financial Position
as at 30 June 2025**

	NOTE	2025 \$	2024 \$
Assets			
Current assets			
Cash and cash equivalents	7	121,272	139,786
Other current assets	7A	<u>1,404</u>	<u>318</u>
Total current assets		<u>122,676</u>	<u>140,104</u>
Total assets		<u>122,676</u>	<u>140,104</u>
Liabilities			
Current liabilities			
Trade and other payables	8	<u>2</u>	<u>2,414</u>
Total current liabilities		<u>2</u>	<u>2,414</u>
Total liabilities		<u>2</u>	<u>2,414</u>
Net assets		<u>120,17</u>	<u>137,690</u>
Members' funds			
Retained surplus	9	<u>120,176</u>	<u>137,690</u>

The above statement is to be read in conjunction with the notes.

Clubs Australia- Industrial**Statement of Changes in Equity
for the year ended 30 June 2025**

	Retained surplus	Total members' funds
	\$	\$
Balance as at 1 July 2023	143,287	143,287
Total comprehensive loss for the year	(5,597)	(5,597)
Closing balance as at 30 June 2024	137,690	137,690
 Balance as at 1 July 2024	 13	 137,690
Total comprehensive loss for the year	(17,51)	(17,514)
Closing balance as at 30 June 2025	120,176	120,176

The above statement is to be read in conjunction with the notes.

Clubs Australia- Industrial

**Statement of Cash Flows
for the year ended 30 June 2025**

	NOTE	2025 \$	2024 \$
OPERATING ACTIVITIES			
Cash received			
Receipts from customers		-	-
Cash used			
Payments with suppliers		(18,514)	(3,648)
Net cash used by operating activities	10	<u>(18,514)</u>	<u>(3,648)</u>
INVESTING ACTIVITIES			
Net cash from / (used by) investing activities			-
FINANCING ACTIVITIES			
Net cash from / (used by) financing activities			-
Net (decrease) in cash held		<u>(18,5</u>	<u>(3,648)</u>
Cash & cash equivalents at the beginning of the year		<u>139,786</u>	<u>143,434</u>
Cash & cash equivalents at the end of the year	7	<u><u>121,272</u></u>	<u><u>139,786</u></u>

The above statement is to be read in conjunction with the notes.

Clubs Australia- Industrial

**Notes to the financial statements
for the year ended 30 June 2025**

1 Material accounting policies

Clubs Australia - Industrial (the "Association") is an association domiciled in Australia. The address of the Association's registered office is Level 8, 51 Druitt Street, Sydney. The Association is a not-for profit entity and its principal activity is to provide industrial services to members consistent with the objectives of the Association.

The financial report was authorised for issue by the Committee of Management on 09-09-2025 | 10:36 AM AEST.

a) Statement of Compliance

The financial report is a general purpose financial report which has been prepared in accordance with Australian Accounting Standards ("AASBs"), adopted by the Australian Accounting Standards Board ("AASB") and the requirements of Fair Work (Registered Organisations) Act 2009.

b) Basis of preparation

For the purpose of preparing the general purpose financial statements, the Clubs Australia - Industrial is a not-for-profit entity.

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 preparation of a financial report in conformity with Australian Accounting Standards requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates. These accounting policies have been consistently applied by the Association.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

c) Comparative amounts

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

d) New adoption of new and revised accounting standards

Disclosure of Accounting Policies

A number of new accounting standards are effective from 1 July 2024 but they do not have a material effect on the Association's financial statements.

e) Significant accounting judgements and estimates

There are no accounting assumptions or estimates that have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Clubs Australia- Industrial

Notes to the financial statements for the year ended 30 June 2025

1 Material accounting policies (continued)

f) Non-derivative financial instruments

Non-derivative financial instruments comprise cash and cash equivalents, trade and other receivables, trade and other payables.

Cash and cash equivalents and trade and other receivables constitute financial assets.

Trade and other receivables are held at amortised cost less life time expected credit losses. The Association's receivables are short-term in nature and as such no discounting is performed for the Association's receivables.

The Association has adopted the simplified approach for all trade and other receivables, given the Association's receivables do not have a significant financing component. The Association analyses the age of outstanding balances and applies historical default percentages adjusted for other current observable data as a means to estimate lifetime expected credit losses. The impact of the change to measuring the doubtful debts provision on the basis of expected credit losses is not material and has not resulted in an adjustment to opening retained earnings on transition.

Trade and other payables constitute financial liabilities, both are held at amortised cost. Financial liabilities are derecognised if the Association's obligations specified in the contract expire or are discharged or cancelled.

g) Impairment - Financial assets

(i) Cash and cash equivalents

Cash and cash equivalents comprise cash balances, demand deposits and short-term interest bearing deposits that are readily convertible to cash and which are subject to an insignificant risk of change in value.

(ii) Trade and other receivables

Trade and other receivables are stated at their amortised cost less impairment losses.

(iii) Trade and other payables

Trade and other payables are stated at their amortised cost.

(iv) Other

Other non-derivative financial instruments are measured at amortised cost using the effective interest method, less any impairment losses.

A financial asset is assessed at each reporting date to determine whether there is any objective evidence that it is impaired. A financial asset is considered to be impaired if objective evidence indicates that one or more events have had a negative effect on the estimated future cash flows of that asset.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount, and the present value of the estimated future cash flows discounted at the original effective interest rate. Individually significant financial assets are tested for impairment on an individual basis. The remaining financial assets are assessed collectively in groups that share similar credit risk characteristics.

All impairment losses are recognised in profit or loss. An impairment loss is reversed if the reversal can be related objectively to an event occurring after the impairment loss was recognised. For financial assets measured at amortised cost the reversal is recognised in profit or loss.

Clubs Australia- Industrial

Notes to the financial statements for the year ended 30 June 2025

1 Material accounting policies (continued)

h) Taxation

The Association is exempt from income tax under section 50.1 of the *Income Tax Assessment Act 1997* however still has an obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO); and
- for receivables and payables.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the ATO is classified within operating cash flows.

i) Revenue recognition

The Association generates revenue primarily from corporate sponsorship and seminar income from events.

AASB 15 requires revenue to be recognised when performance obligation is satisfied to the customer at an amount which reflects the expected consideration.

Revenue for ticket sales relating to events hosted by the Association are recognised in the period in which the underlying event is held. Revenue is recognised at fair value of the consideration received net of the amount of goods and services tax (GST).

AASB 1058 considers transactions where the consideration to acquire an asset is significantly less than fair value to enable the not-for-profit entities to further its objectives. The excess of the asset recognised (at fair value) over any related amounts such as contributions by owners, lease liability, financial instruments or a provision is recognised immediately as income.

Revenue derived from fundraising efforts and sponsorship is recognised as the Association obtains control of the assets that have been donated.

Interest revenue is recognised as it accrues, using the effective interest rate method.

Sponsorship revenue is recognised as it accrues.

Event revenue is recognised when the event takes place.

Membership subscriptions represent the amount due from members in accordance with the Association's rules and are recognised equally over the period to which these relate.

2 Information to be provided to members or General Manager of the Fair Work Commission

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

Information to be provided to members or General Manager of the Fair Work Commission:

- a) A member of a 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;
- b) The application must be in writing and must specify the period within which, and the manager 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; and
- c) A reporting unit must comply with an application made under subsection (a).

Clubs Australia- Industrial

**Notes to the financial statements
for the year ended 30 June 2025**

3 Related parties

(a) A person, or a close member of that person's family, is related to the Association if that person:

(i) has control or joint control over the Association;

(ii) has significant influence over the Association; or is a member of the key management personnel of the Association or the Association's parent.

(b) An entity is related to the Association if any of the following conditions applies:

(i) The entity and the Association are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others);

(ii) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of the Association of which the other entity is a member);

(iii) Both entities are joint ventures of the same third party;

(iv) One entity is a joint venture of a third entity and the other entity is an associate of the third entity;

(v) The entity is a post-employment benefit plan for the benefit of employees of either the Association or an entity related to the Association;

(vi) The entity is controlled or jointly controlled by a person identified in (a); or

(vii) A person identified in (a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).

Close members of the family of a person are those family members who may be expected to influence, or be influenced by, that person in their dealings with the entity.

Clubs Australia- Industrial

Notes to the financial statements for the year ended 30 June 2025

	2025 \$	2024 \$
4 Income		
Disaggregation of income for furthering activities		
A disaggregation of income by type of arrangement is provided on the face of the Statement of Comprehensive Income. The table below also sets out a disaggregation of income by funding source		
Income funding sources		
Members	-	-
Other Parties	-	-
Total revenue	-	-
All revenue is geographically generated in Australia.		
5 Remuneration of Auditors		
Value of services provided		
Financial statement audit services	2,50	2,414
Total remuneration of auditors	2,50	2,414
6 Expenses		
Note 6: Other expenses		
Administrative cost due to related party		-
Other	1	3,183
Total other expenses	1	3,183
Note 6A: Legal costs		
Other legal costs	1	-
Total legal costs	1	-
7 Current assets		
Note 7: Cash and cash equivalents		
Cash at bank	121,	139,786
Total cash and cash equivalents	121,2	139,786
Note 7A: Other current assets		
GST receivable	1,40	318
Total other current assets	1,404	318
8 Current liabilities		
Note 8: Trade and other payables		
Trade creditors and accruals	2,500	2,414
Total trade and other payables	2,500	2,414
Settlement is usually made within 30 days.		

Clubs Australia- Industrial

Notes to the financial statements for the year ended 30 June 2025

	2025 \$	2024 \$
9 Equity		
Note 9: Retained surplus		
Balance as at start of year	137,690	143,287
Total comprehensive loss	(17,514)	(5,597)
Balance as at end of year	120,176	137,690
Total retained earnings	120,176	137,690
10 Cash flow		
Loss for the year	1	(5,597)
Changes in assets/liabilities		
(Decrease)/increase in net receivables	(1,08)	1,834
Increase in supplier payables	86	115
Net cash used by operating activities	(18,514)	(3,648)

11 Related parties

Key Management Personnel

The key management personnel of the Association consists of the Committee of Management. The Association did not pay any remuneration to the Committee of Management throughout the year (2024: Nil).

There were no transactions between the Association and key management personnel during the current or prior financial year.

Transactions with related parties during the year

The Registered Clubs Association of NSW administers the financial affairs of the reporting unit.

There have been no amounts owing by/(to) related parties at year end (2024: \$nil).

Clubs Australia- Industrial

Notes to the financial statements for the year ended 30 June 2025

12 Financial instruments

The material financial instruments to which the Association has exposure include:

Cash and short term deposits

Credit risk exposure

Credit risk represents the loss that would be recognised if counterparties failed to perform as contracted. Credit risk on financial assets of the Association is the carrying amount net of any provision for impairment loss. The maximum exposure to credit risk is represented by the carrying amount of each financial asset in the balance sheet.

Interest rate risk

The Association's exposure to interest rate risk relates directly to funds deposited with financial institutions. Changes in interest rates will affect the level of interest income received by the Association. The Association actively manages its cash balances in order to minimise risk, whilst optimising the return.

The Association's exposure to interest rate risk is presently limited to cash and cash equivalents. Cash includes at call balances and short-term deposits amounting to \$121,272 (2024: \$139,786). All balances have short term maturities and are paying variable interest at 30 June 2025 of 0.00% (2024: 0.00%).

The Association's financial liabilities at 30 June 2025 are non-interest bearing (2024: non-interest bearing).

Sensitivity analysis for interest rate instruments

A change of 100 basis points in interest rates at the reporting date would have increased/(decreased) the profit or loss and the net equity by approximately \$nil (2024: \$nil). This analysis assumes that all other variables remain constant. The analysis is performed on the same basis for 2024.

Fair values

The carrying amounts of financial assets and liabilities shown in the balance sheet approximate their fair values.

13 Events subsequent to balance date

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material or unusual nature likely, in the opinion of the Committee of Management, to affect significantly the operations of the Association, the results of those operations, or the state of affairs of the Association, in future financial years.

14 Contingent liabilities

The Association has no contingent liabilities and nil bank guarantees as at 30 June 2025 (2024: nil).

Clubs Australia- Industrial

Officer declaration statement

I, Sallianne Faulkner, being the Chair of the Clubs Australia-Industrial, declare that the following activities did not occur during the reporting period ending 30 June 2025.
The reporting unit did not:

- agree to receive financial support from another reporting unit to continue as a going concern
- agree to provide financial support to another reporting unit to ensure they continue as a going concern
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- receive periodic or membership subscriptions
- receive capitation fees or any other revenue amount from another reporting unit
- receive revenue via compulsory levies
- receive donations or grants
- receive revenue from undertaking recovery of wages activity
- receive income from volunteering services
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees or any other expense to another reporting unit
- pay affiliation fees to other entity
- pay compulsory levies
- pay a grant that was \$1,000 or less
- pay a grant that exceeded \$1,000
- pay a donation that was \$1,000 or less
- pay a donation that exceeded \$1,000
- pay wages and salaries to holders of office
- pay superannuation to holders of office
- pay leave and other entitlements to holders of office
- pay separation and redundancy to holders of office
- pay other employee expenses to holders of office
- pay wages and salaries to employees
- pay superannuation to employees
- pay leave and other entitlements to employees
- pay separation and redundancy to employees
- pay other employee expenses to employees
- pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit
- incur expenses due to holding a meeting as required under the rules of the organisation
- pay legal costs relating to litigation
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- have a receivable with other reporting unit(s)
- have a payable with other reporting unit(s)
- have a payable to an employer for that employer making payroll deductions of membership subscriptions
- have a payable in respect of legal costs relating to litigation
- have a payable in respect of legal costs relating to other legal matters
- have a annual leave provision in respect of holders of office
- have a long service leave provision in respect of holders of office
- have a separation and redundancy provision in respect of holders of office
- have other employee provisions in respect of holders of office
- have a annual leave provision in respect of employees (other than holders of office)
- have a long service leave provision in respect of employees (other than holders of office)
- have a separation and redundancy provision in respect of employees (other than holders of office)
- have other employee provisions in respect of employees (other than holders of office)
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- have a balance within the general fund
- Provide cash flows to another reporting unit and/or controlled entity
- receive cash flows from another reporting units and/or controlled entity
- make a payment to a former related party of the reporting unit

Signed by the officer:

Signed by: 

Dated: 2CCA3B695F1D490...



Independent Auditor's Report

To the members of Clubs Australia – Industrial

Opinion

We have audited the **Financial Report** of Clubs Australia - Industrial (the Association).

In our opinion, the accompanying Financial Report presents fairly, in all material respects, the financial position of Clubs Australia - Industrial 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*
- Any the other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

The **Financial Report** comprises:

- Statement of financial position as at 30 June 2025
- Statement of comprehensive income, Statement of changes in equity, and Statement of cash flows for the year then ended
- Notes including a summary of material accounting policies
- Committee of Management Statement
- Subsection 255(2A) report
- Officer declaration statement

In our opinion, the Committee of Management's use of going concern basis of accounting in the preparation of the financial report is appropriate.

Basis for opinion

We conducted our audit in accordance with *Australian Auditing Standards*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 Association 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 fulfilled our other ethical responsibilities in accordance with these requirements

Restriction on use and distribution

The Financial Report has been prepared to assist the members of the Association in complying with the financial reporting requirements of the *Fair Work (Registered Organisations) Act 2009*.

As a result, the Financial Report and this Auditor's Report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Our report is intended solely for the members of Clubs Australia - Industrial and the Fair Work Commission, and should not be used by or distributed to parties other than the members of Clubs Australia - Industrial and the Fair Work Commission. We disclaim any assumption of responsibility for any reliance on this report, or on the Financial Report to which it relates, to any person other than the members of Clubs Australia - Industrial and the Fair Work Commission or for any other purpose than that for which it was prepared.

Other Information

Other Information is financial and non-financial information in Clubs Australia - Industrial's annual report which is provided in addition to the Financial Report and the Auditor's Report. The Committee of Management is responsible for the Other Information.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we 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.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

Responsibilities of the Committee of Management for the Financial Report

The Committee of Management is responsible for:

- the preparation of the Financial Report that gives a true and fair view in accordance with the financial reporting requirements of *Australian Accounting Standards* and the requirements of the *Fair Work (Registered Organisations) Act 2009*
- implementing necessary internal control to enable the preparation of a Financial Report that is free from material misstatement, whether due to fraud or error
- assessing the Association's ability to continue as a going concern and whether the use of the going concern basis of accounting is appropriate. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Report

Our objective is:

- 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 *Australian Auditing Standards* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They 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 the Financial Report.

As part of an audit in accordance with *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 our 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 Association'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 Association'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 our 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 Association 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.



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

I am an auditor registered under the Fair Work (Registered Organisation) Act 2009.

A handwritten signature in grey ink, appearing to read 'KPMG'.

KPMG



Mohammad Azhar

Partner

Sydney

9 September 2025

Registration number under the RO Act: AA2024/9

Registration Company Auditor number: 547558