

OFFICER AND RELATED PARTY DISCLOSURE STATEMENT in accordance with Section 293J Fair Work (Registered Organisations) Act 2009

I, Maureen Harding, being the National President of the Hair and Beauty Australia Limited, declare the following Officer and Related Party (ORP) Disclosure Statement.

Organisation name	Hair and Beauty Australia Limited	Branch name	N/A
Financial year start date	1 st July 2024	Financial year end date	30 th June 2025

INSTRUCTIONS FOR COMPLETING THIS STATEMENT:

1.

Answer the question about how many officers receive remuneration (remember this includes remuneration from external boards)

2.

Enter information into the tables about your branch or organisation. Add extra lines if needed (e.g. if more than one officer receives the same remuneration)

3.

If there are no disclosures in any of the cells below, please insert 'NIL'

Top five rankings of officers – relevant remuneration and non-cash benefits

How many officers do you have who receive remuneration?	Please circle	0	1	2	3	4	5	5+
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Remuneration includes wages and salary (including superannuation), fees, allowances, benefits and other entitlements paid by the organisation AND payments from external board positions (even if not retained by the officer).

When all officers in the Hair and Beauty Australia Limited are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

Full Name	Office (e.g. Secretary)	Actual amount of relevant remuneration	Value of relevant non-cash benefits	Form of relevant non-cash benefits (e.g. car)
1. Maureen Harding	National President	\$ 9,500	\$ NIL	NIL
2. Brian Flohm	Treasurer	\$ 7,500	\$ NIL	NIL
3. Elvio Caires	Vice-President	\$ 3,500	\$ NIL	NIL
4. Mario Nasso	Secretary	\$ 2,500	\$ NIL	NIL
4. Wendy Campbell	Ordinary Member	\$ 2,500	\$ NIL	NIL

Full Name	Office (e.g. Secretary)	Actual amount of relevant remuneration	Value of relevant non-cash benefits	Form of relevant non- cash benefits (e.g. car)
4.Amee Alfonso	Ordinary Member	\$Nil	\$ Nil	NIL

Payments to related parties and declared persons or bodies

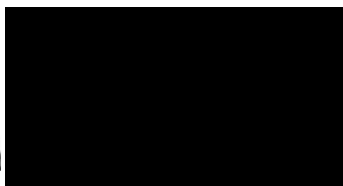
During the financial year, the following payments were made to related parties or declared persons or bodies. The details of these payments are included below. (This list does not include payments that are exempted from disclosure under section 293G).

Date	Name	Nature of relationship (e.g company owned by Secretary)	Purpose of payment (e.g. catering)	Amount	Other relevant details
NIL	NIL	NIL	NIL	\$ NIL	NIL

I declare that:

- the officers listed in this ORP statement are those whose relevant remuneration places them in the top five rankings of officers;
- where fewer officers are listed, this is because only those listed officers received relevant remuneration;
- the only officers in the top five rankings who received non-cash benefits are those for whom an amount is listed in the non-cash benefits column;
- the persons and entities listed under 'payments to related parties' are the only related parties or declared persons or bodies that are required to be disclosed under s.293G, where none are listed this is because there were no disclosable payments;

Signed:



Maureen Harding - National President
Date: 08 December 2025