



19 December 2025

Nicole Sheffield
President
The Australian Retailers Association
Sent via email: info@retail.org.au
CC: Corrine.siddles@williambuck.com

Dear Nicole Sheffield

**The Australian Retailers Association
Financial Report for the year ended 30 June 2025 – (FR2025/131)**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Australian Retailers Association (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 11 December 2025.

The financial report has now been filed.

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 the financial report for the year ending 30 June 2026 may be subject to an advanced compliance review.

You are not required to take any further action in respect of the report lodged. I make the following comments to assist you when you next prepare a financial report. The Commission will confirm these concerns have been addressed prior to filing next year's report.

You must rotate your registered auditor

Correspondence was provided to the reporting unit on 17 June 2025, which alerted you that your registered auditor is approaching their statutory limit on how many consecutive financial years they are permitted to audit your financial report. The financial report lodged identifies that Corrine Sweeney was the reporting unit's registered auditor for this financial year. Our records indicate that you have now used your current registered auditor for five consecutive financial years, which is the statutory limit under section 256A.

Please ensure that Corrine Sweeney is not assigned to audit the financial report of the reporting unit for at least the following two financial years. Further information on the rotation of registered auditor requirement can be found via [this link](#).

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

Australian Retailers Association

Section 268 *Fair Work (Registered Organisations) Act 2009*

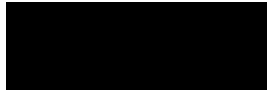
Certificate by prescribed designated officer

Certificate for the year ended 30 June 2025

I, **Nicole Sheffield**, being the President of the Australian Retailers Association certify:

- that the documents lodged herewith are copies of the full report for the Australian Retailers Association for the period ended referred to in section 268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the reporting unit on **10 November 2025** and
- that the full report was presented to a general meeting of members of the Australian Retailers Association on **4 December 2025** in accordance with section 266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer:



Name of prescribed designated officer: **Nicole Sheffield**

Title of prescribed designated officer: **ARA President**

Dated: **10 December 2025**

Financial Statements

2024-2025

Australian Retailers Association
www.retail.org.au

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Independent auditor's report to the members of Australian Retailers Association

Report on the audit of the financial report



Our opinion on the financial report

In our opinion, the accompanying financial report of Australain Retailers Association (the reporting unit), presents fairly, in all material respects:

- the financial position of the reporting unit as at 30 June 2025, and
- its financial performance and its cash flows for the year then ended

in accordance with Australian Accounting Standards and any other requirements imposed but ther reporting guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act).

I declare that management's use of the going concern basis in the preparation of the financial statements of the reporting unit is appropriate.

What was audited?

We have audited the financial report of the reporting unit, which comprises:

- the statement of financial position as at 30 June 2025,
- the statement of profit or loss and other comprehensive income for the year then ended,
- the statement of changes in equity for the year then ended,
- the statement of cash flows for the year then ended,
- notes to the financial statements, including material accounting policy information,
- the committee of management statement,
- the subsection 225(2A) report and other officer declaration statement; and
- the officer declaration statement.

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 reporting unit in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Other information

Those charged with governance are responsible for the other information. The other information comprises the information included in the reporting unit'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 management and those charged with governance for the financial report

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the RO Act, and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the reporting unit'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 management either intends to liquidate the reporting unit or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the reporting unit's financial reporting process.

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:

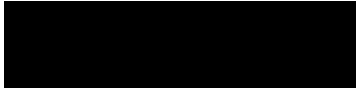
https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of our auditor's report.

I declare that I am an auditor registered under the RO Act.

William Buck

William Buck Audit (Vic) Pty Ltd
ABN 59 116 151 136



C. L. Sweeney

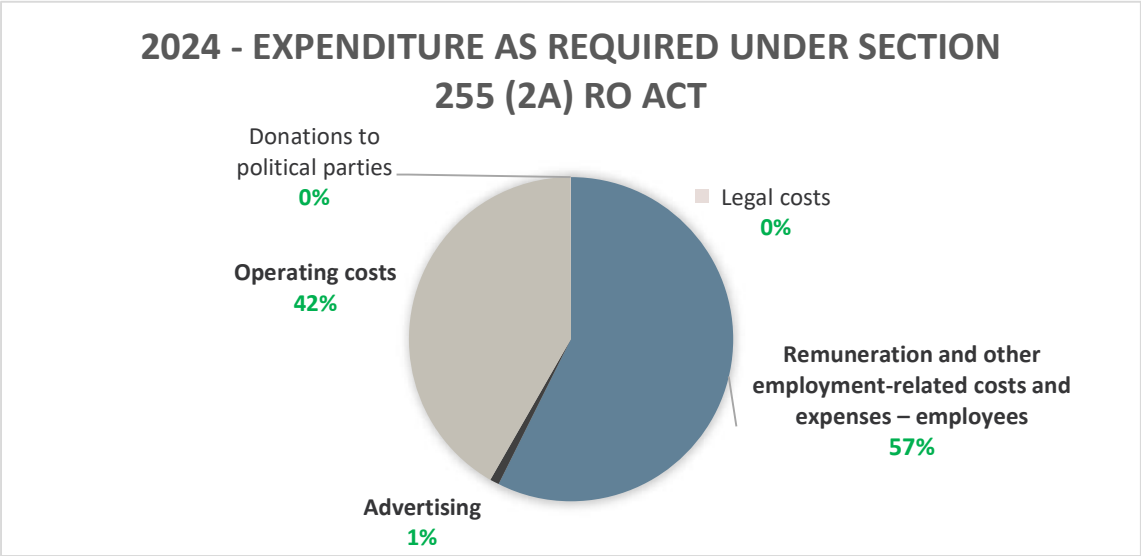
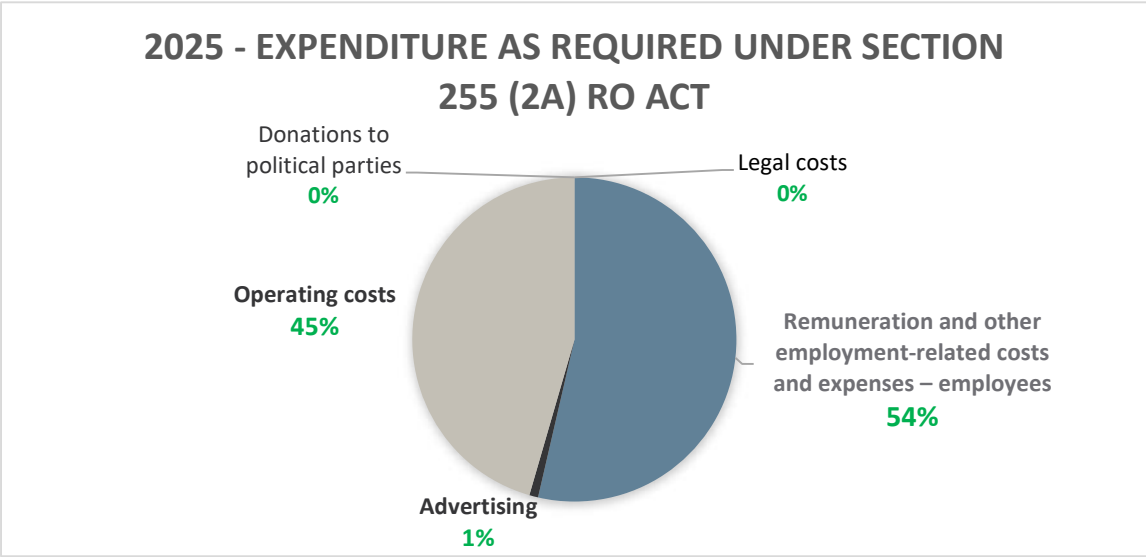
Director

Registration number (as registered by the Commissioner under the RO Act): AA2021/24
Melbourne, 22 August 2025

Report required under subsection 255(2A)

for the year ended 30 June 2025

The committee of management presents the expenditure report as required under subsection 255(2A) on the Australian Retailers Association for the year ended 30 June 2025.



Signature of designated officer:

[Redacted Signature]

Name and title of designated officer: Nicole Sheffield

Dated: 21/08/2025

Operating report

for the year ended 30 June 2025

The committee of management presents its operating report on the reporting unit for the year ended 30 June 2025.

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

The Australian Retailers Association (ARA) is the oldest, largest and most diverse national retail body. The ARA represents a \$420 billion sector that employs more than 1.4 million Australians and is the largest private sector employer in the country. As Australia's peak retail body, representing more than 120,000 retail shop fronts and online stores, the ARA informs, advocates, educates, protects and unifies our independent, national and international retail community.

The ARA supports members through advocacy efforts on relevant industry issues as well as providing industry research and insights. The ARA provides member networking opportunities through our eventing program. Our members have access to employment relations advice, legal, tenancy, insurance and bespoke member benefits. Our member offer also extends to providing education through our Registered Training Organisation.

Significant changes in financial affairs

There have been no significant changes in the financial affairs of the association during the financial year.

Right of members to resign

All members have a right to resign from the Australian Retailers Association (ARA) in accordance with Section 13 of ARA Rules. A member may resign from membership by written notice addressed and delivered to a person designated for the purpose in the rules of the organisation or a branch of the organisation.

Members are encouraged to contact the ARA at any time should they have any concerns regarding service or even simply wish to provide input.

No officer or member of the Australian Retailers Association 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 an organisation.

Number of members

There were **6,311** financial members as of 30 June 2025.

Number of employees

The total number of staff employed by the Association as of 30 June 2025 was, made up of the following:

Full Time: 28

Casual: 0

Part Time: 3

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

Name	Position	Date Appointed	Date Resigned
Nicole Sheffield	Councillor/President	16/07/21	
Drew Meads	Councillor/Treasurer	09/05/19	
Jack Gance	Councillor	09/05/19	10/07/2024
Sarah Hunter	Councillor	16/07/21	
Jane McNally	Councillor	16/07/21	
Sharon Beaumont	Councillor	16/07/21	
Krista Diez-Simson	Councillor	23/02/22	
Maria McCarthy	Councillor	03/05/2023	31/08/2024
Tanya Tindall	Councillor	03/05/2023	
Gavin Carter	Councillor	03/05/2023	

Signature of designated officer:



Name and title of designated officer: **Nicole Sheffield**

Dated: **21/08/2025**

Committee of management statement

for the year ended 30 June 2025

On 20 /08 / 2025, the Australian Retailers Association Committee of Management passed the following resolution in relation to the general-purpose financial report (GPFR) for the year ended 30 June 2025:

The Australian Retailers Association Committee declares that in its opinion:

- a. the financial statements and notes comply with the Australian Accounting Standards;
- b. the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act);
- c. the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Australian Retailers Association for the financial year to which they relate;
- d. there are reasonable grounds to believe that the Australian Retailers Association will be able to pay its debts as and when they become due and payable; and
- 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 a branch concerned; and
 - ii. the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - iii. the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - iv. where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - v. where information has been sought in any request by a member of the reporting unit or the General Manager duly made under section 272 of the RO Act, that information has been provided to the member or the General Manager; and
 - vi. where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

This declaration is made in accordance with a resolution of the committee of management.

Signature of designated officer: 

Name and title of designated officer: **Nicole Sheffield**

Dated: **21/08/2025**

Statement of comprehensive income

for the year ended 30 June 2025

	Notes	2025 \$	2024 \$
Revenue from contracts with customers	3		
Membership subscriptions		4,353,276	4,398,474
Fees for services		1,288,537	1,212,787
Partnership & events		2,896,254	2,523,619
Retail Institute Training Income		2,250,481	2,696,781
Total revenue from contracts with customers		10,788,548	10,831,661
Other income			
Investment income	3A	285,458	246,166
Other income	3B	6,526	74,678
Total other income		291,984	320,844
Total income		11,080,532	11,152,505
Expenses			
Employee expenses	4A	5,177,391	5,510,737
Cost of goods sold		3,327,249	2,789,539
Affiliation fees	4B	83,784	73,132
Administration expenses	4C	787,679	984,640
Depreciation and amortisation	4D	28,441	186,240
Finance costs	4E	21,146	26,520
Legal costs	4F	-	2,008
Net losses from sale of assets	4G	-	1,449
Other expenses	4H	198,034	-
Audit fees	13	33,000	30,000
Total expenses		9,656,724	9,604,265
Surplus (deficit) for the year		1,423,808	1,548,240

The above statement should be read in conjunction with the notes.

Statement of financial position

as at 30 June 2025

	Notes	2025 \$	2024 \$
ASSETS			
Current assets			
Cash and cash equivalents	5A	7,179,366	7,625,166
Trade and other receivables	5B	152,346	431,319
Contract assets	5B	72,219	64,402
Other current assets	5C	217,091	272,424
Total current assets		7,621,022	8,393,311
Non-current assets			
Property, plant and equipment	6A	22,118	33,688
Total non-current assets		22,118	33,688
Total assets		7,643,140	8,426,999
LIABILITIES			
Current liabilities			
Trade payables	7A	285,371	372,125
Other payables	7B	675,816	953,248
Employee provisions	8A	107,295	121,850
Contract liabilities	5B	2,943,864	4,774,443
Total current liabilities		4,012,346	6,221,666
Non-current liabilities			
Employee provisions	8A	107,073	105,420
Total non-current liabilities		107,073	105,420
Total liabilities		4,119,419	6,327,086
Net assets		3,523,721	2,099,913
EQUITY			
General fund/retained earnings		3,523,721	2,099,913
Total equity		3,523,721	2,099,913

The above statement should be read in conjunction with the notes.

Statement of changes in equity

for the year ended 30 June 2025

	Notes	General funds / retained earnings \$	Total equity \$
Balance as at 1 July 2023		551,673	551,673
Surplus / (deficit)		1,548,240	1,548,240
Closing balance as at 30 June 2024		2,099,913	2,099,913
			-
Surplus / (deficit)		1,423,808	1,423,808
Closing balance as at 30 June 2025		3,523,721	3,523,721

The above statement should be read in conjunction with the notes.

Statement of cash flows

for the year ended 30 June 2025

	Notes	2025 \$	2024 \$
OPERATING ACTIVITIES			
Cash received			
Receipts from customers		9,907,072	12,051,895
Interest		286,350	235,112
Other		-	72,893
Cash used			
Employees		(5,834,501)	(5,112,415)
Suppliers		(4,786,163)	(5,320,772)
Net cash from (used by) operating activities	9A	(427,242)	1,926,713
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of plant and equipment		-	1,600
Cash used			
Purchase of plant and equipment		(18,558)	(31,737)
Net cash from (used by) investing activities		(18,558)	(30,137)
FINANCING ACTIVITIES			
Cash used			
Repayment of lease liabilities		-	(184,883)
Net cash from (used by) financing activities		-	(184,883)
Net increase (decrease) in cash held		(445,800)	1,711,693
Cash & cash equivalents at the beginning of the reporting period		7,625,166	5,913,473
Cash & cash equivalents at the end of the reporting period		7,179,366	7,625,166

The above statement should be read in conjunction with the notes.

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Note 1 Summary of material accounting policies

1.1 Basis of preparation of the financial statements

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

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

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

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

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standards and amendments

The accounting policies adopted are consistent with those of the previous financial year except for the following amendments to accounting standards and other changes in accounting policy, which have been adopted for the first time this financial year.

- AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current
- AASB 2022-6 Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants
- AASB 2022-5 Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback.

Based on the assessment performed, the adoption of the above accounting policies will not have a material impact on the Australian Retailers Association.

In addition to the above, the below lists additional Australian Accounting Standard that are effective for reporting periods ending 30 June 2025 but have been assessed as having no relevance for the Australian Retailers Association:

- AASB 2023-1 Amendments to Australian Accounting Standards – Supplier Finance Arrangements
- AASB 2022-10 Amendments to Australian Accounting Standards – Fair Value Measurement of Non- Financial Assets of Not-for-Profit Public Sector Entities.

No accounting standard has been adopted earlier than the application date stated in the standard.

1.5 Current versus non-current classification

The Australian Retailers Association presents assets and liabilities in the statement of financial position based on current/non-current classification.

An asset is current when it is:

- expected to be realised or intended to be sold or consumed in the normal operating cycle;
- held primarily for the purpose of trading;
- expected to be realised within twelve months after the reporting period; or
- cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period

All other assets are classified as non-current.

A liability is current when:

- it is expected to be settled in the normal operating cycle;
- it is held primarily for the purpose of trading;
- it is due to be settled within twelve months after the reporting period; or
- there is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period

The terms of the liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.

The Australian Retailers Association classifies all other liabilities as non-current

1.5 Revenue

The Australian Retailers Association enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, levies, grants, and donations.

The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.

Revenue from contracts with customers

Where the Australian Retailers Association has a contract with a customer, it recognises revenue when or as it transfers control of goods or services to the customer. *The Australian Retailers Association* accounts for an arrangement as a contract with a customer if the following criteria are met:

- the arrangement is enforceable; and
- the arrangement contains promises (that are also known as performance obligations) to transfer goods or services to the customer (or to other parties on behalf of the customer) that are sufficiently specific so that it can be determined when the performance obligation has been satisfied.

Membership subscriptions

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of the Australian Retailers Association.

If there is only one distinct membership service promised in the arrangement, the Australian Retailers Association recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect the Australian Retailers Association's promise to stand ready to provide assistance and support to the member as required.

If there is more than one distinct good or service promised in the membership subscription, the Australian Retailers Association allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that Australian Retailers Association charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good (for example, books or clothing) or as the service transfers to the customer (for example, member services or training course), the Australian Retailers Association recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

For member subscriptions paid annually in advance, the Australian Retailers Association has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

When a member subsequently purchases additional goods or services from Australian Retailers Association at their standalone selling price, Australian Retailers Association accounts for those sales as a separate contract with a customer.

Retail Institute Training Income

The training department generates a considerable amount of revenue for the Australian Retailers Association. Most of the accredited training courses provided by the Retail Institute are based on a written fixed duration contracts that spell out the performance obligation of each party to the contract. Some contracts may automatically renew on a periodic basis as specified in the contract.

For each performance obligation satisfied over time in accordance with the contract, the Australian Retailers Association recognises revenue over time by measuring the progress towards complete satisfaction of the performance obligation identified in the contract. The objective when measuring progress is to depict the Institute's performance in transferring control of services promised to a customer (i.e. the provision of the training services as specified in the contract).

If the consideration promised in a contract includes a variable amount, the Australian Retailers Association estimates the amount of consideration to which it will be entitled in exchange for transferring the promised goods or services to a customer as specified in the contract.

The Australian Retailers Association allocates the transaction price to each performance obligation (enrolment fee, tuition fee and various loadings) in an amount that depicts the consideration to which it expects to be entitled in exchange for transferring the promised services to the customer.

Advertising and Partnership

The share of revenue from Advertising and Partnership has been steadily growing over the last couple of years.

The contract with the customer is relatively straight forward, as in most cases, a written fixed duration contracts exist that spell out the performance obligation of each party to the contract.

In most instances, the Australian Retailers Association satisfies the performance obligation at a point in time - when events or services outlined in the contract are delivered. However, in certain circumstances, performance obligation is satisfied when the goods or services are transferred by the Australian Retailers Association to its customers over time in which case the Australian Retailers Association recognises revenue when it satisfies the performance obligations outlined in the contract.

The transaction price is the contract price (the amount of consideration) specified under each contract that the Australian Retailers Association is entitled in exchange for transferring the promised goods or services to the customer.

The Australian Retailers Association allocates the transaction price to each performance obligation on a relative stand-alone selling price basis as specified in the contract.

For advertising and sponsorship invoices paid annually in advance, the Australian Retailers Association has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

Fee for services

The Australian Retailers Association provides various type of services (advocacy, consulting services, grant projects management etc) to members and non-members for which it charges fees or enters into a funding agreement. Most of these services are provided through a written contract that have commercial substance as money is received in exchange for services.

Payment terms are specified in each contract. As the parties to the contract are committed to perform their respective obligations, the probability of collection is taken to be high. The transaction price is the contract price (the amount of consideration) specified under each contract that the Australian Retailers Association is entitled in exchange for transferring the promised goods or services to the customer.

The performance obligation under fee for services is satisfied when the goods or services are transferred by the Australian Retailers Association to its customers over time (including passage of time) or a point in time depending on the terms and conditions relating to the contract. To determine the point in time at which a customer obtains control of a promised asset and the Australian Retailers Association satisfies a performance obligation, it considers the requirements for control.

The Australian Retailers Association therefore recognises revenue when (or as) it satisfies the performance obligations specifically outlined in each contract.

Volunteer services

During the year, the Australian Retailers Association did not recognise any volunteer services as revenue because it could not reliably measure the fair value of those services.

Gains from sale of assets

An item of property, plant and equipment is derecognised upon disposal (which is at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of profit or loss when the asset is derecognised.

Interest income

Interest revenue is recognised on an accrual basis using the effective interest method.

1.6 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits in the circumstances set up below.

Liabilities for short-term employee benefits (as defined in AASB 119 *Employee Benefits*) and termination benefits which are expected to be settled within twelve months of the end of reporting period are measured at their nominal amounts.

The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by *the* Australian Retailers Association in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

Provision is made for separation and redundancy benefit payments. The Australian Retailers Association recognises a provision for termination as part of a broader restructuring when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations. A provision for voluntary termination is recognised when the employee has accepted the offer of termination.

Short-term leases and leases of low-value assets

Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term. The Australian Retailers Association's short-term leases are those that have a lease term of 12 months or less from commencement and its leases of low-value assets relates to leases of office equipment that are below \$5,000.

1.7 Cash

Cash is recognised at its nominal amount. Cash and cash equivalents include cash on hand, deposits held at call with bank, other short-term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

1.8 Financial instruments

Financial assets and financial liabilities are recognised when the Australian Retailers Association becomes a party to the contractual provisions of the instrument.

1.9 Financial assets

Contract assets and receivables

A contract asset is recognised when the Australian Retailers Association's right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on the Australian Retailers Association's future performance or some other condition.

A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

Initial recognition and measurement

The Australian Retailers Association's financial assets include trade receivables and bank deposits.

The Australian Retailers Association's financial assets are classified as financial assets subsequently measured at amortised cost because both of the following conditions are met:

- the financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are 'solely payments of principal and interest' on the principal amount outstanding.

The classification of financial assets is performed at an instrument level at initial recognition of the financial asset.

The Australian Retailers Association initially measures a financial asset at its fair value plus transaction costs. However, contract assets and trade receivables that do not contain a significant financing component are measured at the transaction price as determined in accordance with the revenue policy in Note 1.6.

Subsequent measurement

Financial assets at amortised cost are subsequently measured using the effective interest rate (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

Derecognition

Financial assets are derecognised when the rights to receive cash flows from the asset have expired. For receivables and contract assets, Australian Retailers Association directly reduces the gross carrying amount of a receivable or contract asset when it has no reasonable expectations of recovering the receivable or contract asset in its entirety or a portion thereof.

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the statement of financial position if the Australian Retailers Association currently has a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or realise the assets and settle the liabilities simultaneously.

Impairment

Expected credit losses (ECLs)

i. Debt instruments other than trade receivables

ii. Trade receivables and contract assets

The Australian Retailers Association recognises an allowance for ECLs for all contract assets, receivables and any other financial assets measured at amortisation cost. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the reporting unit expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

For trade receivables that do not have a significant financing component, the Australian Retailers Association applies a simplified approach in calculating ECLs. Therefore, the Australian Retailers Association does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Australian Retailers Association has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

1.10 Financial Liabilities

Initial recognition and measurement

The Australian Retailers Association's financial liabilities include trade and other payables, interest-bearing loans and borrowings.

The Australian Retailers Association's financial liabilities are classified as financial liabilities subsequently measured at amortised cost.

These financial liabilities are recognised initially at fair value and net of directly attributable transaction costs.

Subsequent measurement

Financial liabilities at amortised cost

After initial recognition, trade payables and interest-bearing loans and borrowings are subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in profit or loss.

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original.

liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

1.11 Liabilities relating to contracts with customers**Contract liabilities**

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

Refund liabilities

A refund liability is recognised for the obligation to refund some or all of the consideration received (or receivable) from a customer. The Australian Retailers Association's refund liabilities arise from customers' right of return. The liability is measured at the amount the Australian Retailers Association's ultimately expects it will have to return to the customer. The Australian Retailers Association updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

1.18 Plant and equipment**Asset recognition threshold**

Purchases of plant and equipment are recognised initially at cost in the statement of financial position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives

	2025	2024
Plant and equipment	1 to 10 years	1 to 10 years

Note 2 Events after the reporting period

Following the signing of the heads-of-agreement by the Australian Retailers Association (ARA) and the National Retail Association (NRA) to merge the two entities and pursuant to Part 2 in Chapter 3 of the Fair Work (Registered Organisations) Act 2009 (Cth), an application was lodged on 12 June 2025 to the Fair work Commission in relation to the proposed amalgamation.

Once approval is granted by FWC, the AEC will conduct member ballots in relation to the amalgamation before the amalgamation takes effect.

Under the scheme of amalgamation, the ARA is proposed to be the amalgamated organisation. The tentative amalgamation date is 1 October 2025.

2025	2024
\$	\$

Note 3 Revenue and income

Disaggregation of revenue from contracts with customers

A disaggregation of the Australian Retailers Association's revenue by type of arrangement is provided on the face of the Statement of Comprehensive Income. The table below also sets out a disaggregation of revenue by type of customer:

Type of customer

Members	4,353,276	4,398,474
Training	2,250,481	2,696,781
Partners and Sponsors	2,896,254	2,523,619
Other parties	1,288,537	1,212,787
Total revenue from contracts with customers	10,788,548	10,831,661

Disaggregation of income for furthering activities

A disaggregation of the Australian Retailers Association's 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	4,353,276	4,398,474
Partners and Sponsors	2,896,254	2,523,619
Government	1,654,111	3,079,338
Other parties	2,176,891	1,151,074
Total income for furthering activities	11,080,532	11,152,505

	2025	2024
	\$	\$
Note 3A: Investment income		
Interest		
Deposits	285,458	246,166
Loans	-	-
Dividends	-	-
Total investment income	285,458	246,166

Note 3B: Other income

Commissions Received*	6,526	74,678
Total other income	6,526	74,678

2025	2024
\$	\$

Note 4 Expenses

Note 4A: Employee expenses

Holders of office:

Wages and salaries	-	-
Superannuation	-	-
Leave and other entitlements	-	-
Separation and redundancies	-	-
Other employee expenses	-	-

Subtotal employee expenses holders of office

-	-
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Employees other than office holders:

Wages and salaries	4,472,304	4,716,794
Superannuation	458,611	441,559
Leave and other entitlements	(12,902)	21,435
Other employee expenses	259,378	330,949

Subtotal employee expenses employees other than office holders

5,177,391	5,510,737
-----------	-----------

Total employee expenses

5,177,391	5,510,737
-----------	-----------

Note 4B: Affiliation fees

Newspapers	1,939	1,869
Subscriptions	81,845	71,263
Total affiliation fees/subscriptions	83,784	73,132

	2025	2024
	\$	\$
Note 4C: Administration expenses		
Contractors/consultants	124,806	222,920
Property expenses	-	24,588
Office expenses	5,680	43,818
Information communications technology	377,894	439,864
Marketing and Promotion expenses	84,122	88,339
Travel expenses	45,205	35,920
Other	48,066	72,910
Subtotal administration expense	685,773	928,359
Lease rentals:		
Short term, low value and variable lease payments	101,907	56,281
Total administration expenses	787,680	984,640

Note 4D: Depreciation and amortisation

Depreciation		
Property, plant and equipment	28,441	19,622
Total depreciation	28,441	19,622
Amortisation		
Right-of-use lease asset	-	166,618
Total amortisation	-	166,618
Total depreciation and amortisation	28,441	186,240

	2025	2024
	\$	\$
Note 4E: Finance costs		
Overdrafts/loans	-	2,743
Merchant and bank fees	21,146	23,777
Total finance costs	21,146	26,520

Note 4F: Legal costs

Litigation	-	-
Other legal costs	-	2,008
Total legal costs	-	2,008

Note 4G: Net losses from sale of assets

Plant and equipment	-	1,449
Total net losses from asset sales	-	1,449

Note 4H: Other Expenses

Professional Fees	139,397	-
Legal Expenses	24,125	-
Travel & Accommodation	15,811	-
Marketing Expenses	9,500	-
Software & Licenses	9,201	-
Total other expenses	198,034	-

*Note: These are one-off expenses incurred in relation to due diligence and FWC application works undertaken in relation to the amalgamation of ARA with NRA.

2025	2024
\$	\$

Note 5 Current Assets

Note 5A: Cash and cash equivalents

Cash at bank	1,394,396	515,714
Cash on hand	-	-
Short term deposits	5,784,970	7,109,452
Other	-	-
Total cash and cash equivalents	7,179,366	7,625,166

Note 5B: Trade and other receivables

Receivables

Accounts Receivables	180,129	455,563
Total receivables	180,129	455,563

Less allowance for expected credit losses

Allowance for expected credit losses	(27,783)	(24,244)
Total allowance for expected credit losses	(27,783)	(24,244)
Receivable from other reporting unit(s) (net)	152,346	431,319
Total trade and other receivables (net)	152,346	431,319

The movement in the allowance for expected credit losses of trade and other receivables is as follows:

At 1 July	(24,243)	(12,008)
Provision for expected credit losses	(3,700)	(8,860)
Write-off	160	(3,375)
At 30 June	(27,783)	(24,243)

2025	2024
\$	\$

Note 5B: Trade and other receivables (continued)

The Australian Retailers Association has recognised the following assets and liabilities related to contracts with customers:

Receivables	152,346	431,319
Receivables – current	152,346	431,319
Receivables – non-current	-	-
Contract assets	72,219	64,402
Contract assets – current	72,219	64,402
Contract assets – non-current	-	-
Other contract liabilities	2,943,864	4,774,444
Contract liabilities – current	2,943,864	4,774,444
Contract liabilities – non-current	-	-

There's no significant changes between opening and closing balances of contract.

Unsatisfied performance obligations

The transaction price allocated to the remaining performance obligations (unsatisfied or partially unsatisfied) as at 30 June 2025 is \$2,943,864. The Australian Retailers Association expects that 100% of the transaction price allocated to remaining performance obligations is expected to be recognised as revenue within one year. These performance obligations primarily relate to Membership fees received in advance and advance payments made by partners for sponsorship and advertising as per the service agreements. There is no revenue expected to be recognised beyond one year.

2025	2024
\$	\$

Note 5C: Other current assets

Prepayments	205,302	262,284
Rental Deposit	10,140	10,140
Sundry Debtors and others	1,649	-
Total other current assets	217,091	272,424

Note 6 Non-current Assets

Note 6A: Property, Plant and Equipment

2025

	Plant and Equipment \$	Total \$
Property, Plant and Equipment:		
carrying amount	109,723	109,723
accumulated depreciation	(87,605)	(87,605)
Total Property, Plant and Equipment	22,118	22,118

Reconciliation of opening and closing balances of property, plant and equipment

Net book value 1 July 2024	33,688	33,688
Additions:		
By purchase	16,871	16,871
Revaluations	-	-
Impairments	-	-
Depreciation expense	(28,441)	(28,441)
Other movement	-	-
Disposals:		
N/A	-	-
Other	-	-
Net book value 30 June 2025	22,118	22,118
Net book value as of 30 June 2025 represented by:		
Gross book value	109,723	109,723
Accumulated depreciation and impairment	(87,605)	(87,605)
Net book value 30 June 2025	22,118	22,118

Note 6A: Property, Plant and Equipment (continued)

2024

	Plant and Equipment \$	Total \$
Property, Plant and Equipment:		
carrying value	98,306	98,306
accumulated depreciation	(64,618)	(64,618)
Total Property, Plant and Equipment	33,688	33,688

Reconciliation of opening and closing balances of property, plant and equipment

Net book value 1 July 2023	27,513	27,513
Additions:		
By purchase	28,852	28,852
Revaluations	-	-
Impairments	-	-
Depreciation expense	(19,622)	(19,622)
Other movement	-	-
Disposals:		
Printers	(2,904)	(2,904)
Other	(151)	(151)
Net book value 30 June 2024	33,688	33,688
Net book value as of 30 June 2024 represented by:		
Gross book value	98,306	98,306
Accumulated depreciation and impairment	(64,618)	(64,618)
Net book value 30 June 2024	33,688	33,688

	2025	2024
	\$	\$

Note 7 Current Liabilities

Note 7A: Trade payables

Trade creditors and accruals	285,371	372,125
Subtotal trade creditors	285,371	372,125
Payables to other reporting unit(s)		
N/A	-	-
Subtotal payables to other reporting unit(s)	-	-
Total trade payables	285,371	372,125

Settlement is usually made within 30 days.

Note 7B: Other payables

Wages and salaries	-	-
Superannuation	37,996	42,411
Accrued Expenses	520,744	696,339
GST payable	107,366	193,233
PAYG withholding	832	6,103
Other	8,878	15,162
Total other payables	675,816	953,248

Total other payables are expected to be settled in:

No more than 12 months	675,816	953,248
More than 12 months	-	-
Total other payables	675,816	953,248

2025	2024
\$	\$

Note 8 Provisions

Note 8A: Employee provisions

Office holders:

Annual leave	-	-
Long service leave	-	-
Separations and redundancies	-	-
Other	-	-

Subtotal employee provisions—office holders

-	-
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Employees other than office holders:

Annual leave	83,944	100,232
Long service leave	23,351	21,618

Subtotal employee provisions—employees other than office holders

107,295	121,850
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Total employee provisions - current

107,295	121,850
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Non-current liabilities

Employee Provision	107,295	105,420
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Total non-current liabilities

107,295	105,420
---------	---------

Current employee provisions

107,295	121,850
---------	---------

Non-current employee provisions

107,073	105,420
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Total employee provisions

214,368	227,270
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2025	2024
\$	\$

Note 9 Cash Flow

Note 9: Cash flow reconciliation

Reconciliation of cash and cash equivalents as per statement of financial position to statement of cash flow:

Cash and cash equivalents as per:

Statement of cash flow	7,179,366	7,625,166
Statement of financial position	7,179,366	7,625,166
Difference	-	-

Reconciliation of Surplus/(deficit) to net cash from operating activities:

Surplus/(deficit) for the year	1,423,808	1,548,240
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Adjustments for non-cash items

Depreciation/amortisation	106,583	317,196
Net write-down of non-financial assets	-	-
Fair value movements in investment property	-	-
Gain on disposal of assets	-	(1,449)

Changes in assets/liabilities

(Increase)/decrease in net receivables	269,508	634,683
(Increase)/decrease in prepayments	(21,160)	(89,126)
Increase/(decrease) in supplier payables	(86,755)	11,875
Increase/(decrease) in other payables	(2,106,324)	(285,148)
Increase/(decrease) in employee provisions	(12,902)	(209,558)
Increase/(decrease) in other provisions		
Net cash from (used by) operating activities	(427,242)	1,926,713

Note 9B: Cash flow information

Cash inflows

The Australian Retailers Association	10,193,422	12,395,058
Total cash inflows	10,193,422	12,395,058

Cash outflows

The Australian Retailers Association	10,639,222	10,683,365
Total cash outflows	10,639,222	10,683,365

Note 10 Contingent Liabilities, Assets and Commitments**Note 10A: Commitments and contingencies**

The Australian Retailers Association did not have any contingent assets and or liabilities as of 30 June 2025.

Note 11 Related Party Disclosures**Note 11A: Related party transactions for the reporting period**

The Australian Retailers Association did not have related party transactions during FY25.

	2025	2024
	\$	\$
Note 11B: Key management personnel remuneration for the reporting period		
Short-term employee benefits		
Salary (including annual leave taken)	1,755,090	1,668,382
Annual leave accrued	38,757	59,836
Performance bonus	467,996	299,614
Total short-term employee benefits	2,261,843	2,027,832
Post-employment benefits:		
Superannuation	179,864	163,485
Total post-employment benefits	179,864	163,485
Other long-term benefits:		
Long-service leave	66,389	81,729
Total other long-term benefits	66,389	81,729
Termination benefits	-	-
Total	2,508,096	2,273,046

2025	2024
\$	\$

Note 12 Remuneration of Auditors

Value of the services provided

Financial statement audit services	33,000	30,000
Total remuneration of auditors	33,000	30,000

Note 13 Financial Instruments

The Australian Retailers Association has financial instruments that are cash or cash equivalents, trade receivables, trade and other payables and interest-bearing loans that are carried at amortised cost

Note 13A: Categories of Financial Instruments

Financial assets

At amortised cost:

Cash and cash equivalent	7,179,366	7,625,166
Trade and other receivables	152,346	455,563
Total	7,331,712	8,080,729
Carrying amount of financial assets	7,331,712	8,080,729

Financial liabilities

At amortised cost:

Trade payables and accruals	285,371	372,125
Total	285,371	372,125
Carrying amount of financial liabilities	285,371	372,125

Note 13B: Net income and expense from financial assets

Financial assets at amortised cost

Interest revenue	285,458	246,166
Impairment	-	-
Net income/(expense) from financial assets	285,458	246,166

2025	2024
\$	\$

Note 13C: Net income and expense from financial liabilities

Financial liabilities at amortised cost

Interest expense	-	2,744
Gain/loss on disposal	-	-
Net gain/(loss) from financial liabilities	-	2,744

Note 13D: Credit risk

Credit risk is the risk that a counterparty will not meet its obligations under a financial instrument or customer contract, leading to a financial loss. The Australian Retailers Association is exposed to credit risk from its operating activities (primarily trade receivables) and from its financing activities, including deposits held with banks. Set out below is the information about the credit risk exposure on trade receivables and contract assets using a provision matrix:

	Trade receivables and contract assets					
	Days past due					
	Current	<30 days	30-60 days	61-90 days	>91 days	Total
	\$	\$	\$	\$	\$	\$
30 June 2025						
Expected credit loss rate	0%	0%	0%	0%	30%	
Estimate total gross carrying amount at default	57,352	92,528	13,750	16,499	-	180,129
Expected credit loss	-	-	-	-	-	-
30 June 2024						
Expected credit loss rate	0%	0%	0%	0%	30%	
Estimate total gross carrying amount at default	337,150	69,114	44,534	640	4,125	455,563
Expected credit loss	-	-	-	-	1,238	1,238

The Australian Retailers Association's maximum exposure to credit risk for the components of the statement of financial position at 30 June 2025 and 2024 is the carrying amounts as illustrated above. 60% the outstanding balance showing as of 30 June 2025 was collected during the period July following the end of the financial year.

Note 13E: Liquidity risk

Credit risk is the risk that a counterparty will not meet its obligations under a financial instrument or customer contract, leading to a financial loss. Australian Retailers Association is exposed to credit risk from its operating activities (primarily trade receivables) and from its financing activities, including deposits held with banks. Set out below is the information about the credit risk exposure on trade receivables and contract assets using a provision matrix:

Contractual maturities for financial liabilities and lease liabilities are as follows:

	On	< 1 year	1– 2 years	2– 5 years	>5	Total
	Demand	\$	\$	\$	years	\$
Financial liabilities						
30 June 2025						
Payables	-	285,371	-	-	-	285,371
Total	-	285,371	-	-	-	285,371
 Financial liabilities						
30 June 2024						
Payables	-	372,125	-	-	-	372,125
Total	-	372,125	-	-	-	372,125

Note 13F: Market risk

As at 30 June 2025 or throughout the financial year the Association had no material exposure to changes to any market risk, including interest rate risk (2024: no material risk).

Interest rate risk

The Australian Retailer Association doesn't carry any loans and therefore is not exposed to interest rate risk

Note 13G: Changes in liabilities arising from financing activities

	Current interest- bearing loans and borrowings	2025 Non- current interest- bearing loans and borrowings	Total	Current interest- bearing loans and borrowings	2024 Non- current interest- bearing loans and borrowings	Total
	\$	\$	\$	\$	\$	\$
Beginning balance	-	-	-	-	182,140	182,140
Cash flows	-	-	-	-	-184,883	-184,883
New leases	-	-	-	-	-	-
Other	-	-	-	-	2,743	2,743
Ending balance	-	-	-	-	-	-

The Australian Retailers Association classifies interest paid as cash flows from operating activity

Note 14 Fair value measurements

Note 14A: Financial assets and liabilities

The Australian Retailers Association assessed that cash, trade receivables, trade payables, and other current liabilities approximate their carrying amounts largely due to the short-term maturities of these instruments.

For other financial instruments, the following methods and assumptions were used to estimate the fair values:

- Fair values of the Australian Retailers Association's interest-bearing borrowings and loans are determined by using a discounted cash flow method. The discount rate used reflects the issuer's borrowing rate as at the end of the reporting period. The own performance risk as at 30 June 2025 was assessed to be insignificant

The following table contains the carrying amounts and related fair values for Australian Retailers Association's financial assets and liabilities:

	Carrying amount 2025 \$	Fair value 2025 \$	Carrying amount 2024 \$	Fair value 2024 \$
Financial assets				
Cash	7,179,366	7,179,366	7,625,166	7,625,166
Trade and other receivables	152,346	152,346	455,563	455,563
Total	7,331,712	7,331,712	8,080,729	8,080,729
Financial liabilities				
Trade payables and accruals	285,371	285,371	372,125	372,125
Other payables	-	-	-	-
Total	285,371	285,371	372,125	372,125

Note 15 Administration of financial affairs by a third party

The Australian Retailers Association administers its own financial activities.

Note 16 Section 272 Fair Work (Registered Organisations) Act 2009

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

Information to be provided to members or the General Manager:

1. 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.
2. The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
3. A reporting unit must comply with an application made under subsection (1).

The Australian Retailers Association

Officer declaration statement

I, **NICOLE SHEFFIELD**, being the **PRESIDENT** of the Australian Retailers Association declare that the following activities did not occur during the reporting period ending 30 June 2025.

The Australian Retailers Association 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 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
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees or any other expense to another reporting unit
- 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 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 an 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 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
- provide cash flows to another reporting unit and/or controlled entity
- receive cash flows from another reporting unit and/or controlled entity
- have another entity administer the financial affairs of the reporting unit

Signed by the officer:

A black rectangular box redacting the signature of the officer.

Dated: **21/08/2025**