



28 January 2026

Jarrold Moran
Executive Officer
The Australian Maritime Officers' Union
Sent via email: admin@amou.com.au
CC: info@mgisq.com.au

Dear Jarrold Moran

**The Australian Maritime Officers' Union
Financial Report for the year ended 30 June 2025 – (FR2025/175)**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Australian Maritime Officers' Union (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 22 December 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.

Rotation of registered auditor

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 Graeme Ian Kent 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 Graeme Ian Kent 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

22nd December 2025

s.268 Fair Work (Registered Organisations) Act 2009

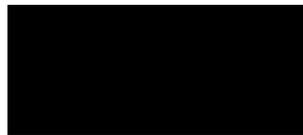
Certificate by prescribed designated officer.

Certificate for the 12 months ended 30th June 2025.

I Captain Matthew Jepson being the President of the Australian Maritime Officers Union certify:

- that the documents lodged on 22nd December 2025 are copies of the full report for the Australian Maritime Officers Union (AMOU) for the period 1st July 2024 to 30th June 2025 referred to in s.268 of the Fair Work (Registered Organisations) Act 2009; and
- that the full report was posted on the website of the reporting unit on 26th November 2025; and
- that the full report was presented to a meeting of the Executive Council of the AMOU on 19th December 2025 in accordance with s.266 of the Fair Work (Registered Organisations) Act 2009.

Signature of prescribed designated officer:



Name of prescribed designated officer: Captain Matthew Jepson

Title of prescribed designated officer: President

Dated: 22nd December 2025



AUSTRALIAN MARITIME OFFICERS' UNION

ABN 56 181 230 800

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

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AUSTRALIAN MARITIME OFFICERS' UNION
EXECUTIVE COUNCIL'S OPERATING REPORT
FOR THE YEAR ENDED 30 JUNE 2025

Operating Report

In accordance with section 254 of the *Fair Work (Registered Organisations) Act 2009* ("Act") the Executive Council ("the Executive") presents its Operating Report on the Australian Maritime Officers' Union ("the Union"), for the year ended 30 June 2025.

Principal Activities

The principal activity of the Australian Maritime Officers' Union is to uphold the rights of labour organisations and to improve, protect and advance the working and living conditions of its members and their families through enterprise bargaining and industrial representation.

Operating Result

The surplus for the financial year amounted to \$413,024. The result has been influenced by:

1. Decrease in membership income of \$75,379 (3%) to \$2,333,871;
2. Unrealised gain on revaluation of investments of \$295,422; and
3. Increase in employee costs of \$33,546 (2%) to \$1,507,908.

Significant Changes in Financial Affairs

A review of the operations of the Union during the financial year found that there was no significant change in its financial affairs.

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Union, the results of those operations or the state of affairs of the Union in future financial years.

Members Right to Resign

A member may resign from the Union by written notice addressed and delivered to the President of the Union.

Officers or Members who are Superannuation Fund Trustees/ Directors of a Company that is a Superannuation Fund Trustee

No officers/ members or employees of the organisation are Directors of companies that are trustees of superannuation funds where a criterion for the officer or member being the trustee or director is that the officer or member is an officer or member of a registered organisation.

AUSTRALIAN MARITIME OFFICERS' UNION
EXECUTIVE COUNCIL'S OPERATING REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Members of the Executive Council

The name of each person who has been a member of the Executive Council of the Union at any time during the reporting period, and the period for which he or she held such a position is as follows:

Name	Period of Tenure	Position
<i>National</i>		
Matthew Jepson	01/07/24 – 30/06/25	President
Brent Warhurst	01/07/24 – 30/06/25	Vice-President
Brent Middleton	01/07/24 – 30/06/25	National Councillor
Ken Blackband	01/07/24 – 30/06/25	National Councillor
John McDonald	01/07/24 – 30/06/25	National Councillor
Brent Hills	01/07/24 – 11/04/25	National Councillor
Ryan Thornton	11/04/24 – 30/06/25	National Councillor
<i>Delegates</i>		
Ian Hughes	01/07/24 – 30/06/25	Ferries & Tourism Delegate
Wayne Lewis	15/04/25 – 30/06/25	Offshore Energy Delegate
Benjamin Miers	01/07/24 – 30/06/25	Pilot Delegate
Darryl Dorrn	01/07/24 – 30/06/25	Port Authority Industry Delegate
Terry Johnston	28/02/25 – 30/06/25	Private Port Services Delegate
Mitchell Ellicott	01/07/24 – 30/06/25	Seagoing Delegate
Jarrod Healy	28/02/25 – 30/06/25	Towage Delegate

Membership of the Union

Total number of members as at 30 June 2025: 2,547.

Employees of the Union

The number of persons who were, at the end of the period to which the report relates, employees of the Union, where the number of employees includes both full-time and part-time employees measured on a full-time equivalent basis is 11.0.

AUSTRALIAN MARITIME OFFICERS' UNION
EXECUTIVE COUNCIL'S OPERATING REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Wages Recovery Activity

The Union continuously undertakes recovery of wages on behalf of members. It is Union policy that any successful wage recovery from employers is paid directly to those members affected. As a result, no wage recovery activity is accounted via the Union's bank accounts and therefore not reflected in these financial statements.

Auditor's Independence Declaration

A copy of the auditor's independence declaration is set out on page 6.

This report is made in accordance with a resolution of the Executive Council and is signed for and on behalf of the Executive Council by:



.....
Matthew Jepson
President

25 November 2025

Sydney

**AUDITOR'S INDEPENDENCE DECLARATION
TO THE EXECUTIVE COUNCIL OF THE
AUSTRALIAN MARITIME OFFICERS' UNION**

As lead auditor for the audit of the Australian Maritime Officers' Union for the year ended 30 June 2025; I declare that, to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.

MGI Audit Pty Ltd

G I Kent

Director – Audit & Assurance

Brisbane

25 November 2025

Registration number (as registered by the General Manager under the RO Act): AA2017/2

AUSTRALIAN MARITIME OFFICERS' UNION

EXECUTIVE COUNCIL STATEMENT

FOR THE YEAR ENDED 30 JUNE 2025

On 25 November 2025, the Executive Council of the Union passed the following resolution to the General-Purpose Financial Report (GPFR) of the reporting unit for the financial year ended 30 June 2025.

The Executive Council declares in relation to the GPFR that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with all 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 Union for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the Union 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 Executive Council were held in accordance with the rules of the organisation; and
 - ii. the financial affairs of the Union have been managed in accordance with the rules of the organisation, and
 - iii. the financial records of the Union have been kept and maintained in accordance with the *RO Act*; and
 - iv. where information has been sought in any request of a member of the reporting unit or General Manager duly made under section 272 of the RO Act, that information has been provided to the member or General Manager; and
 - v. where any order for inspection of financial records 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 Executive Council.

Name of Designated Officer: Matthew Jepson

Title of Designated Officer: President

Signature:

Date: 25 November 2025

Independent Audit Report to the Members of the Australian Maritime Officers' Union

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of the Australian Maritime Officers' Union (the Union), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended 30 June 2025, notes to the financial statements, including a summary of significant accounting policies; and the Executive Council Statement, the subsection 255(2A) report and the Officer's Declaration Statement.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Australian Maritime Officers' Union as at 30 June 2025, and its financial performance and its cash flows for the year ended on that date in accordance with:

- a) the Australian Accounting Standards; and
- b) 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).

We declare that management's use of the going concern basis in the preparation of the financial statements of the Union is appropriate.

Basis for Opinion

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

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

Information Other than the Financial Report and Auditor's Report thereon

The Executive Council is responsible for the other information. The other information obtained at the date of this auditor's report is in the Operating Report accompanying the financial report.

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 my 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 Executive Council for the Financial Report

The Executive Council of the Union is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the RO Act, and for such internal control as the Executive Council determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Executive Council is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Council either intends to liquidate the Union or to cease operations, or has 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 my 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 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 the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Council.
- Conclude on the appropriateness of the Executive Council'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 Union'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 Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Union to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Union's audit. We remain solely responsible for our audit opinion.

We communicate with the Executive Council 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.

Declaration

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

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

MGI Audit Pty Ltd

G I Kent

Director – Audit & Assurance

Brisbane

25 November 2025

Registration number (as registered by the General Manager under the RO Act): AA2017/2

**AUSTRALIAN MARITIME OFFICERS' UNION
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025**

		2025	2024
	Notes	\$	\$
Revenue from contracts with customers	3		
Membership subscription		2,333,871	2,409,250
Total revenue from contracts with customers		2,333,871	2,409,250
Other income			
Investment income	3A	147,844	38,965
Other revenue		1,818	8,008
Gain on sale of property, plant and equipment		7,379	-
Unrealised gain on revaluation of investments		295,422	309,924
Total other income		452,463	356,897
Total revenue		2,786,334	2,766,147
Expenses			
Employee expenses	4A	(1,507,908)	(1,474,362)
Affiliation fees	4B	(15,341)	(14,924)
Administration expenses	4C	(553,262)	(480,209)
Grants or donations	4D	(100)	(330)
Depreciation and amortisation	4E	(88,499)	(116,987)
Legal costs	4F	(58,567)	(72,074)
Audit and accounting fees	13	(46,188)	(45,521)
Finance costs	4G	(14,100)	(16,325)
Occupancy costs	4H	(89,345)	(37,494)
Total expenses		(2,373,310)	(2,258,226)
Surplus for the year		413,024	507,921
Other comprehensive income			
Revaluation of land and buildings		221,400	-
Total comprehensive income for the year		634,424	507,921

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

**AUSTRALIAN MARITIME OFFICERS' UNION
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025**

	Notes	2025 \$	2024 \$
ASSETS			
Current Assets			
Cash and cash equivalents	5A	389,116	413,897
Trade and other receivables	5B	1,056	-
Financial assets	5C	4,221,592	3,766,389
Other current assets		6,250	-
Total current assets		4,618,014	4,180,286
Non-Current Assets			
Land and buildings	6A	645,652	349,608
Leasehold improvements	6B	5,483	32,202
Motor vehicles	6C	-	8,278
Furniture, library and equipment	6D	83,463	93,438
Computer equipment	6E	12,126	12,381
Intangible assets	6F	16,937	29,179
Total non-current assets		763,661	525,086
Total assets		5,381,675	4,705,372
LIABILITIES			
Current Liabilities			
Trade payables	7A	26,672	30,290
Other payables	7B	223,664	211,057
Employee provisions	8A	343,365	409,114
Lease liabilities	9A	25,388	3,380
Total current liabilities		619,089	653,841
Non-Current Liabilities			
Employee provisions	8A	19,521	6,293
Lease liabilities	9A	63,403	-
Total non-current liabilities		82,924	6,293
Total liabilities		702,013	660,134
Net assets		4,679,662	4,045,238
EQUITY			
Asset revaluation reserve		221,400	-
Retained earnings		4,458,262	4,045,238
Total equity		4,679,662	4,045,238

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

**AUSTRALIAN MARITIME OFFICERS' UNION
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025**

	Notes	Asset revaluation reserve \$	Retained earnings \$	Total equity \$
Balance as at 1 July 2023		-	3,537,317	3,537,317
Surplus for the year		-	507,921	507,921
Other comprehensive income		-	-	-
Closing balance as at 30 June 2024		-	4,045,238	4,045,238
Surplus for the year		-	413,024	413,024
Other comprehensive income		221,400	-	221,400
Closing balance as at 30 June 2025		221,400	4,458,262	4,679,662

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

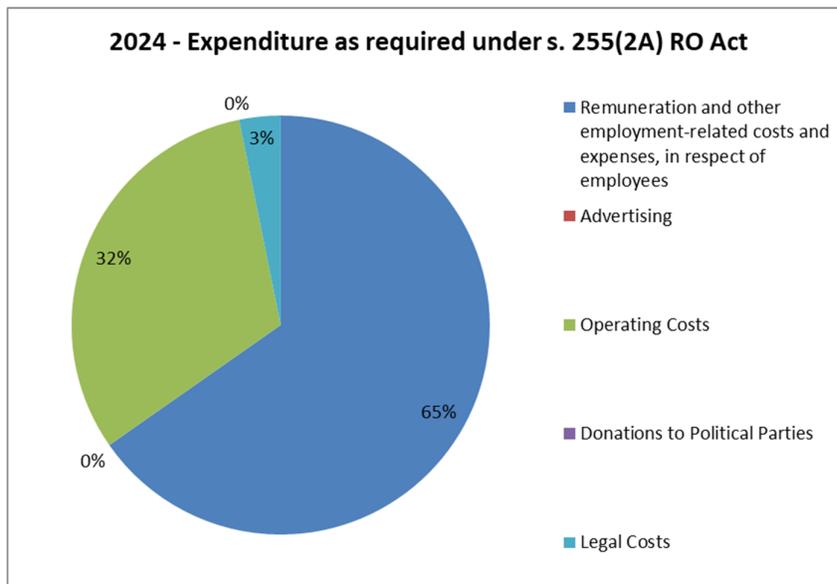
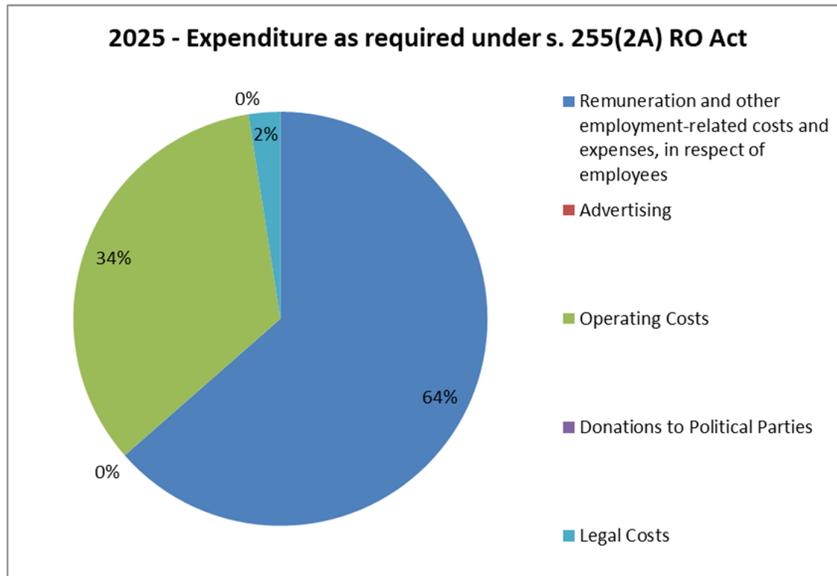
**AUSTRALIAN MARITIME OFFICERS' UNION
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025**

		2025	2024
	Notes	\$	\$
OPERATING ACTIVITIES			
Cash received			
Receipts from members and other customers		2,570,594	2,673,747
Investment income		395	38,965
		2,570,989	2,712,712
Cash used			
Employees and suppliers		(2,566,454)	(2,332,794)
Interest paid		(11,752)	(16,325)
		(2,568,206)	(2,349,119)
Net cash provided by operating activities	10A	2,783	363,593
INVESTING ACTIVITIES			
Payments for property, plant and equipment		(17,500)	(8,649)
Proceeds from the sale of property, plant and equipment		13,637	-
Purchase of financial assets		(12,332)	-
Net cash used in investing activities		(16,195)	(8,649)
FINANCING ACTIVITIES			
Repayment of lease liabilities		(11,369)	(48,768)
Net cash used in financing activities		(11,369)	(48,768)
Net (decrease)/ increase in cash held		(24,781)	306,176
Cash & cash equivalents at the beginning of the reporting period		413,897	107,721
Cash & cash equivalents at the end of the reporting period	5A	389,116	413,897

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

**AUSTRALIAN MARITIME OFFICERS' UNION
 REPORT REQUIRED UNDER SUBSECTION 255(2A) OF THE FAIR WORK (REGISTERED
 ORGANISATIONS) ACT 2009
 FOR THE YEAR ENDED 30 JUNE 2025**

The Executive Council presents the expenditure report as required under subsection 255(2A) of the *Fair Work (Registered Organisations) Act 2009* on the Union for the year ended 30 June 2025:



.....
 Matthew Jepson
 President

25 November 2025
 Sydney

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

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AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant 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*. For the purpose of preparing the general purpose financial statements, the Australian Maritime Officers' Union (the Union) 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.

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

The following accounting assumptions or estimates 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.

Key Estimates

Impairment – general

The Union assesses impairment at each reporting period by evaluation of conditions and events specific to the Union that may be indicative of impairment triggers. Recoverable amounts of relevant assets are assessed using value-in-use calculations which incorporate various key assumptions.

No impairment has been recognised in respect of the current year.

Key Judgements

Useful lives of plant and equipment

Plant and equipment are depreciated over the useful life of the asset and the depreciation rates are assessed when the asset is acquired or when there is a significant change that affects the remaining useful life of the asset.

Provision for impairment of receivables

The value of the provision for impairment of receivables is estimated by considering the ageing of receivables, communication with the debtors and prior history.

On-cost for employee entitlement provision

The Union revised its estimate for on-costs for employee provision during the year to include superannuation, workers compensation and payroll tax.

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.4 New Australian Accounting Standards

New accounting and amendments applied for the first time for this annual reporting period commencing 1 July 2024 did not have any material amounts on the amounts recognised in the current or prior periods and are not expected to significantly affect future periods.

1.5 Revenue

The Union enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, capitation fees, 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 Union has a contract with a customer, the Union recognises revenue when or as it transfers control of goods or services to the customer. The Union 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.

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.5 Revenue (Continued)

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 Union.

If there is only one distinct membership service promised in the arrangement, the Union recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect the Union'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 Union allocates the transaction price to each performance obligation based on the relative standalone selling prices 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 the Union 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 Union recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

For member subscriptions paid annually in advance, the Union 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 the Union at their standalone selling price, the Union accounts for those sales as a separate contract with a customer.

Income of the Union as a Not-for-Profit Entity

Consideration is received by the Union to enable the entity to further its objectives. The Union recognises each of these amounts of consideration as income when the consideration is received (which is when the Union obtains control of the cash) because, based on the rights and obligations in each arrangement:

- the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and
- the Union's recognition of the cash contribution does not give to any related liabilities.

During the year, the Union received cash consideration from the following arrangements whereby that consideration will be recognised as income upon receipt:

- donations and voluntary contribution from members (including whip arounds); and
- government grants.

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.5 Revenue (Continued)

Income recognised from transfers

Where, as part of an enforceable agreement, the Union receives consideration to acquire or construct a non-financial asset such as property, plant and equipment to an identified specification and for the Union's own use, a liability is recognised for the obligation to acquire or construct the asset. Income is recognised as the obligation to acquire or construct the asset is satisfied, which is typically over time. The asset that is being acquired or constructed is recognised in accordance with the policy on property, plant and equipment.

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.

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

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 when it is probable that settlement will be required and they are capable of being measured reliably.

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 reporting unit 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 reporting unit 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.

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.

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.8 Leases

For any leases entered into the Union considers whether a contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

To apply this definition the Union assesses whether the contract meets three key evaluations which are whether:

- The contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to the Union;
- The Union has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract;
- The Union has the right to direct the use of the identified asset throughout the period of use.
- The Union assess whether it has the right to direct 'how and for what purpose' the asset is used throughout the period of use.

Measurement and recognition of leases as a lessee

At lease commencement date, the Union recognises a right-of-use asset and a lease liability on the balance sheet. The right-of-use asset is measured at cost, which is made up of the initial measurement of the lease liability, any initial direct costs incurred by the Union, an estimate of any costs to dismantle and remove the asset at the end of the lease, and any lease payments made in advance of the lease commencement date (net of any incentives received).

The Union depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The Union also assesses the right-of-use asset for impairment when such indicators exist. At the commencement date, the Union measures the lease liability at the present value of the lease payments unpaid at that date, discounted using the interest rate implicit in the lease if that rate is readily available or the Union's incremental borrowing rate.

Lease payments included in the measurement of the lease liability are made up of fixed payments (including in substance fixed), variable payments based on an index or rate, amounts expected to be payable under a residual value guarantee and payments arising from options reasonably certain to be exercised.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in in-substance fixed payments. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right-of-use asset is already reduced to zero.

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.8 Leases (continued)

The Union has elected to account for short-term leases and leases of low-value assets using the practical expedients. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in profit or loss on a straight-line basis over the lease term. On the statement of financial position, right-of-use assets have been included in property, plant and equipment and lease liabilities have been included in trade and other payables.

1.9 Financial instruments

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

1.10 Financial assets

Contract assets and receivables

A contract asset is recognised when the Union's right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on the Union'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).

Contract assets and receivables are subject to impairment assessment. Refer to accounting policies on impairment of financial assets below.

Initial recognition and Measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (OCI), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Union's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Union initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (SPPI) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Union's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the marketplace (regular way trades) are recognised on the trade date, i.e., the date that the Union commits to purchase or sell the asset.

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.10 Financial assets (Continued)

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in five categories:

- (Other) financial assets at amortised cost
- (Other) financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- (Other) financial assets at fair value through profit or loss
- (Other) financial assets designated at fair value through profit or loss

Financial assets at amortised cost

The reporting unit measures financial assets at amortised cost if 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

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

The Union's financial assets at amortised cost includes trade receivables and loans to related parties.

Financial assets at fair value through profit or loss (including designated)

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortised cost or at fair value through OCI, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognised in profit or loss.

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.10 Financial assets (Continued)

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The Union has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
 - a) The Union has transferred substantially all the risks and rewards of the asset, or
 - b) the Union has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Union has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Union continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

Offsetting

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

Impairment

Expected credit losses

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any loss allowance due to expected credit losses at each reporting date. A provision matrix that is based on historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment has been established.

(i) Trade receivables

For trade receivables that do not have a significant financing component, the Union applies a simplified approach in calculating expected credit losses (ECLs) which requires lifetime expected credit losses to be recognised from initial recognition of the receivables.

Therefore, the Union does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Union 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.

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.10 Financial assets (continued)

(ii) Debt instruments other than trade receivables

For all debt instruments other than trade receivables and debt instruments not held at fair value through profit or loss, the Union recognises an allowance for expected credit losses using the general approach. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Union expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognised in two stages:

- Where there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses from possible default events within the next 12-months (a 12-month ECL).
- Where there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the debt, irrespective of the timing of the default (a lifetime ECL).

The Union considers a financial asset in default when contractual payments are 60 days past due. However, in certain cases, the Union may also consider a financial asset to be in default when internal or external information indicates that the Union is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

1.11 Financial Liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, at amortised cost unless or at fair value through profit or loss. All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Union's financial liabilities include trade and other payables.

Subsequent Measurement

Financial liabilities at fair value through profit or loss (including designated)

Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss.

Gains or losses on liabilities held for trading are recognised in profit or loss.

Financial liabilities designated upon initial recognition at fair value through profit or loss are designated at the initial date of recognition, and only if the criteria in AASB 9 are satisfied.

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.11 Financial liabilities (continued)

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.

1.12 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

1.13 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 the Union transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Union 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 Union refund liabilities arise from customers' right of return. The liability is measured at the amount the Union ultimately expects it will have to return to the customer. The Union updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

AUSTRALIAN MARITIME OFFICERS' UNION

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025**

Note 1 Summary of significant accounting policies (Continued)

1.14 Plant and Equipment

Asset Recognition Threshold

Purchases of land, buildings, 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.

Revaluations—Land and Buildings

Following initial recognition at cost, land and buildings are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

Depreciation

Depreciable plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases (except as listed below), 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	Depreciation Method
Land & buildings	40 years	40 years	Straight line
Leasehold improvements	15 years	15 years	Straight line
Office furniture & equipment	1.5 – 5 years	1.5 – 5 years	Diminishing value
Library	10 years	10 years	Diminishing value
Motor vehicles	8 years	8 years	Straight line

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.14 Plant and Equipment (Continued)

Derecognition

An item of plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in the profit and loss.

1.15 Intangibles

Intangible assets with finite lives that are acquired separately are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised on a straight-line basis over their estimated useful life. The estimated useful lives and amortisation method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. Intangible assets with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses. The useful life of intangible assets are:

	2025	2024
Intangibles	4 years	4 years

Derecognition

An intangible asset is derecognised on disposal, or when no future economic benefits are expected from use or disposal. Gains or losses arising from derecognition of an intangible asset, measured as the difference between the net disposal proceeds and the carrying amount of the asset are recognised in profit and loss when the asset is derecognised.

1.16 Impairment of non-financial assets

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Union were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.17 Taxation

The Union is exempt from income tax under section 50.1 of the *Income Tax Assessment Act 1997* however still has 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; 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 Australian Taxation Office is classified within operating cash flows.

1.18 Fair value measurement

The Union measures financial instruments, such as, financial asset as at fair value through the profit and loss, available for sale financial assets, and non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 15.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability

The principal or the most advantageous market must be accessible by the Union. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Union uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Summary of significant accounting policies (Continued)

1.18 Fair value measurement (continued)

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1—Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2—Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3—Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Union determines whether transfers have occurred between Levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Union has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

Note 2 Events after the reporting period

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

AUSTRALIAN MARITIME OFFICERS' UNION

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$

Note 3 Revenue and income

Disaggregation of revenue from contracts with customers

A disaggregation of the Union's revenue by type of arrangements 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	2,333,871	2,409,250
Total revenue from contracts with customers	2,333,871	2,409,250

Note 3A: Investment income

Interest income	395	311
Dividends/ distributions on investments	147,449	38,654
Total investment income	147,844	38,965

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 4 Expenses		
Note 4A: Employee expenses		
Employees other than office holders:		
Wages and salaries	1,028,897	1,012,412
Superannuation	189,536	169,021
Leave and other entitlements	256,441	244,165
Subtotal employee expenses employees other than office holders	1,474,874	1,425,598
Total direct employee expenses	1,474,874	1,425,598
 Add: In-direct employee expenses		
Payroll tax	10,840	22,158
Fringe Benefits Tax	1,549	7,198
Workers compensation insurance	20,645	19,408
Total in-direct employee expenses	33,034	48,764
 Total employee expenses	1,507,908	1,474,362
 Note 4B: Affiliation fees		
International Transport Workers' Federation	4,905	4,760
Australian Council of Trade Unions	8,959	8,741
Unions NSW	1,477	1,423
Total affiliation fees	15,341	14,924
 Note 4C: Administration expenses		
Meetings and conference expenses	25,731	15,909
Advertising, marketing and publicity	578	160
Information technology and computer expenses	151,432	108,936
Motor vehicle expenses	1,228	3,490
Travel and accommodation costs	269,747	213,583
Insurance	34,575	35,619
Other administration expenses	69,971	102,512
Total administration expense	553,262	480,209

AUSTRALIAN MARITIME OFFICERS' UNION

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
Note 4D: Grants or donations		
Donations:		
Total paid that were \$1,000 or less	100	330
Total grants or donations	<u>100</u>	<u>330</u>
Note 4E: Depreciation and amortisation		
<i>Depreciation</i>		
Land and buildings	9,350	9,350
Leasehold improvements	26,719	26,720
Motor vehicles	2,020	5,503
Furniture, library and equipment	13,018	11,625
Computer equipment	14,712	7,643
	<u>65,819</u>	<u>60,841</u>
<i>Amortisation</i>		
Intangible assets (website)	12,242	12,242
Office buildings	10,438	43,904
	<u>22,680</u>	<u>56,146</u>
Total depreciation and amortisation	<u>88,499</u>	<u>116,987</u>
Note 4F: Legal costs		
Litigation	55,685	68,567
Other legal matters	2,882	3,507
Total legal costs	<u>58,567</u>	<u>72,074</u>
Note 4G: Finance costs		
Bank fees	11,752	12,522
Interest expense of lease arrangements	2,348	3,803
Total finance costs	<u>14,100</u>	<u>16,325</u>
Note 4H: Occupancy costs		
Rates, electricity and gas	3,700	1,570
Rent and other occupancy costs	80,326	31,260
Storage facilities	5,319	4,664
Total occupancy costs	<u>89,345</u>	<u>37,494</u>

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
Note 5 Current Assets		
Note 5A: Cash and cash equivalents		
Cash at bank	388,616	413,397
Cash on hand	500	500
Total cash and cash equivalents	389,116	413,897
Note 5B: Trade and other receivables		
Trade receivables	1,056	-
Less: provision for doubtful debts (other receivables)	-	-
Total trade receivables (net)	1,056	-
Other receivables:		
Accrued membership	-	-
Sundry debtors	-	-
Total other receivables	-	-
Total trade and other receivables	1,056	-
Note 5C: Financial assets		
Financial assets at fair value through profit or loss		
Managed funds	4,221,592	3,766,389
Total financial assets	4,221,592	3,766,389

AUSTRALIAN MARITIME OFFICERS' UNION

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
Note 6 Non-current Assets		
Note 6A: Land and buildings		
Land and buildings:		
Unit 1 + 2, 1 High St, Fremantle at fair value	558,000	374,000
accumulated depreciation	-	(28,050)
	558,000	345,950
Right of use asset		
At cost	94,432	201,225
accumulated amortisation	(6,780)	(197,567)
	87,652	3,658
Total land and buildings	645,652	349,608

Reconciliation of Opening and Closing Balances of Land and Buildings

Opening balance		
Gross book value	575,225	575,225
Accumulated depreciation and impairment	(225,617)	(172,363)
Net book value at beginning of year	349,608	402,862
Additions:		
By purchase/leasing arrangement	94,432	-
By revaluation	221,400	-
Depreciation/ amortisation expense	(19,788)	(53,254)
Disposals:		
By sale	-	-
Net book value at end of year	645,652	349,608
Net book value represented by:		
Gross book value	652,432	575,225
Accumulated depreciation and impairment	(6,780)	(225,617)
Net book value at end of year	645,652	349,608

Included in the net carrying amount of land and buildings are right to use assets as follows:

Right of use asset		
At cost	94,432	201,225
accumulated depreciation/ amortisation	(6,780)	(197,567)
Total right of use asset – buildings	87,652	3,658

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 6A: Land and buildings (Continued)

Valuation Details

Unit 1 + 2, 1 High Street, Fremantle

On 7 October 2025 (effective 30 June 2025), the land and buildings at Unit 1 + 2, 1 High Street, Fremantle was valued by Mr Maxell Nevermann CPV of National Property Valuers Pty Ltd. The land and buildings valuation was based on a highest and best use, which was determined as commercial office building (the assets current use).

Fair value is the amount for which the assets could be exchanged between a knowledgeable willing buyer and a knowledgeable willing seller in an arm's length transaction as at the valuation date. Fair value is determined by direct reference to recent market transactions on arm's length terms for land and buildings comparable in size and location to those held by the Union and to market based yields for comparable properties. Key assumptions utilised in the valuation were:

- Capitalisation Rate 5.5%
- Reflective rate/ lettable m² \$6,000

The Committee of Management assessed the underlying assumptions used in the valuation, as well as assessed current market conditions and concluded that the latest valuation continues to remain appropriate at 30 June 2025.

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 6B: Leasehold improvements		
Leasehold improvements:		
at cost	160,283	160,283
accumulated depreciation	(154,800)	(128,081)
Total leasehold improvements	5,483	32,202

Reconciliation of Opening and Closing Balances of Leasehold Improvements

Opening balance		
Gross book value	160,283	160,283
Accumulated depreciation and impairment	(128,081)	(101,362)
Net book value at beginning of year	32,202	58,922
Additions:		
By purchase	-	-
Depreciation expense	(26,719)	(26,720)
Disposals:		
By sale	-	-
Net book value at end of year	5,483	32,202
Net book value represented by:		
Gross book value	160,283	160,283
Accumulated depreciation and impairment	(154,800)	(128,081)
Net book value at end of year	5,483	32,202

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 6C: Motor vehicles		
Motor vehicles:		
at cost	-	44,028
accumulated depreciation	-	(35,750)
Total motor vehicles	-	8,278

Reconciliation of Opening and Closing Balances of Motor Vehicles

Opening balance		
Gross book value	44,028	44,028
Accumulated depreciation and impairment	(35,750)	(30,247)
Net book value at beginning of year	8,278	13,781
Additions:		
By purchase	-	-
Depreciation expense	(2,020)	(5,503)
Disposals:		
By sale	(6,258)	-
Net book value at end of year	-	82,278
Net book value represented by:		
Gross book value	-	44,028
Accumulated depreciation and impairment	-	(35,750)
Net book value at end of year	-	8,278

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 6D: Furniture, library and improvements		
Furniture, library and improvements:		
at cost	566,062	563,019
accumulated depreciation	(482,599)	(469,581)
Total furniture, library and improvements	83,463	93,438

Reconciliation of Opening and Closing Balances of Furniture, Library and Improvements

Opening balance		
Gross book value	563,019	561,687
Accumulated depreciation and impairment	(469,581)	(457,957)
Net book value at beginning of year	93,438	103,730
Additions:		
By purchase	3,043	1,333
Depreciation expense	(13,018)	(11,625)
Disposals:		
By sale	-	-
Net book value at end of year	83,463	93,438
Net book value represented by:		
Gross book value	566,062	563,019
Accumulated depreciation and impairment	(482,599)	(469,581)
Net book value at end of year	83,463	93,438

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 6E: Computer equipment		
Computer equipment:		
at cost	67,118	52,661
accumulated depreciation	(54,992)	(40,280)
Total computer equipment	12,126	12,381

Reconciliation of Opening and Closing Balances of Computer Equipment

Opening balance		
Gross book value	52,661	45,345
Accumulated depreciation and impairment	(40,280)	(32,637)
Net book value at beginning of year	12,381	12,708
Additions:		
By purchase	14,457	7,316
Depreciation expense	(14,712)	(7,643)
Disposals:		
By sale	-	-
Net book value at end of year	12,126	12,381
Net book value represented by:		
Gross book value	67,118	52,661
Accumulated depreciation and impairment	(54,992)	(40,280)
Net book value at end of year	12,126	12,381

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 6F: Intangible assets		
Website:		
at cost	73,334	73,334
accumulated amortisation	(56,397)	(44,155)
Total intangible assets	16,937	29,179

Reconciliation of Opening and Closing Balances of intangible assets

Opening balance		
Gross book value	73,334	73,334
Accumulated depreciation and impairment	(44,155)	(31,913)
Net book value at beginning of year	29,179	41,421
Additions:		
By purchase	-	-
Amortisation expense	(12,242)	(12,242)
Disposals:		
By sale	-	-
Net book value at end of year	16,937	29,179
Net book value represented by:		
Gross book value	73,334	73,334
Accumulated depreciation and impairment	(56,397)	(44,155)
Net book value at end of year	16,937	29,179

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 7 Current Liabilities		
Note 7A: Trade payables		
Trade creditors and accruals	26,672	30,290
Total trade payables	26,672	30,290

Settlement is usually made within 30 days.

Note 7B: Other payables

Legal costs		
Litigation	-	1,557
GST payable	44,078	43,774
PAYG payable	34,975	29,643
Income received in advance	111,936	111,064
Other	32,675	25,019
Total other payables	223,664	211,057

Total other payables are expected to be settled in:

No more than 12 months	223,664	211,057
More than 12 months	-	-
Total other payables	223,664	211,057

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 8		
Provisions		
Note 8A: Employee Provisions		
Employees other than office holders:		
Annual and RDO leave	203,854	268,271
Long service leave	159,032	147,136
<i>Subtotal employee provisions—employees other than office holders</i>	362,886	415,407
Total employee provisions	362,886	415,407
Current	343,365	409,114
Non-Current	19,521	6,293
Total employee provisions	362,886	415,407

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 9		
Borrowings		

Note 9A: Lease liabilities

Lease liabilities are presented on the statement of financial position as follows:

Current	25,388	3,380
Non-current	63,403	-
Total lease liabilities	88,791	3,380

The Union leases 1 commercial office, located at 22/ 25-31 Grafton Street, Cairns as well as a printer. With the exception of short-term leases and leases of low-value underlying assets, each lease is reflected in the statement of financial position as a right-to-use asset and a lease liability. The Union classifies its right-to-use assets in a consistent manner to its property, plant and equipment (see Note 6).

Each lease generally imposes a restriction that, unless there is a contractual right for the Union to sublet the asset to another party, the right-of-use asset can only be used by the Union. Leases are either non-cancellable or may only be cancelled by incurring a substantive termination fee. The Union is prohibited from selling or pledging the underlying leased assets as security. For leases over office buildings, the Union must keep those properties in a good state of repair and return the properties in their original condition at the end of the lease.

The table below describes the nature of the Union leasing activities by type of right-of-use asset recognised on the statement of financial position:

Right of use asset	No of right of use assets leased	Range of remaining term	Average remaining term	No of leases with extension options	No of leases with options to purchase	No of leases with variable payments linked to index	No of leases with termination options
Office buildings	1	2.83 years	2.83 years	1	-	1	-
Printer	1	4.42	4.42	-	-	-	-

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 9A: Lease Liabilities (continued)

Future minimum lease payments as follows:

	Minimum lease payments due						
	Within 1 year	1-2 years	2-3 years	3-4 years	4-5 years	After 5 years	Total
30 June 2025							
Lease payments	31,641	32,395	28,618	6,516	2,716	-	101,886
Finance charges	(6,253)	(4,200)	(1,935)	(635)	(72)	-	(13,095)
Net present value	25,388	28,195	26,683	5,881	2,645	-	88,791
<hr/>							
30 June 2024							
Lease payments	4,381	-	-	-	-	-	4,381
Finance charges	(1,001)	-	-	-	-	-	(1,001)
Net present value	3,380	-	-	-	-	-	3,380
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AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$

Note 10 Cash Flow

Note 10A: Cash Flow Reconciliation
Reconciliation of cash and cash equivalents as per Statement of Financial
Position to Cash Flow Statement:

Cash and cash equivalents as per:

Cash flow statement	389,116	413,897
Statement of financial position	389,116	413,897
Difference	-	-

Reconciliation of surplus to net cash from operating
activities:

Surplus for the year	413,024	507,921
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Adjustments for non-cash items

Depreciation/ amortisation	88,499	116,987
Gain on sale of property, plant and equipment	(7,379)	-
Interest on leasing arrangements	2,348	-
Dividends on investments (via dividend reinvestment plan)	(147,449)	-
Unrealised fair value gain on financial assets	(295,422)	(309,924)

Changes in assets/ liabilities

(Increase)/ decrease in trade and other receivables	(1,056)	15,384
(Increase)/ decrease in other current assets	(6,250)	10,972
Increase/ (decrease) in creditors and other payables	8,989	(14,878)
Increase/ (decrease) in employee provisions	(52,521)	37,131
Net cash provided by operating activities	2,783	363,593

Note 10B: Credit standby arrangements and loan facilities

The Union has an AMEX credit card facility amounting to \$50,000 (2024: \$50,000). This may be terminated at any time at the option of the bank. The balance of this facility is cleared monthly and interest rates are variable.

AUSTRALIAN MARITIME OFFICERS' UNION

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025**

Note 10 Cash Flow (Continued)

Note 10C: Non-cash transactions

There have been no non-cash financing or investing activities during the year (2024: Nil).

	2025	2024
	\$	\$
Note 10D: Net debt reconciliation		
Cash and cash equivalents	389,116	413,897
Borrowings – repayable within one year	(25,388)	(3,380)
Borrowings – repayable after one year	(63,403)	-
Net debt	300,325	410,517

Note 10E: Reconciliation of movements of liabilities to cash flows arising from financing activities

	Other Assets	Liabilities from financing activities		
	Cash assets	Lease – due within 1 year	Lease – due after 1 year	Total
Net debt at 1 July 2023	107,721	(48,768)	(3,380)	55,573
Cash flows	306,176	45,388	3,380	354,944
Net debt at 30 June 2024	413,897	(3,380)	-	410,517
Cash flows	(24,781)	(22,008)	(63,403)	(110,192)
Net debt at 30 June 2025	389,116	(25,388)	(63,403)	300,325

Note 11 Contingent Liabilities, Assets and Commitments

Note 11A: Commitments and Contingencies

Capital commitments

At 30 June 2025 the Union did not have any capital commitments (2024: Nil).

Other contingent assets or liabilities (i.e. legal claims)

The Committee of Management is not aware of any contingent assets or liabilities that are likely to have a material effect on the results of the Union.

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 12 Related Party Disclosures

Note 12A: Related Party Transactions for the Reporting Period

Key Management Personnel

Key management personnel comprise those individuals who have the authority and responsibility for planning, directing and controlling the activities of the Union.

During the year, key management personnel of the Union were remunerated as follows:

	2025	2024
	\$	\$
Salary (including annual leave taken)	157,222	140,824
Annual and TOIL accrued	28,316	30,623
Other	-	-
Total short-term employee benefits	185,538	171,447
Post-employment benefits:		
Superannuation	22,219	25,756
Total post-employment benefits	22,219	25,756
Other long-term benefits:		
Long-service leave accrued	4,045	4,375
Total other long-term benefits	4,045	4,375
Termination benefits	-	-
Total	211,802	201,578

No other transactions occurred during the year with elected officers, close family members or other related parties than those related to their membership or employment and on terms no more favourable than those applicable to any other member of employee.

AUSTRALIAN MARITIME OFFICERS' UNION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 13 Remuneration of Auditors and Accountants		
Auditors Remuneration		
Financial statement audit services	18,000	17,500
Other services	-	-
Total remuneration of auditors	18,000	17,500
Accountants Remuneration		
Accounting assistance – Refugee Accounting	28,188	28,021
Total remuneration of auditors and accountants	46,188	45,521

Note 14 Financial Instruments

Financial Risk Management Policy

The Union Committee of Management monitors the Union's financial risk management policies and exposure and approves financial transactions entered into. It also reviews the effectiveness of internal controls relating to the counterparty credit risk, liquidity risk, market risk and interest rate risk. The Union Committee of Management meets on a regular basis to review the financial exposure of the Union.

(a) Credit Risk

Exposure to credit risk relating to financial assets arise from the potential non-performance by counterparties of contract obligations that could lead to a financial loss of the Union. The Union does not have any material credit risk exposures as its major source of revenue is the receipt of membership fees.

The maximum exposures to credit risk by class of recognised financial assets at the end of the reporting period is equivalent to the carrying value and classification of those financial assets (net of provisions) as presented in the statement of financial position.

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties. The class of assets described as Trade and Other Receivables is considered to be the main source of credit risk related to the Union.

On a geographical basis, the Union's trade and other receivables are all based in Australia.

The following table details the Union's trade and other receivables exposed to credit risk. Amounts are considered 'past due' when the debt has not been settled, within the terms and conditions agreed between the Union and the customer or counterparty to the transaction. Receivables that are past due are assessed for impairment by ascertaining solvency of the debtors and are provided for where there are specific circumstances indicating that the debt may not be fully repaid to the Union.

The balance of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality.

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 14 Financial Instruments (Continued)

Ageing of financial assets that were past due but not impaired for 30 June 2025

	Within trading terms/ 0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	\$	\$	\$	\$	\$
Trade and other receivables	1,056	-	-	-	1,056
Receivables from other reporting units	-	-	-	-	-
Total	1,056	-	-	-	1,056

Ageing of financial assets that were past due but not impaired for 30 June 2024

	Within trading terms/ 0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	\$	\$	\$	\$	\$
Trade and other receivables	-	-	-	-	-
Receivables from other reporting units	-	-	-	-	-
Total	-	-	-	-	-

The Union has no significant concentrations of credit risk exposure to any single counterparty or group of counterparties.

Credit risk related to balances with banks and other financial institutions is managed by the Committee of Management in accordance with approved policy. Such policy requires that surplus funds are only invested with counterparties with a strong reputation and backed by the Commonwealth Government's bank guarantee. At 30 June 2025, all funds were held by financial institutions backed by the Commonwealth Government's bank guarantee.

Collateral held as security

The Union does not hold collateral with respect to its receivables at 30 June 2025 (2024: Nil).

AUSTRALIAN MARITIME OFFICERS' UNION

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025**

Note 14 Financial Instruments (Continued)

(b) Liquidity Risk

Liquidity risk arises from the possibility that the Union might encounter difficulty in settling its debts or otherwise meeting its obligations in relation to financial liabilities. The Union manages this risk through the following mechanisms:

- preparing forward looking cash flow estimates;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

The tables below reflect an undiscounted contractual maturity analysis for non-derivative financial liabilities. The Union does not hold directly any derivative financial liabilities.

Cash flows realised from financial assets reflect management's expectation as to the timing of realisation. Actual timing may therefore differ from that disclosed. The timing of cash flows presented in the table to settle financial liabilities reflects the earliest contractual settlement dates

Financial Instrument Composition and Maturity Analysis

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
	\$	\$	\$	\$	\$	\$	\$	\$
Financial liabilities due for payment								
Trade payables	(26,672)	(30,290)	-	-	-	-	(26,672)	(30,290)
Other payables	(223,664)	(211,057)	-	-	-	-	(223,664)	(211,057)
Lease liabilities	(25,388)	(3,380)	(63,403)	-	-	-	(88,791)	(3,380)
Total expected outflows	(275,724)	(244,727)	(63,403)	-	-	-	(339,127)	(244,727)
Financial assets – cash flow receivable								
Cash and cash equivalents	389,116	413,897	-	-	-	-	389,116	413,897
Trade and other receivables	1,056	-	-	-	-	-	1,056	-
Financial assets	4,221,592	3,766,389	-	-	-	-	4,221,592	3,766,389
Total anticipated inflows	4,611,764	4,180,286	-	-	-	-	4,611,764	4,180,286
Net inflow/ (outflow) on financial instruments	4,336,040	3,935,559	(63,403)	-	-	-	4,272,637	3,935,559

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 14 Financial Instruments (Continued)

(c) Market Risk

i. Interest rate risk

Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Union is also exposed to earnings volatility on floating rate instruments.

Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Union is also exposed to earnings volatility on floating rate instruments.

Interest rate risk is managed using a mix of fixed and floating financial instruments. The effective interest rate expenditure to interest rate financial instruments are as follows:

	Weighted Average Effective Interest Rate			
	2025	2024	2025	2024
	%	%	\$	\$
Floating rate instruments				
Cash and cash equivalents	0.04%	0.01%	389,116	413,897

ii. *Other price risk*

Other price risk relates to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk) of securities held.

The Union is exposed to other price risk on its investments held within a managed investment fund. Such risk is managed through diversification of investments across industries and geographical locations.

The Union's investments are held in the following sectors at reporting date:

	2025	2024
	%	%
Bonds	35.0	35.0
Australian shares	20.0	20.0
Fixed interest	15.0	15.0
International shares	14.5	14.5
International shares (hedged)	9.0	9.0
International Small companies	3.5	3.5
Emerging markets (shares)	3.0	3.0

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 14 Financial Instruments (Continued)

(c) Market Risk (Continued)

- iii. Foreign exchange risk
The Union is not exposed to direct fluctuations in foreign currencies.
- iv. Price risk
The Union is no exposed to any material commodity price risk.
- v. Interest rate risk
The Union has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on the current year results and equity which could result from a change in this risk.
- vi. Sensitivity Analysis

The following table illustrates sensitivities to the Union's exposures to changes in interest rates and equity prices. The table indicates the impact of how profit and equity values reported at the end of the reporting period would have been affected by changes in the relevant risk variable that management considers to be reasonably possible.

These sensitivities assume that the movement in a particular variable is independent of other variables.

	Profit	Equity
	\$	\$
Year ended 30 June 2025		
+2% in interest rates	7,782	7,782
-2% in interest rates	(139)	(139)
+/-10% in managed investment funds	+/- 422,159	+/- 422,159
Year ended 30 June 2024		
+2% in interest rates	8,278	8,278
-2% in interest rates	(40)	(40)
+/-10% in managed investment funds	+/- 376,639	+/- 376,639

No sensitivity analysis has been performed on foreign exchange risk as the Union has no material direct exposures to currency risk. There have been no changes in any of the assumptions used to prepare the above sensitivity analysis from the prior year.

There have been no changes in any of the assumptions used to prepare the above sensitivity analysis from the prior year.

AUSTRALIAN MARITIME OFFICERS' UNION

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025**

Note 15 Fair Value Measurement

Fair Values

Fair value estimation

The fair values of financial assets and liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair value is the amount at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties at an arm's length transaction.

Fair value may be based on information that is estimated or subject to judgment, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgement and the assumptions have been detailed below. Where possible, valuation information used to calculate fair values is extracted from the market, with more reliable information available from markets that are actively traded.

In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants.

Differences between fair values and carrying amounts of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the Union. Most of these instruments, which are carried at amortised cost (i.e. accounts receivable), are to be held until maturity and therefore the fair value figures calculated bear little relevance to the Union.

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

	Footnote	2025		2024	
		Carrying value	Fair value	Carrying value	Fair value
		\$	\$	\$	\$
Financial assets					
Cash and cash equivalents	(i)	389,116	389,116	413,897	413,897
Accounts receivable and other debtors	(i)	1,056	1,056	-	-
Managed investments		4,221,592	4,221,592	3,766,389	3,766,389
Total financial assets		4,611,764	4,611,764	4,180,286	4,180,286
Financial liabilities					
Accounts payable and other payables	(i)	250,336	250,336	241,347	241,347
Lease liabilities		88,791	88,791	3,380	3,380
Total financial liabilities		339,127	339,127	244,727	244,727

The fair values disclosed in the above table have been determined based on the following methodologies:

- (i) Cash and cash equivalents, accounts receivable and other debtors, managed investments and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave, which is outside the scope of AASB 9.

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 15 Fair Value Measurement (Continued)

The fair values disclosed in the above table have been determined based on the following methodologies:

- (ii) Cash and cash equivalents, accounts receivable and other debtors and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave, which is outside the scope of AASB 139.

Fair Value Hierarchy

AASB 13: Fair Value Measurement requires the disclosure of fair value information by level of the fair value hierarchy, which categories fair value measurement into one of the three possible levels based on the lowest level that an input that is significant to the measurement can be categorised into as follows:

Level 1

Measurements based on quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date.

Level 2

Measurements based on inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3

Measurements based on unobservable inputs for the asset or liability.

The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market data. If all significant inputs required to measure fair value are observable, the asset or liability is included in Level 2. If one or more significant inputs are not based on observable market data, the asset or liability is included in Level 3.

AUSTRALIAN MARITIME OFFICERS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 15 Fair Value Measurement (Continued)

The following tables provide an analysis of financial and non-financial assets and liabilities that are measured at fair value, by fair value hierarchy.

Fair value hierarchy – 30 June 2025

	Note	Date of Valuation	Level 1	Level 2	Level 3
			\$	\$	\$
Assets measured at fair value					
Land and buildings – Unit 1 + 2, 1 High Street, Fremantle	6A	30 June 2025	-	558,000	-
Shares in managed funds	5C	30 June 2025	4,221,592	-	-
Total			4,221,592	558,000	-

The Union does not have any other assets or liabilities that are recorded using a fair value technique.

Fair value hierarchy – 30 June 2024

	Note	Date of Valuation	Level 1	Level 2	Level 3
			\$	\$	\$
Assets measured at fair value					
Land and buildings – Unit 1 + 2, 1 High Street, Fremantle	6A	17 August 2021	-	374,000	-
Shares in managed funds	5C	30 June 2024	3,766,389	-	-
Total			3,766,389	374,000	-

The Union does not have any other assets or liabilities that are recorded using a fair value technique.

AUSTRALIAN MARITIME OFFICERS' UNION

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025**

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 Commission:

- (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).

Note 17 Union Details

The registered office of the Union is:

Level 1, 52 Buckingham Street
SURRY HILLS NSW 2010

Note 18 Segment Information

The Union operates solely in one reporting segment, being the provision of industrial services throughout Australia.

AUSTRALIAN MARITIME OFFICERS' UNION

OFFICER'S DECLARATION STATEMENT

I, Matthew Jepson, being the President of the Australian Maritime Officers' Union, 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 (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- 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 to another reporting unit
- pay a compulsory levies
- pay a grant that was \$1,000 or less
- pay a grant that exceeded \$1,000
- pay a donation that exceeded \$1,000
- pay wages and salaries to holders of office
- pay superannuation to holders of office
- pay separation and redundancy to holders of office
- pay other employee expenses to holders of office
- pay separation and redundancy to employees (other than holders of office)
- pay other employee expenses to employees (other than holders of office)
- pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit
- 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 an annual leave provision in respect of holders of office
- have a long service leave provision in respect of holders of office

AUSTRALIAN MARITIME OFFICERS' UNION

OFFICER'S DECLARATION STATEMENT (CONTINUED)

- 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 units and/or controlled entity
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit

.....
Matthew Jepson
President

25 November 2025

Sydney