



16 March 2026

Anna-Maria Wade
President
Australian Business Industrial
Sent via email: industrial@australianbusiness.com.au

Dear Anna-Maria Wade

The Australian Business Industrial's annual return of information (annual return) lodged under subsection 233(1) of the RO Act

Thank you for providing your annual return lodged under subsection 233(1) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

Summary of your annual return and its assessment

Year 2026
Matter number AR2026/25
Lodgement date 11 March 2026
Result FILED

In your declaration that accompanied the annual return, you declared that the information contained in the annual return was true and correct.

Your annual return has been reviewed for compliance with the requirements of the RO Act, as well as whether you addressed the issues of concern (if any) that the regulator raised with you about last year's annual return.

The requirements for annual returns are set out in sections 230 and 233(1) of the RO Act.



Your annual return satisfied the requirements of the review and has been uploaded to the Fair Work Commission (the Commission) website.

Do you have any questions?

Information and education materials are available on our [website](#). These materials are regularly updated. We recommend you [subscribe to the Commission's subscription service to find out when we release new materials](#).

If you have any queries we can be contacted on 1300 341 665 or by email at regorgs@fwc.gov.au.

Yours sincerely

Fair Work Commission

ANNUAL RETURN OF INFORMATION (organisation with no branches) in accordance with Regulation 147 Fair Work (Registered Organisations) Regulations 2009 and sections 230 and 233 Fair Work (Registered Organisations) Act 2009

I, Anna-Maria Wade, being the president of the Australian Business Industrial, declare the following:

1. I am authorised to make this declaration.
2. The register of members has, during the immediately preceding calendar year, been kept and maintained as required by section 230(1)(a) and section 230(2) of the *Fair Work (Registered Organisations) Act 2009* (the Act).
3. The following is a correct statement of the information contained in the records required to be kept by the organisation in accordance with section 230(1)(b), (c), and (d) of the Act:
 - The address of the organisation is Level 8, 8 Chifley Square, Sydney NSW 2000.¹
 - The organisation has no branches, and no branches have ceased or commenced in the previous 12 months.²
 - On 31 December in the previous year the number of members was 2291.³
 - A list of offices and the names, postal addresses and occupations of persons holding those offices as at the date of this declaration is attached at Annexure A and forms part of this declaration.
 - Under the rules of the organisation, the following elections must be held between 1 January and 31 December of THIS YEAR:⁴
 - No elections are scheduled THIS YEAR.
 - The organisation: [Delete the dot point that does not apply]
 - Has not entered into an agreement under section 151(1) of the Act with a state union.

¹ Section 230(1)(d); reg. 147(d)

² Section 230(1)(d); reg. 147(a), (b), (c) & (d)

³ Section 230(1)(d); reg. 147(f)

⁴ Section 230(1)(d); reg. 147(e)

~~— Has entered into an agreement under section 151(1) of the Act with a state union and the number of members of the state union who were not eligible to be members of the organisation on 31 December in the previous year is [NUMBER OF MEMBERS].⁵~~



Signed: _____

[PRESIDENT]

Dated: 10th March 2026

[PLEASE NOTE: This declaration must be lodged with the Fair Work Commission by 31 March. It can be submitted to regorgs@fwc.gov.au. If at any time in the year this information changes a Notification of Changes must be lodged with the Commission within **35 days** of the change⁶.]

⁵ Section 230(1)(d); reg. 147(g)

⁶ Section 233(2); reg. 151

Annexure A

THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

- Offices and Office Holders in the Organisation *[insert as many pages as required]*:

| Name of Office (include any offices that are vacant) | Name of Office Holder | Postal Address of Office Holder | Occupation of Office Holder |
|---|-----------------------|--|--|
| President | Anna-Maria Wade | Royal Freemasons' Benevolent Institution Suite 2, Level 12, 2 Park St, Sydney, NSW 2000 | Chief of People and Culture |
| Vice President | Fabiana James | Ventia Australia Pty Limited 155 Miller St, Level 27 - North Sydney, NSW 2060 | General Manager – Employee Relations |
| Councillor | Claire Bailey | Ageing Australia Suite 1, Level 23, 6 O'Connell Street, SYDNEY NSW 2000 | Head of Workplace Relations |
| Councillor | Nicholas Kluktewicz | The Northcott Society 1 Fennell Street, North Parramatta, NSW 2151 | Industrial Officer |
| Councillor | Ed Cregan | Coca-Cola Euro pacific Partners Australia Pty Limited Level 13, 40 Mount Street North Sydney NSW 2060 | Senior Legal Counsel - Workplace Relations |
| Councillor | James Moley | Toll Group Level 1, 8 Australia Ave, Sydney Olympic Park, NSW 2127 | Group General Manager |
| Councillor | Manroop Soin | Guzman Y Gomez Restaurant Group Pty Limited Level 2, 64-76 Kippax Street, Surry Hills NSW 2010 | Senior Employee Relations Lawyer |

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|--------------------------------|--------|--|--|
| Secretary/Treasurer | Vacant | | |
| Vice president | Vacant | | |
| Councillor/Executive committee | Vacant | | |
| Councillor/Executive Committee | Vacant | | |
| Councillor/Executive Committee | Vacant | | |
| Councillor | Vacant | | |
| Councillor | Vacant | | |
| Councillor | Vacant | | |