

Annual Report



TCCI



2020-2021

Tasmanian Chamber of Commerce and Industry
ABN 77 009 475 987

Industry House

309 Liverpool Street
Hobart TAS 7000

03 6236 3600

admin@tcci.com.au





Chair and CEO Update

We entered 2020-2021 with a great deal of uncertainty. As with all other businesses in the country we were unsure as to the impact of COVID-19 on our revenue base.

The business of the TCCI was based on membership and face-to-face contact products such as training and events. We had quickly adapted the business across the first months of COVID-19 (2019-2020) but were still unsure as to the level of service take-up due to external market conditions.

Pleasingly our hard work over the previous decade had provided us with a financial position that allowed us to budget with flexibility and based on the following strategies:

- To maintain our existing workforce but redeploy and reallocate our internal resources to respond to the emerging need
- To provide increased support for our members whom we knew would have moments of crisis across the coming months
- To provide a safe and trusted point of information for all Tasmanian businesses
- To provide a hardship platform to support members in financial crisis.
- To increase our advocacy to ensure that government policy reflected the needs of Tasmanian business and industry

We budgeted for a modest loss, to quote former Premier Bartlett, it was time to pull the hay out of the barn.

Pleasingly the performance of the TCCI business across the financial year was much more robust than we expected.

Membership remained strong with only a handful of businesses needing to take on the hardship offer. In addition to this, we received payment from members more promptly.

We won several government project tenders and saw the successful pivoting of our training offering. Our trade documentation arm also saw a good year with exports remaining stronger than expected.

Unfortunately, a delay in the implementation of our ICT project resulted in a timing issue that will impact the financial performance of the organisation in 2021-2022 and slightly distorting the 2020-2021 performance.

Our exceptional financial result for 2020-2021 is the result of our ICT project delay; our effective operational planning; our staff being exceptional and flexible; government supporting industry through new and important projects; and our wonderful members supporting the organisation that supports them.

We would like to formally congratulate the team on their flexibility, enthusiasm, planning and work ethic. When things were at their most dire we saw the absolute best out of the TCCI team.



Michael Bailey
CEO



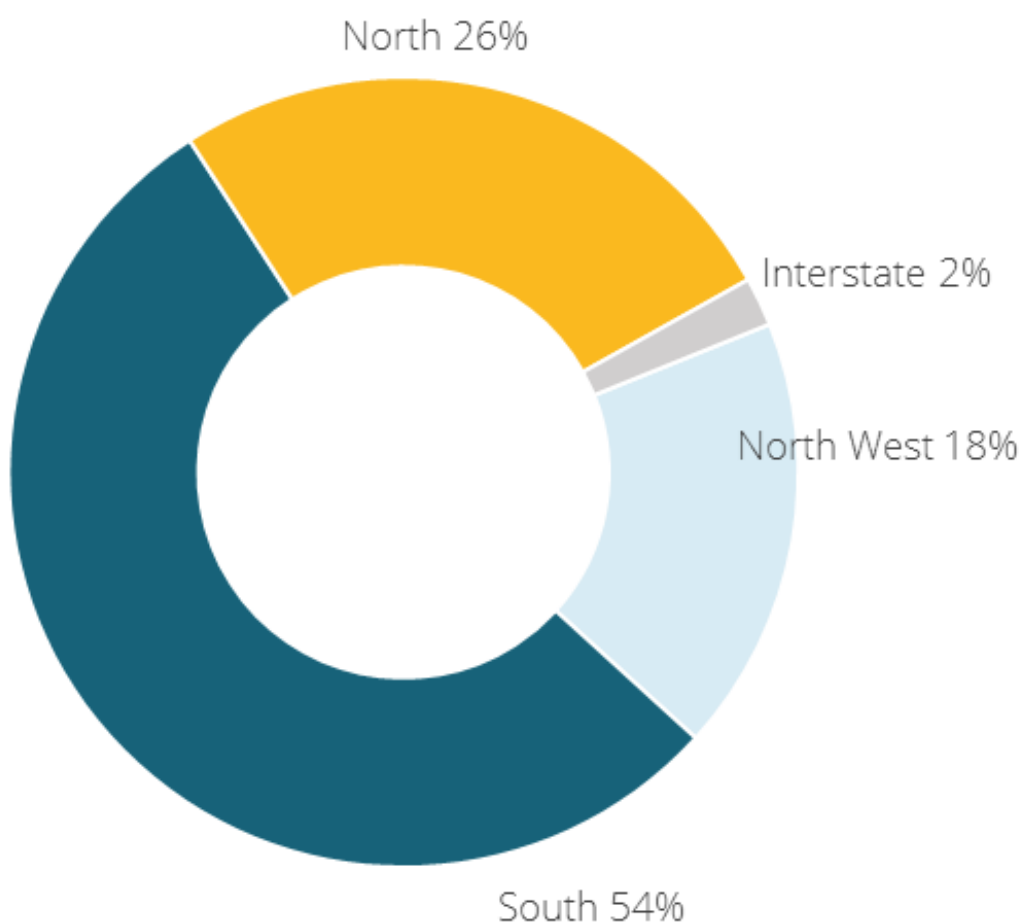
Paul Ranson
Chair

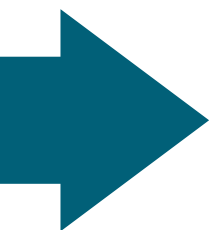
Divisional Reports

Membership

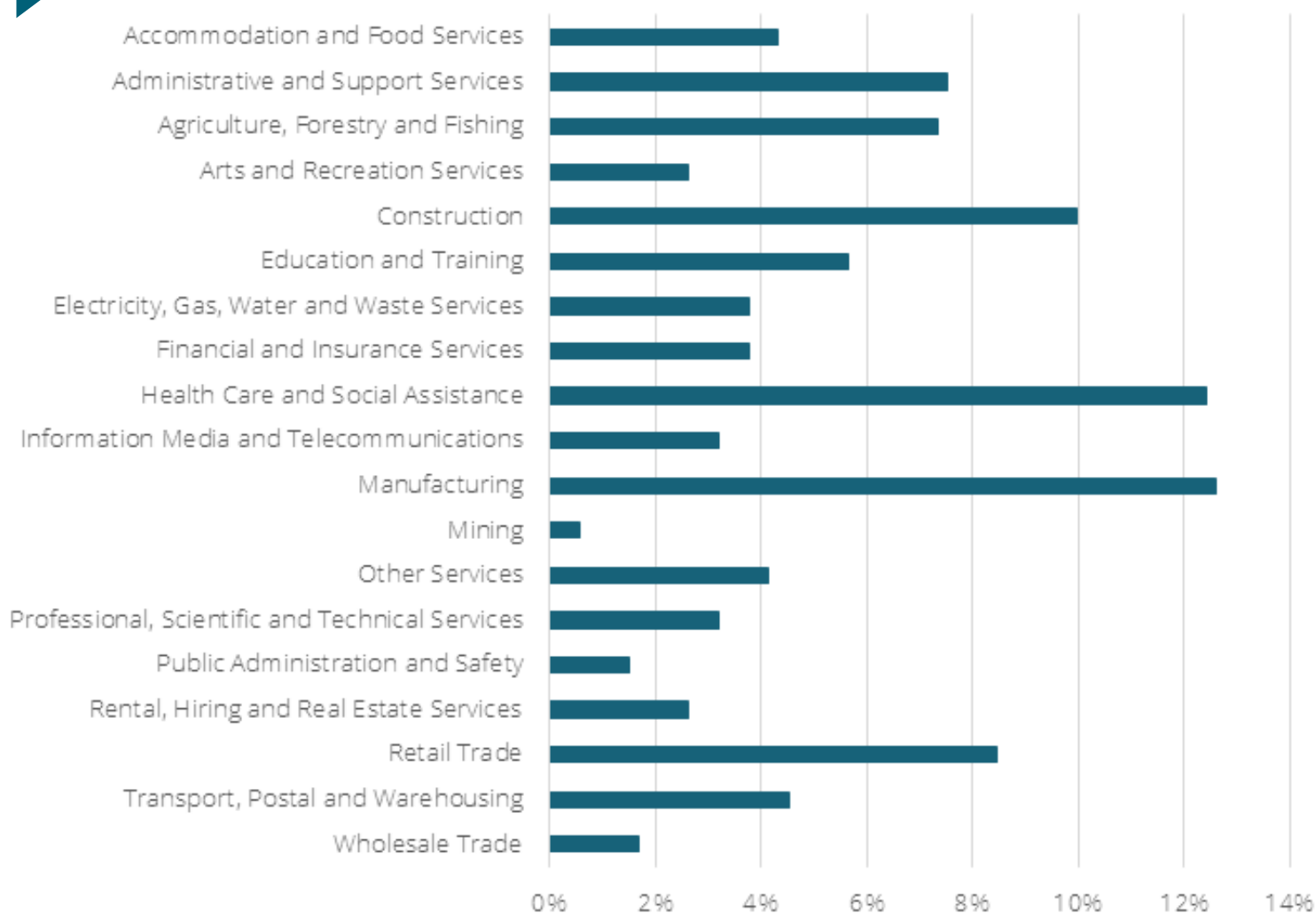
TCCI membership has remained strong this year supporting Tasmanian businesses in this time of uncertainty. The TCCI Business Hotline was implemented during the height of the COVID-19 pandemic and continues to be a valued service. 106 new members joined the TCCI this year, up from 80 new members the previous year.

Membership by region





Membership by industry sector



Events

A range of relevant and well-attended events were delivered this financial year. These included:

- The Tasmania Report 2020 – COVID-19 Edition, presented by Saul Eslake
- The annual Premier's Cocktail Party
- The April Hobart Jobs Fair on behalf of the Federal Government Department of Education, Skills and Employment (DESE)
- 2021-22 Federal Budget Briefing with Federal Treasurer, Hon. Josh Frydenberg MP
- The annual State Budget Roadshow presented by the Premier/Treasurer, Hon. Peter Gutwein MP
- The Mercury's Future Tasmania event supported by TCCI, with keynote speaker Bernard Salt.

Numerous networking events and Business Briefing Sessions were also delivered on key business issues. Face-to-face events were complemented by a series of online briefing sessions.

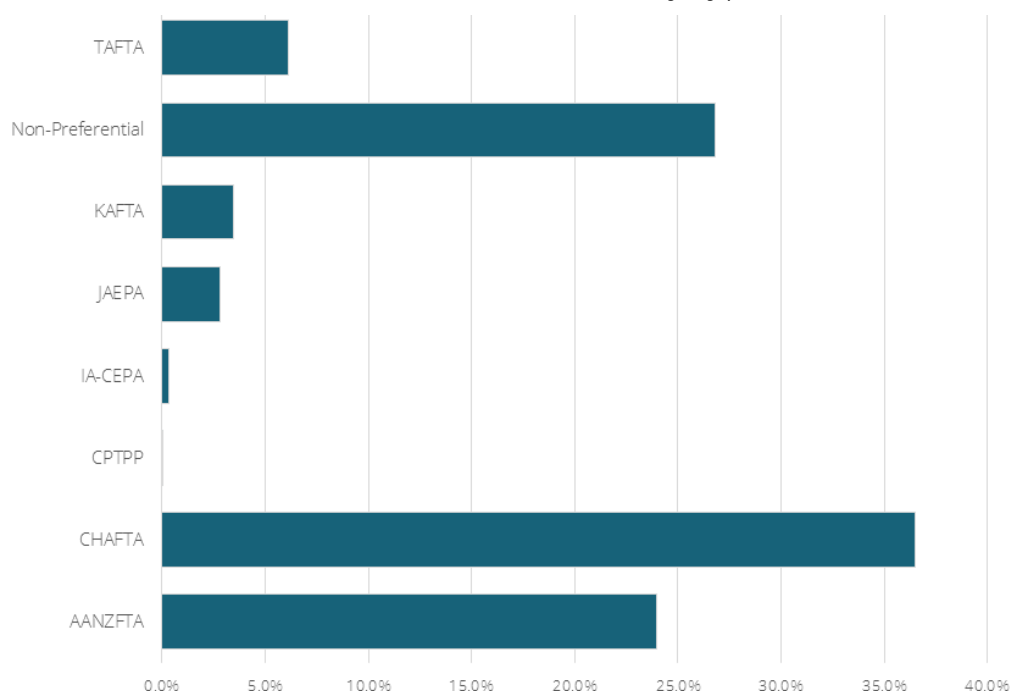
Trade Documentation

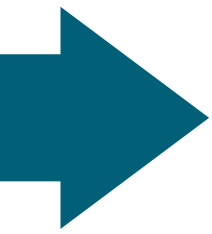
The TCCI is authorised to issue Certificates of Australian Origin trade documentation used in international trade for ordinary trade and for Australia's Free Trade Agreements (AANZFTA, TAFTA, KAFTA, JAEPA, IA-CEPA, ChAFTA, CPTPP).

Export challenges such as border closures and supply chain disruption caused by the COVID-19 pandemic, and other external influences, resulted in a trade document issuance reduction of 8%.

Despite a noticeable reduction, the China Free Trade Agreement (ChAFTA) remained the most utilised, however there was significant growth in the utilisation of both the Thailand-Australia Free Trade Agreement (TAFTA) and the Korea-Australia Free Trade Agreement (KAFTA).

Trade documentation issued by type

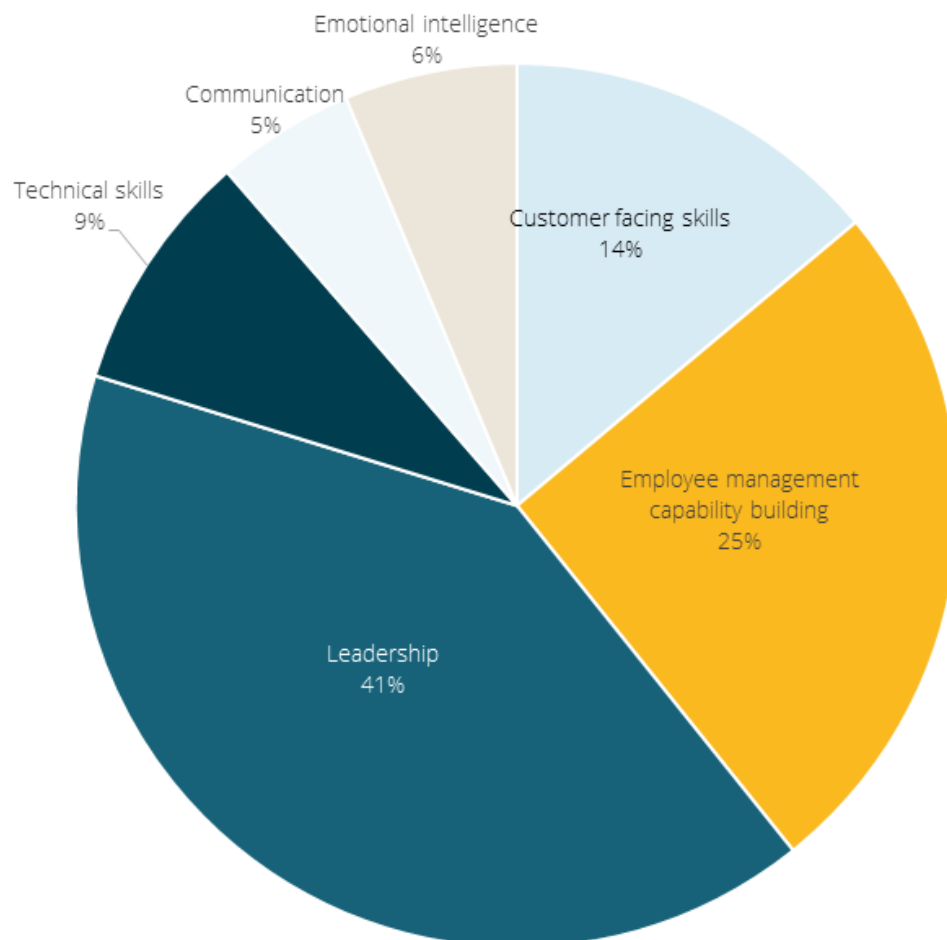


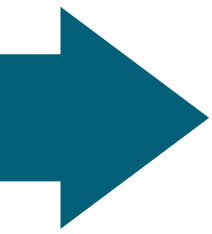


Training

94 training sessions were delivered this year to nearly 1000 participants. Demand for customised training, designed to meet the specific needs of businesses, remained strong. Business' focus on customised training reflected a desire to build team capability whilst still addressing individual's one off development requirements through short sharp TCCI calendar courses.

Training workshop focus





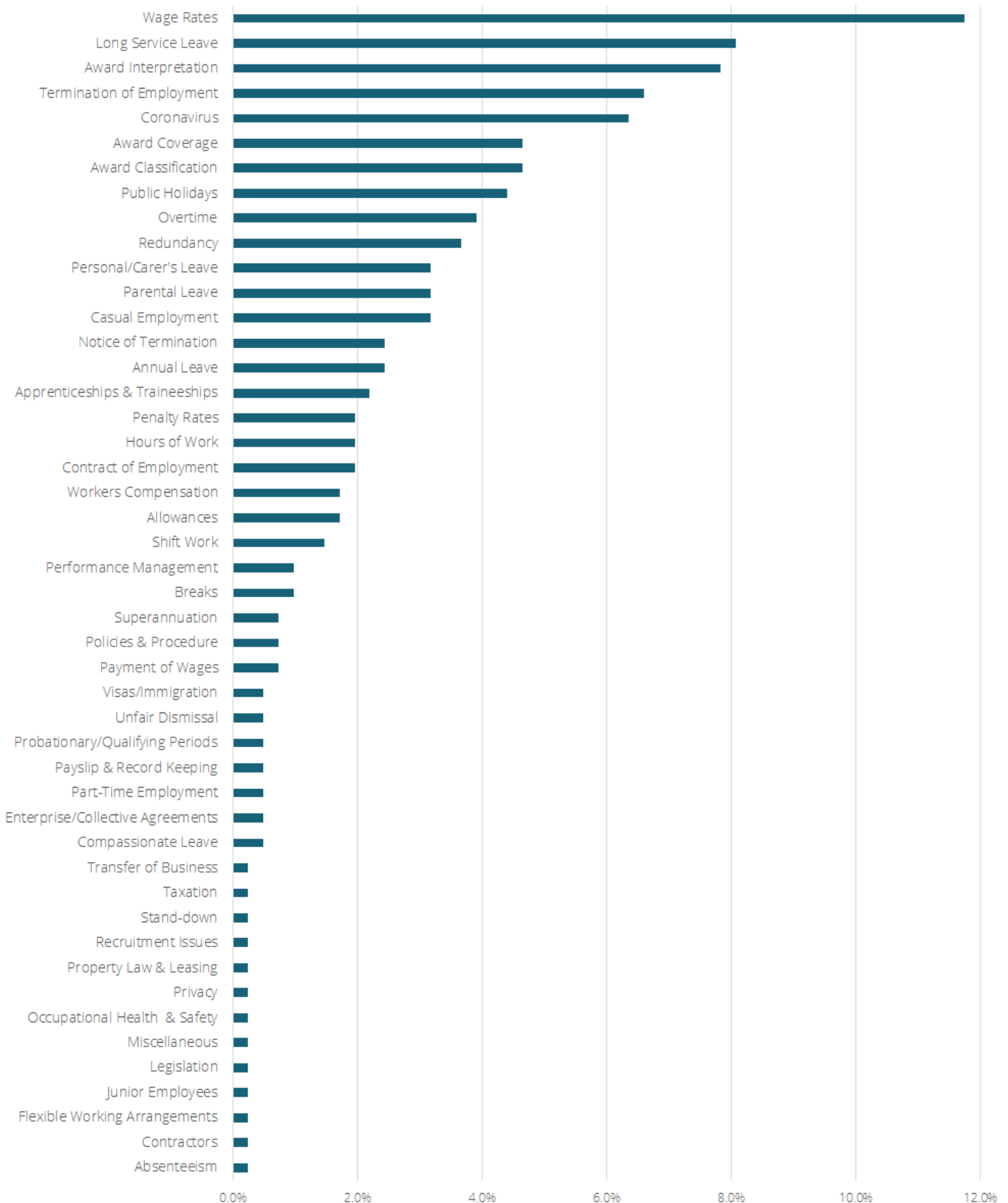
Human Resources and Workplace Relations

Demand for TCCI Human Resources and Workplace Relations support and advice remained strong this year. A broad range of support and advice to manage changing workforces was provided along with support with Fair Work Commission matters, policies/procedures, work health and safety, stand-downs and redundancies. In addition to this, over 500 calls were supported by the Workplace Relations Helpline.

Demand for TCCI's bespoke HR business partner service/retainer arrangements has grown with strategic and tangible benefits being realised by business partners.

The Workplace Relations Masterclass series, a blend of TCCI training and workplace relations, continues to build capability within businesses with strong take-up across the state.

Workplace Relations Helpline calls by theme



Project Reports



TradeStart

The second year of the four year TradeStart contract, 2020/2021, was completed with all conditions of the contract being met, even with the continuing disruptions in many sectors because of COVID-19. TCCI TradeStart provides a very valuable international trade facilitation service to Tasmanian businesses exporting both goods and services. Under the terms of the contract with the Australian Trade and Investment Commission (Austrade), the TradeStart Adviser assists businesses that are immediately ready for export or who are already exporting, to introduce their products or services to international markets, to diversify to new international markets, or to expand in existing markets.



WHS Advisory Service

The TCCI Work Health and Safety (WHS) Advisory Service is funded by the WorkCover Tasmania Board. This year the service focused on building business capability through the provision of training, mentoring and support services to Tasmanian businesses. 46 workshops were delivered across the year with over 680 participants. These workshops focused on building work health and safety capability. This independent service remains a valued source of WHS advice and support providing over 280 individual instances of advice to Tasmanian businesses.



Employment Facilitator and Support Services

In February 2021 the TCCI was successful in securing an Employment Facilitator and Support Services contract with the Department of Education, Skills and Employment. The service supports the delivery of the Local Jobs Program in the Hobart and Southern Tasmania region. The service works with employers and stakeholders to facilitate reskilling, upskilling and employment pathways to support people into appropriate employment or training opportunities.

Financial Statements

The directors present their report, together with the financial statements, on the Tasmanian Chamber of Commerce and Industry Limited (referred to as the 'Company' or 'Chamber') for the year ended 30 June 2021.

Directors

The following persons were directors of the Company during the whole of the financial year and up to the date of this report, unless otherwise stated:

Paul Ranson (Chair)
Tommy Wong (Deputy Chair)
John de Bruyn
Jay Summers
Daniel Hanna
Lesley French
Wayne Davy (appointed on 20 August 2020)
Rebecca King (resigned on 16 February 2021)

Objectives and strategy for achieving the objectives

The Company, the peak employer body in Tasmania, is a non-government member funded organisation that develops programmes and services to support business to thrive.

The Company does this by providing:

- human resources and workplace relations services;
- skills and training;
- networking and events;
- workplace health and safety services;
- advocacy and lobbying; and
- building a better community to live, work and invest.

Members

Members are the Company's first priority with products and services that align with member needs. The Company aims to provide a high value membership proposition that makes it easier for members to do business.

Key strategy/measures

- Promoting the strength of the Company through advocacy and events;
- Building on the success of new member attraction and retention achievements;
- More strategically and proactively promoting the benefits of financial membership; and
- Continuing the program of regional chamber engagement through the Tasmanian Chamber Alliance.

Policy and advocacy

Lead Tasmania to a more vibrant and prosperous future through advocacy and programs.

Key strategy/measures

- Developing and strongly advocating strategic policy positions on relevant issues;
- Supporting, engaging and strengthening the chamber movement across the state through the Tasmanian Chamber Alliance; and
- Advocating for relevant programs and services to support Tasmanian businesses, including delivering these programs where appropriate.

Principal activities

The principal activities of the Company during the financial year were to provide advice and services to members and to represent Tasmanian business in state and federal forums.

Significant events

The COVID-19 Pandemic resulted in adaptation of service delivery to align with the needs of Tasmanian businesses and members. The Company continues to monitor and respond to the needs of Tasmanian businesses in the context of the COVID-19 environment.

There were no other significant changes in the state of affairs of the Company during the financial year.

Performance measures

The Company's performance is constantly measured against the following key performance indicators and drivers:

Key performance indicators

- Having a strong and engaged membership base;
- Providing services and events that are relevant, utilised and valued by the Tasmanian business community;
- Having communication channels that are attractive and engaging for all members; and
- Ensuring the Chamber and its brand, are highly regarded, clear, and proactive on priority issues.

Key internal drivers

- Ensuring the organisational structure and responsibilities are effective and strategically developed to meet member needs;
- Having a team that is knowledgeable, innovative and highly skilled to deliver a full range of services to members; and
- Providing the team with opportunities to undertake a range of appropriate professional development programs to build the capability of the organisation.

Key external drivers

- Being active in Tasmanian government direction, policies and decision making;
- Building an enduring and positive relationship with key external partners, Business NSW and Australian Chamber of Commerce and Industry; and
- Acting on the cumulative effect of global market conditions and emerging government influence on state based industry and issues.

Information on directors

Name:	Paul Ranson
Title:	Chair
Qualifications:	BBus, MBA, FAICD
Experience and expertise:	Paul joined Bank of Us as Chief Executive Officer in 2005. Prior to that Paul had 25 years' experience in local government including 18 years' combined experience as a General Manager at the Meander Valley and West Tamar Councils. Paul is a past President of the Launceston Chamber of Commerce and Local Government Managers Australia (Tasmania Division). He is a life member of Local Government Managers Australia.
Special responsibilities:	Chair of the Board, Member of the Finance, Governance and Audit Committee, Member of the Policy Committee, Director of the Tasmanian Development Board
Name:	Tommy Wong
Title:	Deputy Chair
Qualifications:	PhD; MBA; FAIM
Experience and expertise:	Dr Tommy Wong is an international business advisor, an educator, an experienced small business owner-operator and ex-senior executive of two of Australia's largest retail organisations. For more than 20 years, as a business executive and advisor, he has worked with high power CEOs, international entrepreneurs and multi-national organisations across the Asia Pacific region. He was awarded the senior executive retailer of the year by one of Australia's largest retail organisations in recognition for his contributions to the industry. Tommy works closely in partnership with businesses across the various sectors and industries by providing coaching and mentoring support and advisory services. His services are highly regarded by leaders seeking to achieve excellence in their business performance. As an educator, Tommy was the MBA Director and a recipient of the Commendations for Excellence in Teaching and Research from a leading university in Australia where over ten thousand university students enjoyed the practical insights and transformational vision of his intellectual workshops and courses.
Special responsibilities:	Deputy Chair of the Board, Chair of the Finance, Governance and Audit Committee

Name: John de Bruyn
Title: Director
Qualifications: GAICD, Trade qualification: Diesel Fitter
Experience and expertise: John worked full time in De Bruyn's Transport, a privately owned family business for more than 40 years and over 25 years as the General Manager and owner. He has Mechanical qualifications (diesel fitter) and has experience in every part of the business operation. Since taking over the business it has grown from 40 staff, 20 trucks and one transport terminal in 1995 to 300 staff, 140 trucks, four transport terminals in Tasmania and one in Melbourne plus a 30,000 pallet cold storage complex. In addition to this, the business also provides marine logistics for the aquaculture industry and operates a fleet of three vessels to deliver fish food and harvest fish.

Name: Jay Summers
Title: Director
Qualifications: ADipHrm, ADipBusMan, DipBus(Mar), DipFlmn, DipOhs, DipBus(HR), CERTTae, DipNatRes(AG), CERTPerlnjMan, GradCertCompMan, CERTQualityAuditing
Experience and expertise: Jay is currently the Human Resources and Systems Manager at Mader International Pty Ltd. Jay has worked in many management roles including iconic Tasmanian businesses (Mader International, Nichols Poultry, The House Anvers, Banjos, JBS), community organisations and all tiers of government. Jay is a straightforward, approachable and versatile manager that takes on and completes complex contracts; invigorating and refocusing both management and workforce to accept change that comes with the implementation of systems associated with multi-million-dollar contracts. He has also been instrumental in developing effective human resources, work, health and safety and quality systems. Jay has been noted as a highly effective conflict resolution specialist, dealing with many industrial relations issues including complicated injury management cases. Jay has been the chairman of the Independent Living Centre Tasmania and also as a director of Primary Employers Tasmania.
Special responsibilities: Member of the Policy Committee

Name: Daniel Hanna
Title: Director
Qualifications: B.Arts(Hons), PhD
Experience and expertise: Daniel is the Executive General Manager – Corporate and Regulatory Affairs at Federal Group, a position he has held since 2011. Federal Group employs nearly 2,000 people in Tasmania and has operated in the state for over six decades in the hospitality, tourism, retail, gaming, technology and sensitive freight. Prior to this Daniel was Chief Executive Officer at Tourism Industry Council Tasmania and General Manager at the Tasmanian Hospitality Association; and has held numerous senior roles within the Australian Government in Canberra – including in the Department of Finance and the Department of Employment and Workplace Relations. Daniel is a director of Football Tasmania and held the position of Senior Vice President on the Tasmanian Division Council of Property Council of Australia from 2011 to 2019. Daniel holds a Bachelor of Arts with Honours from the Australian National University and a PhD in politics and public policy from the University of Tasmania.
Special responsibilities: Chair of the Policy Committee

Name: Lesley French
Title: Director
Qualifications: B.Ed, M.Science, GradCertUniversityTeaching, PhD, GAICD
Experience and expertise: Lesley is currently the Deputy Chair of Whisky Tasmania Limited, home of the Hellyers Road Distillery single malt whisky. Hellyers Road was established as an offshoot of Betta Milk Co-Op Society Limited in 1997 by a group of entrepreneurial North West Coast dairy farmers in the early days of the Tasmanian whisky industry. The brand has a strong presence in domestic and international markets and operates a leading Tasmanian tourism destination at its Burnie distillery. Hellyers Road single malt whisky has now won numerous national and international awards, including Australia's best single malt. As well as helping to guide a growing spirit brand, Lesley has direct experience of the dairy manufacturing industry as a director of Betta Milk for 13 years until the sale of the milk business to TasFoods in 2019. Lesley has also held numerous senior roles with the Tasmanian Government across a range of policy areas including skills, education, economic development, tourism and health. Lesley has lectured at the University of Tasmania and is a graduate of the Australian Institute of Company Directors.

Special responsibilities: Member of the Finance, Governance and Audit Committee, Member of the Policy Committee

Name: Wayne Davy
Title: Director
Qualifications: MBA (Melb), B.Com/LL.B, Dip FP and Cert Acc
Experience and expertise: Wayne commenced his career as a Barrister and Solicitor working both in Tasmania and London. He also worked for an employer association and was responsible for advice on legislation and industrial relations. Wayne has now had over 25 years experience as a senior executive in financial services industry. Wayne was the Chief Executive Officer of Quadrant Superannuation from 1997 until 2015 and then Tasplan Super from 2015 to 2021 responsible for the overall operation and management of a superannuation fund and financial advice business. His expertise includes the creation of value in a highly regulated industry through driving a high performance culture that delivers continuous improvement and transformational change to ensure ongoing success in a rapid changing business environment. Wayne is currently a consultant in the financial services industry providing advice on strategic and operational matters.

Special responsibilities: Member of the Finance, Governance and Audit Committee

Meetings of directors

The number of meetings of the Company's Board of Directors ('the Board') held during the year ended 30 June 2021, and the number of meetings attended by each director were:

	Full Board Attended	Full Board Held
Paul Ranson	10	11
Tommy Wong	11	11
John de Bruyn	10	11
Jay Summers	10	11
Daniel Hanna	10	11
Lesley French	11	11
Wayne Davy	10	10
Rebecca King	1	6

Held: represents the number of meetings held during the time the director held office.

Company secretary

Michael Bailey is the Chief Executive Officer and Company Secretary. Prior to joining the company in 2013, he was Executive Officer of Launceston Chamber of Commerce. Michael has strong business experience in his former role as Marketing Manager at Federal Hotels Country Club Tasmania and has held a number of management and marketing positions including with the Australian Maritime College and in the national media industry. Michael is a highly respected member of the Tasmanian community and a passionate leader who understands business strategies and marketing management.

Contributions on winding up

In the event of the Company being wound up, voting members or within one year after they ceased to be a voting member, are required to contribute a maximum of \$1 each. Non-voting members are not required to contribute.

Auditor's independence declaration

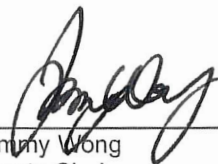
A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this directors' report.

This report is made in accordance with a resolution of directors, pursuant to section 298(2)(a) of the Corporations Act 2001.

On behalf of the directors



Paul Ranson
Chair



Tommy Wong
Deputy Chair

29 September 2021
Hobart



Auditor's Independence Declaration

As lead auditor for the audit of Tasmania Chamber of Commerce and Industry Ltd for the year ended 30 June 2021, I declare that to the best of my knowledge and belief, there have been:

- (a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to read 'James McElvogue', written in a cursive style.

James McElvogue
Partner
PricewaterhouseCoopers

Sydney
29 September 2021

PricewaterhouseCoopers, ABN 52 780 433 757
One International Towers Sydney, Watermans Quay, Barangaroo NSW 2000, GPO BOX 2650 Sydney NSW 2001
T: +61 2 8266 0000, F: +61 2 8266 9999, www.pwc.com.au
Level 11, 1PSQ, 169 Macquarie Street, Parramatta NSW 2150, PO Box 1155 Parramatta NSW 2124
T: +61 2 9659 2476, F: +61 2 8266 9999, www.pwc.com.au

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General information

The financial statements cover Tasmanian Chamber of Commerce and Industry Limited as an individual entity. The financial statements are presented in Australian dollars, which is Tasmanian Chamber of Commerce and Industry Limited's functional and presentation currency.

Tasmanian Chamber of Commerce and Industry Limited is a not-for-profit unlisted public company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business is:

Industry House
309 Liverpool Street
Hobart TAS 7000

A description of the nature of the Company's operations and its principal activities are included in the Directors' report, which is not part of the financial statements.

Further information is available on the Company's website:
www.tcci.com.au

The financial statements were authorised for issue, in accordance with a resolution of directors, on 29 September 2021. The directors have the power to amend and reissue the financial statements.

Tasmanian Chamber of Commerce and Industry Limited
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2021



	Note	2021 \$	2020 \$
Revenue from contracts with customers	3	2,399,272	2,121,575
Government grants	4	192,500	164,876
Interest revenue calculated using the effective interest method		1,154	6,797
Expenses			
Advertising and marketing expense		(44,656)	(54,765)
Consultants, governance, legal and professional expenses		(88,723)	(144,493)
Employee benefits expense		(1,393,080)	(1,266,852)
Events and training		(181,787)	(107,511)
Depreciation and amortisation expense	5	(114,167)	(117,763)
Finance services and investment costs		(23,385)	(21,853)
Impairment of receivables		(1,992)	-
Information technology expense		(50,544)	(54,867)
Motor vehicle expense		(2,804)	(11,481)
Rent, building and occupancy costs		(11,444)	(16,504)
Telecommunication expense		(29,023)	(25,109)
Travel and entertaining expense		(22,608)	(34,501)
Other expenses		(318,721)	(364,087)
Finance costs	5	(4,664)	(9,109)
Surplus before income tax expense		305,328	64,353
Income tax expense		-	-
Surplus after income tax expense for the year attributable to the members of Tasmanian Chamber of Commerce and Industry Limited		305,328	64,353
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year attributable to the members of Tasmanian Chamber of Commerce and Industry Limited		<u>305,328</u>	<u>64,353</u>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Tasmanian Chamber of Commerce and Industry Limited
Statement of financial position
As at 30 June 2021



	Note	2021 \$	2020 \$
Assets			
Current assets			
Cash and cash equivalents	6	1,705,874	1,218,773
Trade and other receivables	7	301,547	506,408
Contract assets	8	1,983	8,000
Other assets	9	5,378	6,236
Total current assets		<u>2,014,782</u>	<u>1,739,417</u>
Non-current assets			
Property, plant and equipment	10	7,227	13,175
Right-of-use assets	11	101,158	124,916
Total non-current assets		<u>108,385</u>	<u>138,091</u>
Total assets		<u>2,123,167</u>	<u>1,877,508</u>
Liabilities			
Current liabilities			
Trade and other payables	12	237,717	106,641
Contract liabilities	13	476,421	683,569
Lease liabilities	14	96,930	112,242
Employee benefits		150,223	129,894
Total current liabilities		<u>961,291</u>	<u>1,032,346</u>
Non-current liabilities			
Lease liabilities	14	10,414	19,531
Employee benefits		57,726	37,223
Total non-current liabilities		<u>68,140</u>	<u>56,754</u>
Total liabilities		<u>1,029,431</u>	<u>1,089,100</u>
Net assets		<u>1,093,736</u>	<u>788,408</u>
Equity			
Retained surpluses		<u>1,093,736</u>	<u>788,408</u>
Total equity		<u>1,093,736</u>	<u>788,408</u>

The above statement of financial position should be read in conjunction with the accompanying notes

Tasmanian Chamber of Commerce and Industry Limited
Statement of changes in equity
For the year ended 30 June 2021



	Retained surpluses \$	Total equity \$
Balance at 1 July 2019	724,055	724,055
Surplus after income tax expense for the year	64,353	64,353
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	64,353	64,353
Balance at 30 June 2020	<u>788,408</u>	<u>788,408</u>
	Retained surpluses \$	Total equity \$
Balance at 1 July 2020	788,408	788,408
Surplus after income tax expense for the year	305,328	305,328
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	305,328	305,328
Balance at 30 June 2021	<u>1,093,736</u>	<u>1,093,736</u>

The above statement of changes in equity should be read in conjunction with the accompanying notes

Tasmanian Chamber of Commerce and Industry Limited
Statement of cash flows
For the year ended 30 June 2021



	Note	2021 \$	2020 \$
Cash flows from operating activities			
Receipts from customers (inclusive of GST)		2,643,787	2,264,927
Payments to suppliers and employees (inclusive of GST)		(2,236,786)	(2,308,163)
		407,001	(43,236)
Receipt of government grants		192,500	164,876
Interest received		1,154	6,797
Interest and other finance costs paid		(4,664)	(9,109)
Net cash from operating activities	20	595,991	119,328
Net cash from investing activities		-	-
Cash flows from financing activities			
Repayment of lease liabilities		(108,890)	(104,515)
Net cash used in financing activities		(108,890)	(104,515)
Net increase in cash and cash equivalents		487,101	14,813
Cash and cash equivalents at the beginning of the financial year		1,218,773	1,203,960
Cash and cash equivalents at the end of the financial year	6	<u>1,705,874</u>	<u>1,218,773</u>

The above statement of cash flows should be read in conjunction with the accompanying notes

Note 1. Significant accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The Company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Conceptual Framework for Financial Reporting (Conceptual Framework)

The Company has adopted the revised Conceptual Framework from 1 July 2020. The Conceptual Framework contains new definition and recognition criteria as well as new guidance on measurement that affects several Accounting Standards, but it has not had a material impact on the Company's financial statements.

Basis of preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards ('AASB') and Interpretations issued by the Australian Accounting Standards Board and the Corporations Act 2001, as appropriate for not-for-profit oriented entities.

Historical cost convention

These financial statements are prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

Revenue recognition

The Company recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the Company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Company: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Fee for services and other related income

Fee for services, is recognised over time, on delivery of the service in accordance with engagement letters or other relevant contracts or agreements.

Membership fees

Membership fees comprise annual subscriptions and are recognised over time as revenue on a monthly basis over the period of membership.

Events

Events revenue is recognised at a point in time, when the event has occurred.

Note 1. Significant accounting policies (continued)

Other revenue

Other revenue is recognised at the point in time when it is received or when the right to receive payment is established.

Investment income

Interest income from managed investments is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Government grants

Grant revenue is recognised in profit or loss when the Company satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the Company is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

Volunteer services

The Company has elected not to recognise volunteer services as either revenue or other form of contribution received. As such, any related consumption or capitalisation of such resources received is also not recognised.

Income tax

As the Company is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the Company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the Company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

The Company has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Contract assets

Contract assets are recognised when the Company has transferred goods or services to the customer but where the Company is yet to establish an unconditional right to consideration. Contract assets are treated as financial assets for impairment purposes.

Note 1. Significant accounting policies (continued)

Impairment of financial assets

The Company assesses at the end of each reporting period whether there is any objective evidence that a financial asset or group of financial assets is impaired. A financial asset or a group of financial assets is impaired and impairment losses are incurred only if there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset (a 'loss event') and that loss event (or events) has an impact on the estimated future cash flows of the financial asset or group of financial assets that can be reliably estimated. In the case of equity investments classified as available-for-sale, a significant or prolonged decline in the fair value of the security below its cost is considered an indicator that the assets are impaired.

Where there has not been a significant increase in exposure to credit risk since initial recognition, a 12-month expected credit loss allowance is estimated. This represents a portion of the asset's lifetime expected credit losses that is attributable to a default event that is possible within the next 12 months. Where a financial asset has become credit impaired or where it is determined that credit risk has increased significantly, the loss allowance is based on the asset's lifetime expected credit losses. The amount of expected credit loss recognised is measured on the basis of the probability weighted present value of anticipated cash shortfalls over the life of the instrument discounted at the original effective interest rate.

For financial assets mandatorily measured at fair value through other comprehensive income, the loss allowance is recognised in other comprehensive income with a corresponding expense through profit or loss. In all other cases, the loss allowance reduces the asset's carrying value with a corresponding expense through profit or loss.

Property, plant and equipment

Property, plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment over their expected useful lives as follows:

Leasehold improvements	2-10 years
Furniture, fixtures and equipment	2-10 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the Company. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

Right-of-use assets

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the Company expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The Company has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Trade and other payables

Trade and other payables represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Note 1. Significant accounting policies (continued)

Contract liabilities

Contract liabilities represent the Company's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the Company recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the Company has transferred the goods or services to the customer.

Lease liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Company's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

Finance costs

Finance costs attributable to qualifying assets are capitalised as part of the asset. All other finance costs are expensed in the period in which they are incurred.

Employee benefits

Short-term employee benefits

Liabilities for employee benefits leave expected to be settled within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled. Non-accumulating sick leave is expensed to profit or loss when incurred.

Long-term employee benefits

Liabilities for employee benefits not expected to be settled within 12 months of the reporting date are measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Defined contribution superannuation expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Termination benefits

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts voluntary redundancy in exchange for these benefits. The Company recognises termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy.

Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on 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; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Note 1. Significant accounting policies (continued)

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Company for the annual reporting period ended 30 June 2021. The Company has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

Note 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make certain judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Coronavirus (COVID-19) pandemic

Judgement has been exercised in considering the impacts that the Coronavirus (COVID-19) pandemic has had, or may have, on the Company based on known information. This consideration extends to the nature of the products and services offered, customers, supply chain, staffing and geographic regions in which the Company operates. Other than as addressed in specific notes, there does not currently appear to be either any significant impact upon the financial statements or any significant uncertainties with respect to events or conditions which may impact the Company unfavourably as at the reporting date or subsequently as a result of the Coronavirus (COVID-19) pandemic.

Lease term

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the Company's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The Company reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

Note 2. Critical accounting judgements, estimates and assumptions (continued)

Incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the Company estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

Note 3. Revenue from contracts with customers

	2021 \$	2020 \$
Fee for service and other related income	1,798,758	1,510,445
Membership fees	503,714	508,618
Events	96,800	102,512
Revenue from contracts with customers	<u>2,399,272</u>	<u>2,121,575</u>

Disaggregation of revenue

The disaggregation of revenue from contracts with customers is as follows:

	2021 \$	2020 \$
<i>Geographical regions</i>		
Australia	<u>2,399,272</u>	<u>2,121,575</u>
<i>Timing of revenue recognition</i>		
Services transferred at a point in time	96,800	102,512
Services transferred over time	<u>2,302,472</u>	<u>2,019,063</u>
	<u>2,399,272</u>	<u>2,121,575</u>

Note 4. Government grants

	2021 \$	2020 \$
Government grants - Coronavirus (COVID-19) related	<u>192,500</u>	<u>164,876</u>

During the year the Company received payments from the Australian Government amounting to \$50,000 (2020: \$50,000) and \$142,500 (2020: \$114,876) as part of its 'Boosting Cash Flow for Employers' and 'JobKeeper' schemes, respectively, in response to the Coronavirus ('COVID-19') pandemic. These non-tax amounts have been recognised as government grants and recognised as income once there is reasonable assurance that the Company will comply with any conditions attached.

The Company did not benefit from any other forms of government assistance.

Note 5. Expenses

	2021 \$	2020 \$
Surplus before income tax includes the following specific expenses:		
<i>Depreciation</i>		
Leasehold improvements	2,262	2,276
Furniture, fixtures and equipment	3,686	4,115
Leasehold improvements right-of-use assets	85,726	86,250
Motor vehicles right-of-use assets	22,493	25,122
Total depreciation	114,167	117,763
<i>Finance costs</i>		
Interest and finance charges paid/payable on lease liabilities	4,664	9,109
<i>Leases</i>		
Short-term lease payments	-	5,275
<i>Superannuation expense</i>		
Defined contribution superannuation expense	102,888	100,378

Note 6. Current assets - cash and cash equivalents

	2021 \$	2020 \$
Cash at bank	708,387	382,133
Deposits at call	997,487	836,640
	<u>1,705,874</u>	<u>1,218,773</u>

Note 7. Current assets - trade and other receivables

	2021 \$	2020 \$
Trade receivables	287,937	519,906
Less: Allowance for expected credit losses	(15,490)	(13,498)
	<u>272,447</u>	<u>506,408</u>
Other receivables	29,100	-
	<u>301,547</u>	<u>506,408</u>

Allowance for expected credit losses

The Company has recognised a loss \$1,992 (2020: \$nil loss) in profit or loss in respect of the expected credit losses for the financial year ended 30 June 2021.

Note 7. Current assets - trade and other receivables (continued)

The ageing of the receivables and allowance for expected credit losses provided for above are as follows:

	Expected credit loss rate		Carrying amount		Allowance for expected credit losses	
	2021 %	2020 %	2021 \$	2020 \$	2021 \$	2020 \$
Not overdue	0.8%	-	273,382	498,117	2,123	-
30 - 90 days	0.9%	24.0%	14,028	10,907	130	2,616
90 days and over	44.7%	100.0%	29,627	10,882	13,237	10,882
			<u>317,037</u>	<u>519,906</u>	<u>15,490</u>	<u>13,498</u>

Movements in the allowance for expected credit losses are as follows:

	2021 \$	2020 \$
Opening balance	13,498	13,498
Additional provisions recognised	1,992	-
Closing balance	<u>15,490</u>	<u>13,498</u>

Note 8. Current assets - contract assets

	2021 \$	2020 \$
Contract assets	<u>1,983</u>	<u>8,000</u>

Reconciliation

Reconciliation of the written down values at the beginning and end of the current and previous financial year are set out below:

Opening balance	8,000	8,000
Additions	1,983	-
Transfer to trade receivables	(8,000)	-
Closing balance	<u>1,983</u>	<u>8,000</u>

Note 9. Current assets - other assets

	2021 \$	2020 \$
Prepayments	2,878	3,736
Security deposits	<u>2,500</u>	<u>2,500</u>
	<u>5,378</u>	<u>6,236</u>

Note 10. Non-current assets - property, plant and equipment

	2021 \$	2020 \$
Leasehold improvements - at cost	12,953	12,953
Less: Accumulated depreciation	(12,953)	(10,691)
	<u>-</u>	<u>2,262</u>
Furniture, fixtures and equipment - at cost	34,997	34,997
Less: Accumulated depreciation	(27,770)	(24,084)
	<u>7,227</u>	<u>10,913</u>
	<u><u>7,227</u></u>	<u><u>13,175</u></u>

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	Leasehold improvements \$	Furniture, fixtures and equipment \$	Total \$
Balance at 1 July 2019	4,538	15,028	19,566
Depreciation expense	(2,276)	(4,115)	(6,391)
Balance at 30 June 2020	2,262	10,913	13,175
Additions	-	-	-
Depreciation expense	(2,262)	(3,686)	(5,948)
Balance at 30 June 2021	<u><u>-</u></u>	<u><u>7,227</u></u>	<u><u>7,227</u></u>

Note 11. Non-current assets - right-of-use assets

	2021 \$	2020 \$
Land and buildings - right-of-use	216,481	172,271
Less: Accumulated depreciation	(143,620)	(86,250)
	<u>72,861</u>	<u>86,021</u>
Motor vehicles - right-of-use	65,095	64,017
Less: Accumulated depreciation	(36,798)	(25,122)
	<u>28,297</u>	<u>38,895</u>
	<u><u>101,158</u></u>	<u><u>124,916</u></u>

Additions to the right-of-use assets during the year were \$84,461.

The Company leases land and buildings for its offices under agreements of between one to two years with, in some cases, options to extend. The leases have various escalation clauses. The Company also leases motor vehicles under agreements of between one to four years. On renewal, the terms of the leases are negotiable.

Note 11. Non-current assets - right-of-use assets (continued)

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	Leasehold improvements \$	Motor vehicles \$	Total \$
Balance at 1 July 2019	-	-	-
Additions on adoption of AASB 16	172,271	64,017	236,288
Depreciation expense	(86,250)	(25,122)	(111,372)
Balance at 30 June 2020	86,021	38,895	124,916
Additions	72,566	11,895	84,461
Disposals	-	-	-
Impairment of assets	-	-	-
Depreciation expense	(85,726)	(22,493)	(108,219)
Balance at 30 June 2021	<u>72,861</u>	<u>28,297</u>	<u>101,158</u>

For other lease-related disclosures refer to the following:

- note 5 for details of interest on lease liabilities and other lease expenses;
- statement of financial position for lease liabilities at the end of the reporting period;
- note 14 for the maturity analysis of lease liabilities; and
- statement of cash flows for repayment of lease liabilities.

For other lease-related disclosures refer to the following:

Note 12. Current liabilities - trade and other payables

	2021 \$	2020 \$
Trade payables	9,097	24,619
Other payables	<u>228,620</u>	<u>82,022</u>
	<u>237,717</u>	<u>106,641</u>

Refer to note 14 for further information on financial instruments.

Note 13. Current liabilities - contract liabilities

	2021 \$	2020 \$
Deferred revenue	2,727	272,672
Membership fee and subscription fee received in advance	473,694	410,897
	<u>476,421</u>	<u>683,569</u>

Reconciliation

Reconciliation of the written down values at the beginning and end of the current and previous financial year are set out below:

Opening balance	683,569	417,110
Payments received in advance	569,238	775,078
Transfer to revenue - other balances	(776,386)	(508,619)
Closing balance	<u>476,421</u>	<u>683,569</u>

Unsatisfied performance obligations

The aggregate amount of the transaction price allocated to the performance obligations that are unsatisfied at the end of the reporting period was \$476,421 as at 30 June 2021 (\$683,569 as at 30 June 2020) and is expected to be recognised as revenue in future periods as follows:

	2021 \$	2020 \$
Within 6 months	239,574	478,122
6 to 12 months	236,847	205,447
	<u>476,421</u>	<u>683,569</u>

Note 14. Financial instruments

Financial risk management objectives

The Company's activities expose it to market risk, credit risk and liquidity risk. The Company's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Company. The Company uses different methods to measure different types of risk to which it is exposed. These methods include regular review of trade receivables and ageing analysis for credit risk.

Risk management is carried out by the Chief Executive Officer ('CEO') and overseen, under policies approved, by the Board of Directors. The Executive team identify and evaluate financial risks.

Market risk

Foreign currency risk

The Company does not have any assets or liabilities denominated in foreign currency.

Price risk

The Company is not exposed to price risk.

Interest rate risk

The Company's interest bearing assets expose it to risks associated with the effects of fluctuations in the prevailing levels of market interest rates on its financial position and cash flows. The risk is measured using sensitivity analysis.

Note 14. Financial instruments (continued)

	Basis points increase			Basis points decrease		
	Basis points change	Effect on profit before tax (\$)	Effect on equity (\$)	Basis points change	Effect on profit before tax (\$)	Effect on equity (\$)
2021						
Cash	100	7,084	7,084	100	(7,084)	(7,084)
Investments in cash managed trusts	100	9,975	9,975	100	(9,975)	(9,975)
		<u>17,059</u>	<u>17,059</u>		<u>(17,059)</u>	<u>(17,059)</u>
	Basis points increase			Basis points decrease		
	Basis points change	Effect on profit before tax (\$)	Effect on equity (\$)	Basis points change	Effect on profit before tax (\$)	Effect on equity (\$)
2020						
Cash	100	3,821	3,821	100	(3,831)	(3,831)
Investments in cash managed trusts	100	8,366	8,366	100	(8,366)	(8,366)
		<u>12,187</u>	<u>12,187</u>		<u>(12,197)</u>	<u>(12,197)</u>

Credit risk

Credit risk arises from exposure to counterparties that may not meet their contractual obligations with the Company. The Company's exposure to credit risk primarily arises from its trade receivables.

The maximum exposure to credit risk at reporting date to recognised financial assets is the carrying amount of those assets, net of any expected credit losses, as disclosed in the statement of financial position and notes to the financial statements.

The Company does not have any material credit risk exposure to any single debtor or group of debtors under financial instruments entered into by the Company.

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to external credit ratings (where available).

	2021	2020
	\$	\$
Credit quality of financial assets held at the reporting date, net of impairment:		
A rated cash and cash equivalents	1,705,874	1,218,773
Trade receivables counterparties without credit rating	317,037	519,906
Other receivables without external credit rating	<u>2,500</u>	<u>2,500</u>
	<u>2,025,411</u>	<u>1,741,179</u>

The maximum exposure to credit risk at the reporting date is the carrying amount of each class of financial assets mentioned above.

Liquidity risk

The Company's liquidity risk arises from the risk that it will encounter difficulty in meeting its obligations associated with financial liabilities. The Company manages liquidity risk by continuously monitoring forecast and actual cash flows and matching profiles of financial assets and liabilities.

Note 14. Financial instruments (continued)

Remaining contractual maturities

The following tables detail the Company's remaining contractual maturity for its financial instrument liabilities and lease liabilities.

2021	Weighted average interest rate %	1 year or less \$	Between 1 and 2 years \$	Between 2 and 5 years \$	Over 5 years \$	Remaining contractual maturities \$
Non-derivatives						
<i>Non-interest bearing</i>						
Trade payables	-	9,097	-	-	-	9,097
Other payables	-	228,620	-	-	-	228,620
<i>Interest-bearing - variable</i>						
Lease liability	5.60%	96,930	10,414	-	-	107,344
Total non-derivatives		334,647	10,414	-	-	345,061
2020	Weighted average interest rate %	1 year or less \$	Between 1 and 2 years \$	Between 2 and 5 years \$	Over 5 years \$	Remaining contractual maturities \$
Non-derivatives						
<i>Non-interest bearing</i>						
Trade payables	-	24,619	-	-	-	24,619
Other payables	-	82,022	-	-	-	82,022
<i>Interest-bearing - variable</i>						
Lease liability	5.60%	112,242	19,531	-	-	131,773
Total non-derivatives		218,883	19,531	-	-	238,414

The cash flows in the maturity analysis above are not expected to occur significantly earlier than contractually disclosed above.

Note 15. Key management personnel disclosures

Compensation

The aggregate compensation made to directors and other members of key management personnel of the Company is set out below:

	2021 \$	2020 \$
Short-term employee benefits	371,330	324,446
Post-employment benefits	34,106	29,378
	<u>405,436</u>	<u>353,824</u>

Note 16. Related party transactions

Transactions with related parties

There were no transactions with related parties during the current and previous financial year.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

Note 17. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by PricewaterhouseCoopers, the auditor of the Company:

	2021 \$	2020 \$
<i>Audit services - PricewaterhouseCoopers</i>		
Audit of the financial statements	10,927	10,300

Note 18. Contingent liabilities

The Company had no contingent liabilities as at 30 June 2021 and 30 June 2020.

Note 19. Commitments

The Company had no commitments as at 30 June 2021 and 30 June 2020.

Note 20. Reconciliation of surplus after income tax to net cash from operating activities

	2021 \$	2020 \$
Surplus after income tax expense for the year	305,328	64,353
Adjustments for:		
Depreciation and amortisation	114,167	117,763
Change in operating assets and liabilities:		
Decrease/(increase) in trade and other receivables	211,737	(335,265)
Increase/(decrease) in trade and other payables	131,075	(20,581)
Increase/(decrease) in contract liabilities	(207,148)	266,459
Increase in employee benefits	40,832	26,599
Net cash from operating activities	595,991	119,328

Note 21. Changes in liabilities arising from financing activities

	Lease liabilities \$
Balance at 1 July 2019	-
Addition on adoption of AASB 16	236,288
Net cash used in financing activities	<u>(104,515)</u>
Balance at 30 June 2020	131,773
Net cash used in financing activities	(108,890)
Acquisition of leases	<u>84,461</u>
Balance at 30 June 2021	<u><u>107,344</u></u>

Note 22. Events after the reporting period

The consequences of the Coronavirus (COVID-19) pandemic are continuing to be felt around the world, and its impact on the Company, if any, has been reflected in its published results to date. Whilst it would appear that control measures and related government policies, including the roll out of the vaccine, have started to mitigate the risks caused by COVID-19, it is not possible at this time to state that the pandemic will not subsequently impact the Company's operations going forward. The Company now has experience in the swift implementation of business continuation processes should future lockdowns of the population occur, and these processes continue to evolve to minimise any operational disruption. Management continues to monitor the situation both locally and internationally.

No other matter or circumstance has arisen since 30 June 2021 that has significantly affected, or may significantly affect the Company's operations, the results of those operations, or the Company's state of affairs in future financial years.

In the directors' opinion:

- the attached financial statements and notes comply with the Corporations Act 2001, the Accounting Standards and associated regulations and other mandatory professional reporting requirements;
- the attached financial statements and notes give a true and fair view of the Company's financial position as at 30 June 2021 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of directors made pursuant to section 295(5)(a) of the Corporations Act 2001.

On behalf of the directors



Paul Ranson
Chair



Tommy Wong
Deputy Chair

29 September 2021
Hobart



Independent auditor's report

To the members of Tasmania Chamber of Commerce and Industry Ltd

Our opinion

In our opinion:

The accompanying financial report of Tasmania Chamber of Commerce and Industry Ltd (the Company) is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the Company's financial position as at 30 June 2021 and of its financial performance for the year then ended
- (b) complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

What we have audited

The financial report comprises:

- the Statement of financial position as at 30 June 2021
- the Statement of changes in equity for the year then ended
- the Statement of cash flows for the year then ended
- the Statement of profit or loss and other comprehensive income for the year then ended
- the Notes to the financial statements, which include significant accounting policies and other explanatory information
- the Directors' declaration.

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

Independence

We are independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

PricewaterhouseCoopers, ABN 52 780 433 757
One International Towers Sydney, Watermans Quay, Barangaroo NSW 2000, GPO BOX 2650 Sydney NSW 2001
T: +61 2 8266 0000, F: +61 2 8266 9999, www.pwc.com.au
Level 11, 1PSQ, 169 Macquarie Street, Parramatta NSW 2150, PO Box 1155 Parramatta NSW 2124
T: +61 2 9659 2476, F: +61 2 8266 9999, www.pwc.com.au

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Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2021, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, 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 the directors for the financial report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors 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 directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.



A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

A handwritten signature in black ink, appearing to read "PricewaterhouseCoopers", written in a cursive style.

PricewaterhouseCoopers

A handwritten signature in black ink, appearing to read "James McElvogue", written in a cursive style.

James McElvogue
Partner

Sydney
29 September 2021

Tasmanian Chamber of Commerce and Industry
ABN 77 009 475 987

Industry House

309 Liverpool Street

Hobart TAS 7000

03 6236 3600

admin@tcci.com.au



TCCI annual report