

EOA Annual Report Financial Year End 30 June 2023

Director's report & activity overview



Overview of Employee Ownership Australia

Employee Ownership Australia (ABN 40 152 310 266) (EOA) was formed in July 2011 to ensure ongoing advocacy for broad-based employee ownership and dynamic workplace participation in Australian companies.

It engages with and assists companies that have or aim to implement employee ownership or employee share plans whilst also being a key advocacy body for broad-based employee ownership. EOA is independent and entirely member-funded.

EOA is a member-focused, not-for-profit public company, limited by guarantee. EOA replaced the Australian Employee Ownership Association, formed by 20 companies in 1986. EOA is the only independent, dedicated advocacy and education group in this space in Australia.

EOA's Core Aims

- a. To be the centre of excellence for companies seeking to implement or support employee share ownership or ESOPs.
- b. To be the voice on employee share ownership issues in Australia.
- c. To encourage research into the productivity impacts of employee ownership.
- d. To encourage government at all levels to develop taxation and other incentives to promote employee ownership.
- e. To provide exceptional services to our members.

EOA's Policy Recommendations

EOA recommends that public policy should be formulated to promote broad-based employee share ownership based on the following key objectives:

- a. To better align the interests of employees and employers to promote employee engagement and productivity in listed companies;
- b. To enhance national savings;
- c. To facilitate and encourage the development of small to medium, privately owned enterprises, including start-up companies; and
- d. To facilitate employee buyouts and business succession.



EOA's Member Services

- a. Regular blogs that help demystify employee share ownership.
- b. Reduced rates for our training programs.
- c. Attendance at the Annual Conference and Awards night.
- d. Free access to a network of like-minded people to exchange ideas, experience and practices.
- e. Referral to experienced, specialist advisors for advice on tax, legal, and ESOP finance matters.
- f. Access to a network of professional HR specialists, company secretaries, workplace relations professionals and employee representatives.
- g. To be an active voice in research and policy work that can be used to influence Government and other decision-makers.
- h. Access to our international connections.

For further information on Employee Ownership Australia, including how to join as a member, visit our website at www.employeeownership.com.au.



Activities & Business Review

Board renewal & diversity

EOA said farewell to long-serving Board Members Tom McCarty and Phillip Muhlbauer and Dean Jagger as Company Secretary. We thank them for their contributions and service to EOA.

EOA welcomed new Board members Natassia Bondarenko, Jessica Mitchell, Dheeraj Lalwani and Andrew Pendleton. Andrew Clements continued in the role as Chair.

Key reform agenda

Last year saw the implementation of the legislation introduced in 2021 on the removal of ‘the cessation of employment taxing point’ for tax-deferred ESS and a new corporate regulatory regime to deal with offers of employee equity, matters which EOA had been lobbying for some years. EOA’s agenda for further reforms was outlined in our submissions to the **Jobs and Skills Summit** (September, 2022) and the **Federal Parliamentary Inquiry into promoting economic dynamism, competition and business formation**. These submissions can be viewed on our ‘EOA Reports’ web-page. EOA also made submissions to the ATO capital management advice and guidance consultation and the ASIC Consultation on regulatory instruments to facilitate the ESS Law changes.

Employee ownership public policy advocacy

We believe that public policy should promote not prevent Employee Ownership. There continues to be some aspects of the regulation of Employee Ownership which limit or restrict its effectiveness in Australia. We have continued our advocacy work in relation to these limitations and restrictions both as part of the public consultation processes, and directly with government and key regulators. A key focus has been in the area of employee ownership in social care. On that, see our Submission on **Employee Ownership in the Social Care Sector to the Federal Minister for Health**. Also, in collaboration with Graeme Nuttall OBE, author of The Nuttall Review of Employee Ownership in the UK, we have progressed our project in developing the EOT structure to operate under Australian corporation and tax laws, and tested the results through successful implementation in some of our members, including Meld Studios in Sydney. There are now a dozen Australian based EOTs underway, and connections have been made with a number of UK EOTs which have offices in this country. Discussions are ongoing with our tax authorities on the EOT structure. The EOT has been responsible for the very rapid growth in the number of employee owned companies in the UK in the past couple of years (now numbering more than 1450).

Member events

EOA’s ‘Experts Panel’ continued a series of webinars on key employee share ownership topics, both administrative and legal that began in 2021. The webinars continue on a semi regular basis and cover a diverse range of topics. Attendance averages more than 50 people per session. A recording of each webinar is made available to the public on EOA’s ‘Webinars’ web – page.

Collaboration

EOA has continued its close collaboration with similar organisations overseas, particularly the Employee Ownership Association in the UK, the National Centre for Employee Ownership (NCEO) in the US and the European Federation for Employee Share Ownership (EFES) and has participated in the annual Oxford International Symposium on Employee Ownership. It also maintains useful links with industry groups in Australia to develop and advance its reform agenda.



Website

The EOA website remains the main outlet for disseminating information on employee ownership in Australia averaging 1000 unique visitors each month, for more than 2000 monthly page views. Almost all visitors arrive via search engines. The website is regularly updated with new pages and blog posts, providing news on all the latest developments in the employee ownership space.

Social media

EOA outputs regular tweets to its 840 followers, and provides regular posts on the latest topics of interest to hundreds of followers across LinkedIn and Facebook.

Online training

EOA has five 'Getting Started with Employee Ownership' online training modules up and running, accessible to EOA members. The availability of the modules is a useful attractor for new SME and startup members and are an invaluable resource for owners, founders and managers wanting to get started with employee ownership. This activity is a major contributor to the rapid growth in EOA's membership from SME's.

Directors

We are grateful for the continued support of our Board of Directors. [More details may be found online at our website.](#)



Chair – Andrew Clements

Andrew is a legal consultant in the Melbourne office of King & Wood, Mallesons, where he was partner for over 25 years.

Andrew has worked extensively in relation to both the tax and legal issues associated with employee ownership, both for listed and unlisted entities.

Andrew has had considerable involvement in various tax and corporate reviews of the regulation of Employee Ownership In Australia. He has a very strong view that we should promote not prevent Employee Ownership through our tax and regulatory framework. A major area of his focus at present is the development of effective succession models through employee ownership.



Janna DeVlyder

Janna is a Founder, Director and Principal Designer at Meld Studios, an award-winning Australian service design consultancy. Meld's focus is on helping organisations to co-design better policies, services, systems, decision-making and ways of working with their customers and their people. In addition to managing Meld and leading design projects, Janna and her co-founders are guiding Meld to becoming the first Australian-based organisation that is employee-owned by trust, and are looking to find ways to support other small and medium-sized businesses to do the same.

Janna has extensive experience in the non-profit space, serving as President of the international Interaction Design Association for three years during a period of massive change and growth. She sat on their non-profit Board of Directors for four years, growing membership from 7,000 to 70,000 and global local groups from 12 to 70. She currently serves as a Good Design Australia ambassador and has served as a judge of the international Good Design Awards.





Alan Greig

Alan has had a long-standing interest in employee and community ownership dating back to the 1970s. He was the Public Officer of the Australian Employee Ownership Association (AEOA) since its inception in 1986 and was its President most recently (2011) while driving the setting up of Employee Ownership Australia Ltd.

Alan is Director, Ownership Strategies at Mercury Cooperative Ltd, an agency specialising in building collaborative enterprises through consultancy, research, information, advice and training. At Mercury, Alan's focus is on participation and empowerment structures which encourage broader involvement in the governance of organisations and the widespread ownership of assets – for employees through their workplaces and for citizens through mutuals, co-operatives, community trusts and savings schemes.

Alan worked in the NSW public sector for many years in ageing and disability services, primarily as an adviser to funded community services and not-for-profits.



Mathew Ronald

Mathew is a Director in People Advisory Services at Ernst & Young. Mathew advises companies on executive remuneration and employee share plans across the full spectrum of employee share plan life-cycle, including, consulting, legal and taxation services.

Mathew is a lawyer and equity plan specialist who has spent his career designing and advising on employee equity arrangements. Prior to joining EY, Mathew was General Manager of the equity plan division of Link Market Services and worked as an equity plan lawyer at Linklaters LLP (UK) and Corrs Chambers Westgarth.





Marie-Louise Czech

Marie-Louise is an HR professional with over 20 years' experience. Working the last 10 years in Remuneration and Benefits at Newcrest Ltd and specialising in employee share plans, she brings her global knowledge to the Executive, and to the broad employee base. She has developed a broad range of skills in employee share plan delivery, working with the share registry, and internal and external teams, to ensure tax and securities law compliance, improve employee communications and ease of use with employee share sales facility.

As a member of EOA for 7 plus years, Marie-Louise greatly values the work carried out to educate, inform on issues and promote best practices on employee share plan management. Marie-Louise also values community and is the Vice President of a local community Board, bringing to the Board both a Corporate and community perspectives.



Marc Bosotti

Marc is Global Employee Equity Lead, APAC at Vialto Partners. He has over 20 years of experience advising organisations on reward and performance, global mobility and taxation matters.

Marc specialises in helping companies design, implement and administer reward and compensation structures that create alignment with the organisation's business and people strategy. He has significant experience with employee equity arrangements in listed, unlisted and private equity environments.



Nastassia Bondarenko-Edwards

Nastassia is a Director in the Remuneration Advisory Services team at PwC.

Nastassia assists clients with the Australian taxation aspects of executive and employee incentive arrangements, including the design, implementation, and administration of these arrangements. She advises a wide variety of clients, ranging from start-up businesses to ASX and foreign-listed companies.

Nastassia commenced her career at Herbert Smith Freehills, before moving to Greenwoods & Herbert Smith Freehills where she advised clients on Australian taxation matters, including in the context of executive and employee incentives. Nastassia is admitted as a solicitor in Victoria. Her qualifications include a



Bachelor of Laws (Hons), Bachelor of International Relations, and Master of Laws.



Andrew Pendleton

Andrew Pendleton is a Professor of Employee Ownership and Reward at the University of New South Wales (UNSW), Sydney. Prior to coming to Australia in 2019, he was a professor at Durham, York, and Manchester Metropolitan Universities. He has a BA (Hons) in Philosophy, Politics, and Economics from the University of Oxford, and a PhD in Social Sciences from the University of Bath, UK.

He has carried out research on employee share plans and employee ownership in Australia, the UK, and Europe over many years, and has published widely on these topics (for details see <https://www.unsw.edu.au/staff/andrew-pendleton>). He was a member of the Inland Revenue Advisory Group that developed the Share Incentive Plan and Enterprise Management Incentives in the UK. As a member of the White Rose Centre for Employee Ownership, he has been involved for some years in running the annual census of employee-owned firms in the UK.



Jessica Mitchell

Jess is a Global Share Plans Consultant at the multi-award-winning law firm Tapestry Compliance. She has worked in global share plans since 2005, first for Linklaters and then for Tapestry when it was founded in 2011.

Tapestry is a specialist firm, owned entirely by its employees, providing global advice on legal and tax compliance for employee and executive share and incentive plans and remuneration regulations. Tapestry has a global network of over 100 law firms and offers a state-of-the-art database, OnTap, to help clients manage their global compliance needs. Tapestry also places interim share plan managers and provides expert training, including the UK's only professional qualification for share plan professionals – Tapestry's Certificate in Employee Share Plans (accredited by the Chartered Governance Institute, formerly known as the ICSA).

Jess has a Bachelor of Laws (Hons) and a Bachelor of Arts (French and Spanish) from the University of Queensland. Throughout her career, she has lived and worked in the UK and the USA and is now based in Brisbane, Australia.





Dheeraj Lalwani

Dheeraj has over 15 years of experience in proactively managing Global Employee and Executive equity plans in Australia and worldwide. His experience extends into every aspect of the Employee and Executive plan and has an in-depth understanding of complex administrative requirements for a global employee share scheme.

Dheeraj is based in Brisbane and manages the team of relationship managers that oversee global unlisted and listed companies. He is also a member of the product development team focusing on innovative and new services that add significant value to clients in maintaining an effective and efficient employee equity plan.



Company Secretary – Michael Evans

Michael is a Senior Associate in the Taxation team in the Melbourne office of King & Wood Mallesons.

Michael has extensive experience in advising on employee share scheme matters, including advising on the tax consequences in connection with granting employee share scheme interests and developing various employee share scheme vehicles. Michael has also been involved in multiple policy submissions to Treasury and the Australian Taxation Office relating to employee share scheme issues.

Michael holds a Bachelor of Commerce (Honours), Juris Doctor and Master of Laws from the University of Melbourne.



Administration, Legal and Tax

Board meetings

	Board meetings held during the financial year - 6 (eligible to attend)	
	Board meetings attended	Date of appointment, last election or re-election (whichever is the later)
Andrew Clements - Chair	6 (6)	25 November, 2021
Janna DeVylder	5 (6)	24 November, 2022
Alan Greig	6 (6)	24 November, 2022
Mathew Ronald	5 (6)	25 November, 2021
Marie-Louise Czech	6 (6)	20 October, 2020
Marc Bosotti	5 (6)	25 November, 2021
Nastassia Bondarenko-Edwards	6 (6)	11 August, 2022
Andrew Pendleton	1 (1)	8 June, 2023
Jessica Mitchell	4 (4)	8 December, 2022
Dheeraj Lalwani	4 (4)	8 December, 2022
Phillip Muhlbauer	1 (4)	24 November, 2022
Tom McCarty	0 (2)	7 December, 2022

Corporate governance

Whilst the ASX governance guidelines do not apply to EOA, the Board and management team believes that it is important to comply with those guidelines where it is applicable and appropriate. As a small company limited by guarantee according to ASIC guidelines, it is not necessary for EOA to appoint auditors and undertake an annual financial audit.

Indemnities and insurance

The Constitution of EOA provides for it to indemnify, to the extent permitted by law, officers of EOA, against liabilities arising from the conduct of the organisation. The directors and the company secretary have been indemnified in accordance with these provisions. No amount has been paid under any of these indemnities during the year.

EOA has purchased directors' and officers' insurance during the year. In broad terms, the insurance cover indemnifies individual directors' and officers' personal legal liability and legal defence costs for claims arising out of actions taken in connection with EOA.

Governmental regulations

EOA operations in Australia are subject to state and federal regulations of general application governing public companies and charities.

Legal proceedings

EOA is not a plaintiff or defendant in any proceedings.

Creditor payments

It is EOA's policy to agree terms of payments with suppliers when entering into contracts and to meet its obligations accordingly. EOA does not follow any specific published code or standard on payment practice.

At 30 June 2023, there were no purchases outstanding in respect of EOA.

Signed as a correct record:



Andrew Clements

Chair

Date: **24 October 2023**



EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

FINANCIAL REPORT
FOR THE YEAR ENDED
30 JUNE 2023

Central Accounting & Taxation Advisory

Suite 105, Level 1, 50 Clarence Street

Sydney NSW 2000

Tel: 02 9791 5897 Fax: 02 9791 0554

**Liability limited by a scheme approved under
Professional Standards Legislation**

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

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EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

DIRECTORS' REPORT

The directors present their report on the company for the financial year ended 30 June 2023.

Information on Directors

The names of each person who has been a director during the year are:

Mr Andrew Clements (Chair, Appointed 14 June 2018)
Mr Marc David Bosotti (Director, Appointed 23 August 2019)
Mr Alan Howard Greig (Director, Appointed 26 July 2011)
Mr Phillip Muhlbauer (Director, Appointed 2 September 2014, Resigned on 18 April 2023)
Mr Mathew Ronald (Director, Appointed 16 June 2017)
Mr Tom McCarty (Director, Appointed 4 May 2018, Resigned on 7 December 2022)
Ms Marie-Louise Czech (Director, Appointed 21 October 2020)
Ms Janna DeVylder (Director, Appointed 26 October 2020)
Ms Nastassia Bondarenko-Edward (Director, Appointed 11 August 2022)
Mr Dheeraj Lalwani (Director, Appointed 8 December 2022)
Ms Jessica Mitchell (Director, Appointed 8 December 2022)
Mr Andrew Pendleton (Director, Appointed 13 June 2023)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Company Secretary

The following person held the position of the Company Secretary at the end of the financial year:

Mr Dean Timothy Jagger was appointed Company Secretary on 22 April 2021.

Operating Results

The profit of the company after providing for income tax amounted to \$ 11,682.

Significant Changes in the State of Affairs

There have been no significant changes in the state of affairs of the company during the year.

Principal Activities

The principal activities of the company during the financial year were promotion of Employee Ownership of Business.

No significant changes in the nature of the company's activity occurred during the financial year.

Events After the Reporting Date

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

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
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DIRECTORS' REPORT

Environmental Issues

The company's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory of Australia.

Dividends paid or recommended

The company is a company limited by guarantee and hence is precluded from declaring dividends.

Options

No options over issued shares or interests in the company were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

Indemnification and Insurance of Officers and Auditors

The company indemnifies current and former directors and officers for any loss arising from any claim by reason of any wrongful act committed by them in their capacity as a director or officer (subject to certain exclusions as required by law). During the 2023 financial year, a total of \$1,807.19 in premiums for Directors and Officers Liability insurance was paid. The company has not otherwise, during or since the end of the financial year, except to the extent permitted by law, indemnified or agreed to indemnify an officer or auditor of the company or of any related body corporate against a liability incurred as such by an officer or auditor.

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

DIRECTORS' REPORT

Information of Directors

Mr Andrew Clement	Chair
Qualifications	Bachelor of Commerce and Laws, Master of Law
Experience	Andrew is a legal consultant in the Melbourne office of King & Wood, Mallesons, where he was partner for over 25 years. Andrew has worked extensively in relation to both the tax and legal issues associated with employee ownership, both for listed and unlisted entities.
Special Responsibilities	Government Advocacy
Ms Marie-Louise Czech	Director
Qualifications	Graduate Diploma of Human Resource Management
Experience	Marie-Louise is a HR professional with over 20 years' experience. Working the last 10 years in Remuneration and Benefits at Newcrest Ltd and specializing in employee share plans, she brings her global knowledge to the Executive, and to the broad employee base.
Special Responsibilities	Nil
Mr Alan Howard Greig	Director
Qualifications	Bachelor of Arts
Experience	Director since 26 July 2011
Special Responsibilities	Information coordinator and policy development
Mr Mathew Ronald	Director
Qualifications	Master of Business Administration, Bachelor of Laws (Hons), Bachelor of Communication
Experience	Equity plan specialist, equity plan management, legal, tax and consulting
Special Responsibilities	Nil

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

DIRECTORS' REPORT

Ms Janna DeVlyder	Director
Qualifications	Bachelor of Psychology with Honors, Master of Social Sciences.
Experience	Joanna is a Founder, Director and Principal Designer at Meld Studios, an award-winning Australian service design consultancy. Joanna has extensive experience in the non-profit space, serving as President of the international Interaction Design Association for three years during a period of massive change and growth.
Special Responsibilities	Nil
Mr Marc Bosotti	Director
Qualifications	Bachelor of Economics
Experience	With over 15 years of experience working in Australia and the United Kingdom, Mar's expertise is in the consulting to organizations and executives in relation to reward, compensation, taxation and global mobility matters. Marc successfully helps Boards and Senior Executives to design reward programs that create alignment with the organization's business and people strategy.
Special Responsibilities	Chair of the Experts Panel
Ms Nastassia Bondarenko-Edwards	Director
Qualifications	Bachelor of Laws (Hons), Bachelor of International Relations, and Master of Laws.
Experience	Nastassia commenced her career at Herbert Smith Freehills, before moving to Greenwoods & Herbert Smith Freehills where she advised clients on Australian taxation matters, including in the context of executive and employee incentives. Nastassia is now a Director in the reward advisory services team at PwC, with a focus on the Australian taxation aspects of executive and employee equity incentives. Nastassia is admitted as a solicitor in Victoria.
Special Responsibilities	Nil

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

DIRECTORS' REPORT

Mr Dheeraj Lalwani	Director
Qualifications	
Experience	Dheeraj has over 15 years of experience in proactively managing Global Employee and Executive equity plans in Australia and worldwide. His experience extends into every aspect of the Employee and Executive plan and has an in-depth understanding of complex administrative requirements for a global employee share scheme.
Special Responsibilities	Nil
Ms Jessica Mitchell	Director
Qualifications	Bachelor of Laws (Hons) and a Bachelor of Arts
Experience	Jess is a Global Share Plans Consultant at the multi-award-winning law firm Tapestry Compliance. She has worked in global share plans since 2005, first for Linklaters and then for Tapestry when it was founded in 2011.
Special Responsibilities	Nil
Mr Andrew Pendleton	Director
Qualifications	BA (Hons) in Philosophy, Politics, and Economics PhD in Social Sciences
Experience	Andrew Pendleton is a Professor of Employee Ownership and Reward at the University of New South Wales (UNSW), Sydney. Prior to coming to Australia in 2019, he was a professor at Durham, York, and Manchester Metropolitan Universities. He was a member of the Inland Revenue Advisory Group that developed the Share Incentive Plan and Enterprise Management Incentives in the UK. As a member of the White Rose Centre for Employee Ownership, he has been involved for some years in running the annual census of employee-owned firms in the UK.
Special Responsibilities	Nil

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

DIRECTORS' REPORT

Meeting of Directors

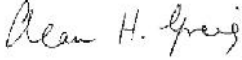
During the financial year, 6 meetings of directors were held. Attendances by each director were as follows:

	Directors Meetings Number Eligible to Attend	Number Attended
Andrew Clements	6	6
Marc Bosotti	6	5
Alan Howard Greig	6	6
Phillip Muhlbauer	4	1
Mathew Ronald	6	5
Tom McCarty	2	0
Marie-Louise Czech	6	6
Janna DeVlyder	6	5
Nastassia Bondarenko-Edwards	6	6
Dheeraj Lalwani	4	4
Jessica Mitchell	4	4
Andrew Pendleton	1	1


EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

DIRECTORS' REPORT

Signed in accordance with a resolution of the Board of Directors:

Director: 

Mr Alan Howard Greig

Director: 

Mr Andrew Clements

Dated this **day of**

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Income			
Revenue	3	26,243	22,946
Expenditure			
Accountancy expenses		(1,600)	(1,600)
Other expenses		(12,961)	(13,962)
Profit for the year		<u>11,682</u>	<u>7,384</u>
Total comprehensive income for the year		<u><u>11,682</u></u>	<u><u>7,384</u></u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation
report of Central Accounting & Taxation Advisory.

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

PROFIT AND LOSS STATEMENT
FOR THE YEAR ENDED 30 JUNE 2023

	2023	2022
	\$	\$
INCOME		
Membership Fee	<u>26,243</u>	<u>22,946</u>
EXPENSES		
Accountancy Fees	1,600	1,600
Bank Charges	27	53
Filing Fees	1,687	1,479
Insurance	1,900	1,458
Newsletter Production	913	-
Postage and Shipping	-	449
PR & Communications	7,709	9,343
Website Hosting	<u>725</u>	<u>1,180</u>
	<u>14,561</u>	<u>15,562</u>
Profit before income tax	<u><u>11,682</u></u>	<u><u>7,384</u></u>

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EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2023

	Note	2023 \$	2022 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	78,775	66,659
Trade and other receivables	5	351	454
TOTAL CURRENT ASSETS		<u>79,126</u>	<u>67,113</u>
TOTAL ASSETS		<u>79,126</u>	<u>67,113</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	2,625	2,295
TOTAL CURRENT LIABILITIES		<u>2,625</u>	<u>2,295</u>
TOTAL LIABILITIES		<u>2,625</u>	<u>2,295</u>
NET ASSETS		<u>76,501</u>	<u>64,818</u>
EQUITY			
Retained earnings	7	76,501	64,818
TOTAL EQUITY		<u>76,501</u>	<u>64,818</u>

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EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
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STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2023

	Note	Retained earnings \$	Total \$
Balance at 1 July 2021		57,434	57,434
Profit attributable to equity shareholders		7,384	7,384
Balance at 30 June 2022		64,819	64,819
Profit attributable to equity shareholders		11,682	11,682
Balance at 30 June 2023		<u>76,501</u>	<u>76,501</u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation
report of Central Accounting & Taxation Advisory.

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 30 JUNE 2023

The financial reports cover Employee Ownership Australia Limited as an individual entity. Employee Ownership Australia Limited is a for profit proprietary company incorporated and domiciled in Australia.

The functional and presentation currency of Employee Ownership Australia Limited is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations and the other authoritative pronouncements of the Australian Accounting Standards Board (AASB) and the Corporations Act 2001.

These financial statements and associated notes comply with International Financial Reporting Standards as issued by the International Accounting Standards Board.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

2 Summary of Significant Accounting Policies

Financial Instruments

Financial instruments are recognised initially using trade date accounting, i.e. on the date that company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs.

These notes should be read in conjunction with the attached compilation report of Central Accounting & Taxation Advisory.

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 30 JUNE 2023

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They arise principally through the provision of goods and services to customers but also incorporate other types of contractual monetary assets.

After initial recognition these are measured at amortised cost using the effective interest method, less provision for impairment. Any change in their value is recognised in profit or loss.

The company's trade and most other receivables fall into this category of financial instruments.

In some circumstances, the company renegotiates repayment terms with customers which may lead to changes in the timing of the payments, the company does not necessarily consider the balance to be impaired, however assessment is made on a case-by-case basis.

Available-for-sale financial assets

Available-for-sale financial assets are non-derivative financial assets that do not qualify for inclusion in any of the other categories of financial assets or which have been designated in this category. The company's available-for-sale financial assets comprise listed securities.

All available for sale financial assets are measured at fair value with subsequent changes in value recognised in other comprehensive income.

Gains and losses arising from financial instruments classified as available-for-sale are only recognised in profit or loss when they are sold or when the investment is impaired.

In the case of impairment or sale, any gain or loss previously recognised in equity is transferred to the profit or loss.

Available-for-sale financial assets

A significant or prolonged decline in value of an available-for-sale asset below its cost is objective evidence of impairment, in this case, the cumulative loss that has been recognised in other comprehensive income is reclassified from equity to profit or loss as a reclassification adjustment. Any subsequent increase in the value of the asset is taken directly to other comprehensive income.

These notes should be read in conjunction with the attached compilation
report of Central Accounting & Taxation Advisory.

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 30 JUNE 2023

Impairment of Non-Financial Assets

At the end of each reporting period the company determines whether there is evidence of an impairment indicator for non-financial assets.

Where this indicator exists and regardless for goodwill, indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss

Cash and Cash Equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Revenue and Other Income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the company and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

Rendering of services

Revenue in relation to rendering of services is recognised depends on whether the outcome of the services can be measured reliably. If this is the case then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period. If the outcome cannot be reliably measured then revenue is recognised to the extent of expenses recognised that are recoverable.

These notes should be read in conjunction with the attached compilation report of Central Accounting & Taxation Advisory.

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
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NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 30 JUNE 2023

Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

Comparative Amounts

Comparatives are consistent with prior years, unless otherwise stated.

Where a change in comparatives has also affected the opening retained earnings previously presented in a comparative period, an opening statement of financial position at the earliest date of the comparative period has been presented.

These notes should be read in conjunction with the attached compilation
report of Central Accounting & Taxation Advisory.

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 30 JUNE 2023

		2023	2022
		\$	\$
3	Revenue and Other Income		
	Services		
	Membership Fee	26,243	22,946
		26,243	22,946
4	Cash and Cash Equivalents		
	Cash at Bank - Westpac *513	78,775	66,659
		78,775	66,659
5	Trade and Other Receivables		
	Current		
	Input Tax Credits	351	454
		351	454
	 The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short term nature of the balances.		
6	Trade and Other Payables		
	Current		
	GST Payable	2,625	2,295
		2,625	2,295

Trade and other payables are unsecured, non interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short term nature of the balances.

These notes should be read in conjunction with the attached compilation report of Central Accounting & Taxation Advisory.

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 30 JUNE 2023

	2023	2022
	\$	\$
<hr/>		
7 Retained Earnings		
Retained earnings at the beginning of the financial year	64,819	57,434
Net profit attributable to members of the company	11,682	7,384
Retained earnings at the end of the financial year	76,501	64,818

8 Financial Risk Management

The company is exposed to a variety of financial risks through its use of financial instruments.

The company's overall risk management plan seeks to minimise potential adverse effects due to the unpredictability of financial markets.

The company does not have any derivative instruments at .

Objectives, Policies and Processes

The board of directors receives overall responsibility for the establishment of the company's financial risk management framework. This includes the development of policies covering specific areas such as interest rate risk and credit risk.

Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the company's activities.

The day-to-day risk management is carried out by the company's finance function under policies and objectives which have been approved by the board of directors. The chief financial officer has been delegated the authority for designing and implementing processes which follow the objectives and policies. This includes monitoring the levels of exposure to interest rate and assessment of market forecasts for interest rate movements.

The board of directors receives monthly reports which provide details of the effectiveness of the processes and policies in place.

Mitigation strategies for specific risks faced are described below.

The company does not hold any financial assets with terms that have been renegotiated, but which would otherwise be past due or impaired.

The other classes of receivables do not contain impaired assets.

These notes should be read in conjunction with the attached compilation
report of Central Accounting & Taxation Advisory.

EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 30 JUNE 2023

2023
\$

2022
\$

9 Statutory Information

The registered office of the company is:

Employee Ownership Australia Limited

Suite 105 Level 1, 40-50 Clarence Street, Sydney NSW 2000

The principal place of business is:

Suite 105 Level 1, 40-50 Clarence Street, Sydney NSW 2000

The principal activities of the business include:

Promotion of Employee Ownership of Business

These notes should be read in conjunction with the attached compilation
report of Central Accounting & Taxation Advisory.


EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266

DIRECTORS' DECLARATION


The directors of the company declare that:

1. The financial statements and notes, as set out on pages 1 to 12, for the year ended are in accordance with the Corporations Act 2001 and:
 - (a) comply with Accounting Standards, which, as stated in accounting policy Note 1 to the financial statements, constitutes explicit and unreserved compliance with International Financial Reporting Standards (IFRS); and
 - (b) give a true and fair view of the financial position and performance of the company.
2. In the directors' opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director: 

Mr Alan Howard Greig

Director: 

Mr Andrew Clements

Dated this **day of**

**COMPILATION REPORT
TO EMPLOYEE OWNERSHIP AUSTRALIA LIMITED
ABN 40 152 310 266**

We have compiled the accompanying general purpose financial statements of Employee Ownership Australia Limited which comprise the statement of financial position as at , and the statement of comprehensive income, statement of changes in equity for the year then ended, a summary of significant accounting policies and other explanatory notes.

These have been prepared in accordance with the financial reporting framework described in Note 1 to the financial statements.

The responsibility of directors

The directors are solely responsible for the information contained in the general purpose financial statements and have determined that the financial reporting framework used is appropriate to meet their needs and for the purpose for which the financial statements were prepared.

Our responsibility


On the basis of the information provided by the directors, we have compiled the accompanying general purpose financial statements in accordance with the financial reporting framework and APES 315: Compilation of Financial Information.

Our procedures use accounting expertise to collect, classify and summarise the financial information, which the directors provided, in compiling the financial statements. Our procedures do not include verification or validation procedures. No audit or review has been performed and accordingly no assurance is expressed.

The general purpose financial statements were compiled exclusively for the benefit of the directors. We do not accept responsibility to any other person for the contents of the general purpose financial statements.

Name of Firm: Central Accounting & Taxation Advisory
Certified Practising Accountants

Name of Partner:



Bob Cai

Address: Suite 105, Level 1, 50 Clarence Street, Sydney NSW 2000

Dated this 18th day of September 2023