



APPRENTICESHIPS ARE US

AUTOMOTIVE APPRENTICESHIP SPECIALIST

Annual Report

2023-2024



Table Of Content

Executive Summary	03	Our People	17
Letter From the Chair	05	Insights from the General Manager	20
About Us	07	Head of People & Culture Report	21
Our History	08	Promoting User Choice	23
Core Values	10	In the News	25
Our Board	12	Financial Health & Sustainability	27
Our Management	13	Financial Statements	28
Organisation Chart	14		
Reflections from the Managing Director	15		

EXECUTIVE SUMMARY

ANNUAL REPORT 2023-2024 OVERVIEW

The 2023-2024 financial year was a period of strategic growth, resilience, and continued commitment to empowering apprentices and strengthening the automotive workforce. Apprenticeships Are Us Ltd (ARU) expanded its operations nationally, reinforced governance and compliance, and continued to provide high-quality training and employment pathways for apprentices and host employers.



National Expansion

Successfully launched operations in Western Australia and South Australia, further extending our impact.

299

Apprenticeship Growth

299 new apprentices commenced, and 63 apprentices completed their training, entering the workforce as skilled professionals.

80

New Host Employers

80 new host employers partnered with ARU, reflecting strong industry trust and demand.

4,800

Mentoring & Support

Conducted over 4,800 mentoring visits, ensuring apprentices receive the necessary guidance and support.



Workplace Compliance

Implemented audiometric testing for all NSW apprentices, meeting new legislative requirements.

\$17.2m

Financial Stability

Despite economic pressures, ARU maintained a strong net asset base of \$17.2 million and achieved a net surplus of \$974K through prudent financial management.



Workforce Development

Introduced DISC profiling for apprentices and host employers to enhance workplace compatibility and retention.



Public Relations & Advocacy

Strengthened brand visibility through media campaigns, reinforcing ARU's position as a leading advocate for apprenticeships in Australia.

CHALLENGES & RISK MITIGATION

SKILLS SHORTAGES & ECONOMIC PRESSURES

Rising cost-of-living challenges have impacted apprentice retention, prompting targeted support initiatives.

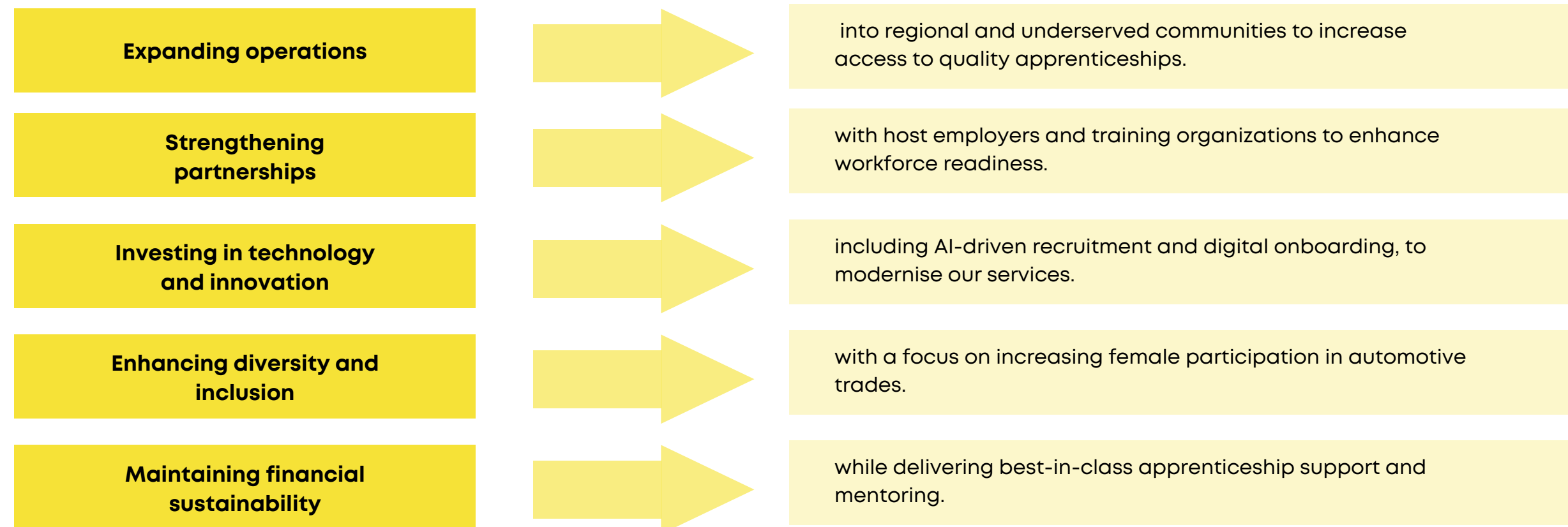
INDUSTRY EVOLUTION

ARU is preparing for the shift towards electric and hybrid vehicle training, ensuring apprentices remain industry-ready.

REGULATORY COMPLIANCE

Governance frameworks were strengthened, aligning policies with ACNC, Corporations Act, and Fair Work Act standards.

FUTURE OUTLOOK



The 2023-2024 year has set a strong foundation for ARU's continued growth and leadership in the industry. With a dedicated team, trusted partners, and a clear strategic vision, we look forward to driving the future of Australia's skilled workforce.



LETTER FROM THE CHAIR



Peter Blanshard, Chairman

Dear Members, Partners, and Stakeholders,

It is with great pride and appreciation that I present the Chairperson's Report for Apprenticeships Are Us Ltd, encapsulating a year of growth, transformation, and steadfast adherence to the highest standards of governance as outlined by the Corporations Act and the Australian Charities and Not-for-profits Commission (ACNC) Act. This year has seen significant advancements across our organization, largely due to the integration of new team members, innovative approaches to expansion, and an unwavering commitment to governance, compliance, and professionalism.

Our organization has welcomed a new wave of talent, each bringing fresh perspectives and skills that have enriched our team dynamics. Integrating new team members has been a carefully managed process, ensuring they are well-supported and integrated with our existing workforce. This collaborative approach has nurtured a culture of shared knowledge, mutual respect, and professional growth. Observing our team develop, adapt, and work as one cohesive unit has reinforced my confidence in our future and our ability to meet the evolving needs of the apprenticeship sector.

Change can often present challenges, yet we have demonstrated our resilience by shifting focus to new horizons, particularly in Western Australia and South Australia, where our organization has been welcomed with open arms. Moving into WA and SA has opened doors, providing growth opportunities that will only strengthen our position nationally. Our team's commitment to adaptability and the embrace of new opportunities is truly commendable and is being met with well-deserved rewards as we expand our impact and reputation across state lines.

The enthusiasm and dedication around our employment and mentoring initiatives have set a standard that is equally inspiring and contagious. Through a hands-on approach, our leadership has created an environment where training is prioritised, valued, and continuously refined to meet the demands of a modern workforce. This dedication to upskilling not only enhances our service delivery but positions us as a leader in the apprentice employment sector, setting an example for others to follow.

The Board's approach to governance is nothing short of exemplary. Each decision, strategy, and policy are reviewed with meticulous attention to detail and alignment with both the Corporations Act and ACNC Act, ensuring compliance, transparency, and accountability at every level. This step-by-step approach to governance places us in a unique position where our practices should indeed be viewed with admiration. We are committed to taking no shortcuts, setting a high standard of integrity that reinforces the trust our stakeholders place in us. The Board's commitment to these principles has created a governance framework that prioritises our charitable purpose, financial integrity, and the welfare of those we serve.

I want to take a moment to personally recognise the skills and qualities that our Board and team bring to Apprenticeships Are Us Ltd. The commitment to professional excellence, strategic insight, and unwavering guidance across our organisation has been instrumental in our continued progress. I am constantly reminded of the talent and dedication within our ranks, and I feel truly fortunate to work alongside such a capable and committed group, whose contributions develop and encourage a culture of respect, collaboration, and purpose that resonates throughout the organization.

Our partnership with HLB Mann-Judd as our auditors has been invaluable in supporting our financial health and compliance. Their meticulous and well-structured approach to auditing and financial oversight gives the Board a strong foundation of confidence, knowing that we meet the highest standards of accountability. With HLB Mann-Judd's expertise, we can trust that every dollar is managed responsibly, reinforcing our commitment to transparency and integrity as a not-for-profit entity.

Looking ahead, Apprenticeships Are Us Ltd is poised for continued growth and success. Our strategic focus on national expansion, particularly into underserved regions, speaks to our commitment to enhancing access to quality apprenticeships across Australia. The possibility of breaking ground in new states reflects both our growth and our vision to serve more communities, creating opportunities and supporting young talent in diverse locations. With our newly developed strategies and unwavering dedication, we are ready to make a lasting impact on the national stage.

I extend my heartfelt thanks to each member of our team, our partners, and our stakeholders for their support and trust in our mission. As we continue this journey, I am confident that the strength of our governance, the dedication of our team, and our commitment to excellence will drive us toward even greater achievements. Thank you for your unwavering support and belief in the work we do.

“ Looking ahead, Apprenticeships Are Us Ltd is poised for continued growth and success. ”



“ Continuous improvement is essential for sustainable success, and this year, we emphasized the professional development of our entire team to better meet the evolving needs of apprentices and host employers ”

MICHAEL WENTWORTH
MANAGING DIRECTOR

ABOUT US

Apprenticeships Are Us is a Group Training Organisation and registered charity and not-for-profit that partners with Government, Schools, Registered Training Organisations, and Host Employers. We offer paid training and employment pathways for people interested in learning a skilled trade. For 15 years we have been at the forefront of delivering excellent future employees in a frictionless model which makes it easy for young people, disadvantaged youth, and the wider community, to achieve their career goals.

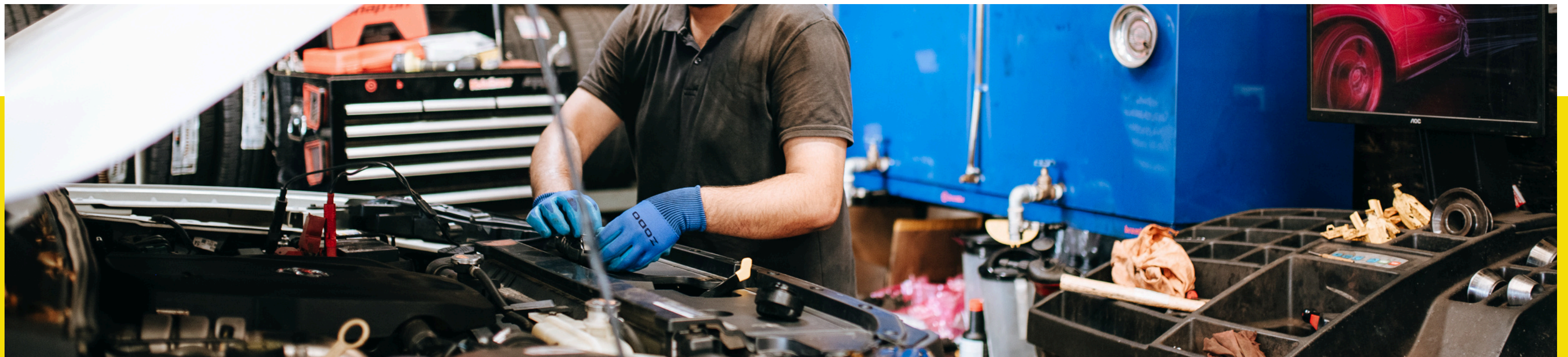
We work with host placement organisations, to address the high demand for trades and skilled workers in industries such as automotive. Apprenticeships Are Us currently has over 500 employees, including apprentices, and operates throughout NSW, Victoria and Queensland.

15+

YEARS

500+

APPRENTICES + STAFF
EMPLOYED



OUR HISTORY

Apprenticeships Are Us Limited is a not-for-profit organisation and a registered charity with the Australian Charities and Not-for-profits Commission (ACNC). Our journey began in 2004 as Apprenticeships Plus, a Nationally Registered Group Training Organisation (GTO), dedicated to supporting young people in the automotive industry.

In 2005, we opened our first office at Able Street, Penrith, with our first staff member, Michael Wentworth, and eight apprentices. As demand grew, we relocated in 2007 to Henry Street, Penrith, expanding to 164 apprentices across NSW, supported by a payroll and administration team. By 2010, with over 300 apprentices, we moved our headquarters to Parramatta, establishing ourselves as a key provider of apprenticeships across Australia.

Recognising the need for structured entry pathways, in 2011, we integrated Pre-Apprenticeships into our model, offering young job seekers a smoother transition into full apprenticeships. A year later, in 2012, we expanded into Victoria, strengthening our presence across the Eastern Seaboard.

In 2016, we underwent a major transformation, rebranding to Apprenticeships Are Us Ltd and growing our network to over 500 apprentices across NSW and VIC. The following year, we led a National Disability Employment Initiative Project, achieving a 98% employment outcome rate, with key findings embedded into our model to support diversity and inclusion.

Our expansion continued in 2018 with the launch of My Job Start, after securing the Employability Skills Training (EST) contract. In 2019, we were invited to participate in the Industry Skills Mentoring for Australian Apprentices (ISMAA) program, further cementing our leadership in workforce development.

With changes in strategic focus, 2020 saw the divestment of My Job Start, and the conclusion of the ISMAA program. Throughout 2020-2021, we remained committed to maintaining apprentice employment during the COVID-19 pandemic, ensuring continuity for both apprentices and employers.

By 2022, a new board was appointed, and we expanded our operations by opening an office in Melbourne. The momentum continued in 2023, with our expansion into Queensland and the purchase of new premises.

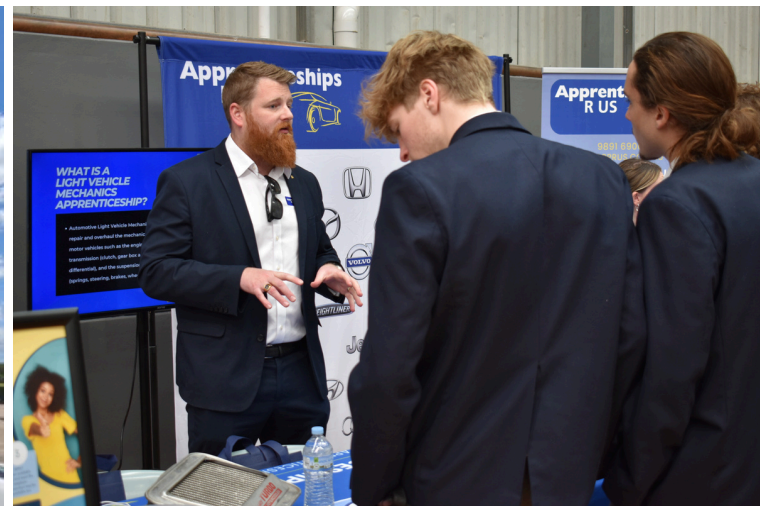
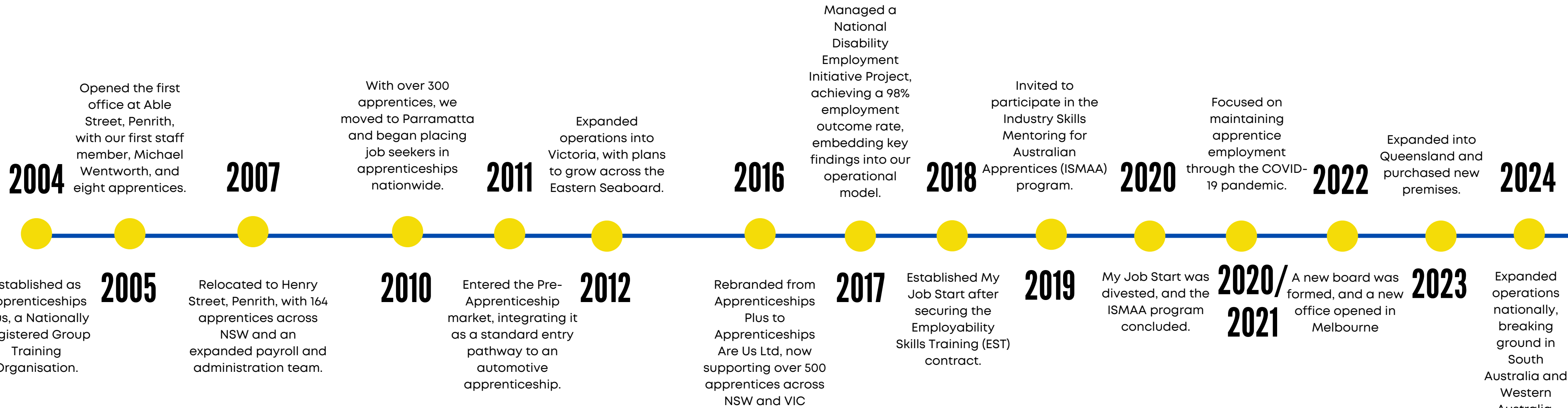
In 2024, Apprenticeships Are Us Ltd achieved a national footprint, breaking ground in South Australia and Western Australia. We remain the only GTO that is a member of the Capricorn Society, Australia's largest automotive co-op, supporting over 15,000 workshops.

Our journey is a testament to our commitment to the automotive industry, and we continue to build pathways for future generations of skilled apprentices.



TIMELINE HISTORY

Our Journey: Key Milestones in the Growth of Apprenticeships Are Us Ltd



VISION

Is to one day in the future to have Apprenticeships Are Us Ltd as an organisation that is known and trusted in the wider community as a place where vulnerable Australians from all walks of life can gain assistance and support into an Australian Apprenticeship.

MISSION

Apprenticeships Are Us, a registered charity, collaborates with government, schools, training organisations, and the automotive industry to offer paid training and employment pathways in skilled trades. We aim to promote apprenticeship centred solutions, particularly for youth and at-risk individuals, while fostering a positive workforce to achieve sustainable employment outcomes.

CORE VALUES

At Apprenticeships Are Us, our values define who we are and guide how we support apprentices, employers, and the broader industry. We are committed to fostering a culture that embodies the following principles.

HUMBLE. RESPECT, INTEGRITY & COLLABORATION

We believe in humility as the foundation of strong relationships. We acknowledge that success is a team effort, and we approach every partnership with respect, integrity, and a willingness to learn. By fostering collaboration among apprentices, employers, and industry leaders, we create opportunities for growth and innovation.

“By staying humble, hungry, and smart, we uphold our mission to shape skilled, dedicated, and well-rounded automotive professionals.”



HUNGRY. COMMITMENT TO EXCELLENCE & CONTINUOUS IMPROVEMENT

Our team is driven by a passion for excellence. We strive to provide high-quality training, mentorship, and career opportunities, ensuring apprentices are equipped for success. We embrace challenges, adapt to industry changes, and seek continuous improvement to remain at the forefront of the automotive sector.

SMART. EMOTIONAL INTELLIGENCE & EFFECTIVE COMMUNICATION

We understand that success goes beyond technical skills—it requires emotional intelligence and strong interpersonal abilities. Our approach is built on clear communication, understanding the needs of both apprentices and employers, and fostering a supportive environment where individuals thrive.

SUPPORT & MENTORSHIP

We are dedicated to providing apprentices with the guidance they need to succeed. Our team is always available to assist, mentor, and help apprentices navigate their journey, from training to full-time employment.

INDUSTRY EXPERTISE & LEADERSHIP

With decades of experience in the automotive industry, we leverage our deep knowledge to develop the next generation of professionals. We set high standards for skill development, safety, and career progression.

ADAPTABILITY & GROWTH

The automotive industry is constantly evolving, and so are we. We embrace change, adapt to economic and technological shifts, and ensure that our apprentices and employers are prepared for the future.

COMMUNITY & COLLABORATION

We are more than a training organization—we are a community. We build strong partnerships with employers, apprentices, and industry stakeholders to create meaningful career pathways and long-term success for everyone involved.



“ You guys have been there for me through both the highs and lows of my apprenticeship, and I am so grateful for everything you have done. ”

Mya

Alto Blacktown

Completed Light Vehicle Apprenticeship 2024

Finalist nominee for “Apprentice of the Year award” Apprentice Employment Network (AEN) Awards 2024

OUR BOARD



Michael is currently the Managing Director of Apprenticeships Are Us, and a seasoned board director and business builder. His experience extends to startups, existing enterprises, and new organisations resulting from mergers and acquisitions. He continuously seeks opportunities to elevate performance, productivity, efficiency such that the best possible outcomes are provided for customers, stakeholders, and employees. Michael brings a strong social focus to provide pathways to training and employment for apprentices while helping industry meet the strong demand for workers. Through this, he advances education and apprenticeship training, and deliver social impact. Michael is a Doctoral Candidate, holds a Master of Business Administration- Accounting and Strategic Management, a Bachelor of Business and a Graduate Diploma of Management from the University of Western Sydney. He has studied accounting, strategic leadership, vocational education, and training, and is a graduate of the Australian Institute of Company Directors.

MICHAEL WENTWORTH
MANAGING DIRECTOR



Phil has over 50 years of experience in the automotive repair industry. Most of his work has been in the training and promotion of apprentices through programs such as JumpStart Your Career. He is a Member of the Australian Institute of Company Directors and is the President of the Institute of Accident Assessors. In addition to this, he is also a board Member of the NSW Automotive Training Board and holds various qualifications including a Diploma in Business Management. In 2015 Phil's contributions to the Australian Collision Repair Industry were recognised when he received the Lifetime Achievement Award, as voted on by the industry.

DESMOND (PHIL) NIXON
NON-EXECUTIVE DIRECTOR



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PETER BLANSHARD
CHAIR AND NON-EXECUTIVE DIRECTOR



Ali is currently a Finance Manager at NSW Government Services. He has previously held roles as General Manager, Business Services for the IAME Group of Companies. Ali is a financial controller with solid experience in accounting, auditing, administration, and banking. He holds a Masters in Professional Accounting- Accounting and Finance from Kings Own Institute, Sydney, and a Master of Business Administration from Holmes Institute, Sydney. He is also a member of the Institute of Public Accountants.

ALIMUNAWER MOHAMMED
NON-EXECUTIVE DIRECTOR

OUR MANAGEMENT TEAM



Phil is a qualified motor mechanic and holds a Diploma in Business from The Australian College of Commerce and Management. Prior to joining Apprenticeships Are Us, he held roles in the State Transit Authority of NSW, Telfords Bus & Coach, and the Scania Group and My Trade Start. When Phil joined, the organisation was known as Apprenticeships Plus. He later became an Apprentice Employment Manager and, in 2023 was promoted to General Manager. Phil is currently in the final stages of completing his Master of Business Administration (MBA)

PHILIP COOKSEY
GENERAL MANAGER



Marlene has over 20 years of professional human resources experience. Working in various roles and industries Marlene provides counsel and support to help achieve strategic and operational goals, while mitigating risk. Along with a strong business acumen, her comprehensive background in HR management, recruitment, retention, compensation, policy interpretation, training and communication has resulted in strong and trusting relationships.

Marlene holds a degree in Human Resources Management. Marlene has also commenced her Masters of Business Administration (MBA)

MARLENE SALIBA
HEAD OF PEOPLE & CULTURE



Scott began his automotive career with an apprenticeship in 2005 as a Light Vehicle Mechanic. He has now worked in the automotive industry for 17 years developing vast industry knowledge before going on to obtain his TAE to train young apprentices. He enjoyed giving back to the industry by teaching for 6 years. In 2022 Scott joined the Apprenticeships Are Us team utilising his industry experience to excel in his new role as Apprentice Employment Manager. In 2023 Scott is now the company's Business Development Manager overseeing national expansion and has completed his Cert 4 in Business and is in the final stage of completing his Diploma of Business.

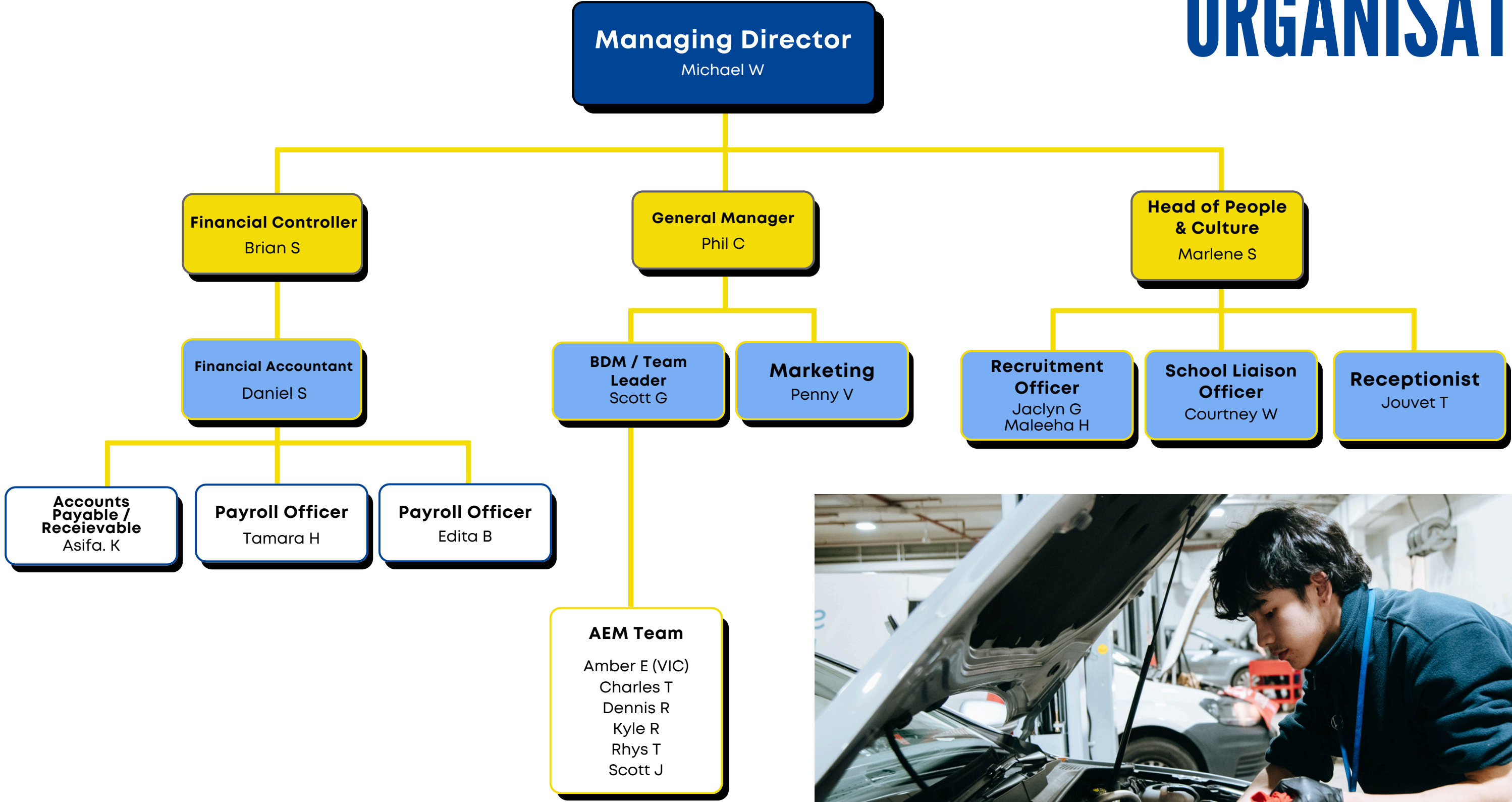
SCOTT GRANT
BUSINESS DEVELOPMENT MANAGER



1. Brian has over 35 years of experience in the accounting field holding various roles in management in industries such as food manufacturing (Goodman Fielder Industries) chemical manufacturing (Ajax Chemicals), recycling (Tyre Recycling), radio stations (Wesgo Group) and worked as a consultant specialising in small to medium business, to name a few with the latest being the GTO industry where he joined what was known then as Apprenticeships Plus back in 2007 and holds the role of Financial Controller. Brian holds a Master of Commerce (Professional Accounting) from the University of New England and is a Fellow with the Institute of Public Accountants. Brian has also commenced her Masters of Business Administration (MBA).

BRIAN SCHEMBRI
FINANCIAL CONTROLLER

ORGANISATION CHART





MICHAEL WENTWORTH
MANAGING DIRECTOR

REFLECTIONS FROM THE MANAGING DIRECTOR

As Managing Director of Apprenticeships Are Us Ltd, I am delighted to reflect on a transformative year for Apprenticeships Are Us Ltd, one defined by growth, renewed focus, and an unwavering dedication to our values in servicing our beneficiaries of continuous improvement, service excellence, operational efficiency, and prudent financial governance. These core principles have guided every decision and initiative we undertook in 2023–2024, enabling us to provide high-quality, sustainable support to automotive apprentices across Australia. Notably, our expansion beyond New South Wales and Victoria this year represents a critical milestone and is the first stage of our broader strategic plan. Through this national expansion, Stage 1 of our strategy, we have set a strong foundation to bring our model of apprentice training and employment to communities nationwide. This strategic shift positions us well to enter into Stage 2 of our strategic plan as we progress into 2024–2025, where we will build upon our successes and further enhance our programs, partnerships, and operational reach.

Our team this year was strengthened by the return of two highly respected leaders, Scott Jacka as GTO Team Leader and Kyle Rettig as Apprentice Employment Manager. Scott and Kyle bring years of experience and a profound understanding of our values, and their contributions have already significantly impacted our ability to focus on our core mission of developing automotive apprentices. They, in line with the rest of the team embody our commitment to service excellence and operational efficiency, ensuring our apprentices receive the training, mentorship, and resources needed to succeed. Their leadership has also enabled us to streamline processes, enhancing our capacity to respond effectively to the demands of a rapidly changing industry while maintaining the financial prudence that ensures long-term sustainability.

Our commitment to growth is evidenced by the introduction of 80 new host employer partners this year, contributing to a total of 299 new apprentice commencements across a diverse range of automotive trades. These numbers emphasize equally the demand for skilled professionals and our role in bridging Australia’s automotive skills gap. Just as importantly, we celebrated 63 apprentices completing their apprenticeships, entering the automotive industry as fully qualified tradespeople. Their journey from apprentice to tradesperson reflects their dedication and resilience and is a direct outcome of the robust support systems and professional guidance they received from the team at Apprenticeships Are US Ltd. We take great pride in these accomplishments and with humility remain dedicated to investing in apprentices who we see as the future of Australia’s automotive sector.

“
These numbers emphasise equally the demand for skilled professionals and our role in bridging Australia’s automotive skills gap
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One of our central objectives is to deliver consistent, high-quality service. This year, we conducted over 4,800 mentoring visits, an achievement that highlights our commitment to service excellence and the well-being of our apprentices. Each of these visits is an opportunity to provide apprentices with the support, encouragement, and resources they need to overcome challenges and excel in their trade with flow on benefits to their personal life. Furthermore, we have prioritized compliance with the latest legislative changes, completing audiometric testing for all apprentices in New South Wales, a requirement introduced in January 2024. By adhering to these new standards, we demonstrate our commitment to apprentices' health and safety, ensuring they receive the care they need throughout their training. A noted special thanks to Marlene our Head of People and Culture for her work in the project through webinars to inform our host employers partners and then co-ordinating countless Saturday sessions at our head office to conduct onsite testing.

At Apprenticeships Are Us Ltd, we believe continuous improvement is essential for sustainable success, and this year, we emphasized the professional development of our entire team. Through this initiative, we ensure our staff are well-equipped to meet the evolving needs of apprentices and host employers. Moreover, we introduced DISC profiling for apprentices, candidates, and Host Employers, a tool that has been instrumental in developing customized worksite playbooks. These playbooks facilitate better understanding and more effective relationships, enhancing workplace satisfaction and productivity and, ultimately, increasing retention rates by fostering positive, aligned work environments.

In alignment with our values, we also introduced a new Supplier Code of Conduct and Supplier Risk Assessment, expanding our commitment to ethical business practices and responsible financial governance. These initiatives build upon our Modern Slavery Statement, reinforcing our dedication to ethical sourcing, risk management, and transparency across our supply chain. Concurrently, we have modernized our policies, procedures, and corporate governance framework to reflect current industry standards and best practices. By ensuring our policies are robust and up-to-date, we maintain operational efficiency, mitigate risks, and uphold the trust placed in us by our apprentices, host employers, industry partners and the greater community.

4,800+
MENTOR VISITS

“ Each visit provides apprentices with the support and resources they need to overcome challenges and excel in their trade. ”



These achievements would not have been possible without the collective hard work, commitment, and resilience of our leadership team, dedicated staff, and the unwavering support of our board. Together, we have made significant strides in development and growth, fortifying our position in the industry and enabling us to serve our apprentices more effectively. I am incredibly grateful to each team member for their commitment to our mission, and I extend my personal thanks to them for their support as I complete some of the most challenging stages of my doctoral studies. Balancing these studies with the demands of leading our organization has been a rewarding challenge, and I appreciate the team's encouragement and resilience in helping us all achieve our goals.

I would also like to express my sincere gratitude to the Registered Training Organisations (RTOs) with whom we partner. Their dedication to delivering high-quality training is invaluable in preparing our apprentices with the skills and industry knowledge they need to excel. Our partnerships with RTOs are central to our mission and play a pivotal role in the success of each apprentice, for which we are truly thankful.

As we move forward into Stage 2 of our strategic plan in 2024–2025, we are excited to build upon this year's accomplishments and further enhance our programs, partnerships, and operational reach. Our focus on continuous improvement, service excellence, operational efficiency, and financial governance will guide us through the coming year, helping us to lead with purpose and integrity. We are proud of what we have achieved this year, and with a strong team, trusted partners, and a clear vision, we look forward to the next chapter with optimism and excitement for the opportunities ahead.

“ Together, we have made significant strides in development and growth, fortifying our position in the industry and enabling us to serve our apprentices more effectively ”

MEET THE HEART OF THE ORGANISATIONS OUR PEOPLE

“ The only limitations we have are the ones we set upon ourselves. I’m grateful to the ARU team for believing in me and sharing my passion for this industry ”

I have been with ARU collectively for over 3 years , starting as an Apprentice Mentor when the ISMAA program was up and running, mentoring a caseload of Apprentices within the Automotive Space, providing them with a safe, nonjudgmental space to vent and air out any problems they have which may affect their Mental Health at work, this program focused on Apprentice retention and I was grateful to have the opportunity to be part of it.

Moving into the Recruitment Space, I found myself indulging into the process of interviewing potential candidates while working closely with the AEM team, offering opportunities to the next generation of trades people, as well as participating in Careers Expo’s speaking to parents and children about the benefits of obtaining an automotive apprenticeship.

Coming back into the ARU team May 2024, was the best decision of my life – recently being engaged to my partner and planning a wedding, I have found my relationship strengthened by my career choice through the Professional Development ARU offers you and the people within the organisation, I manage a caseload of 62 Apprentices while also choosing to kick start ARU’s expansion into W.A – this has been the absolute highlight since coming back into the team, from having 1 apprentice in Perth we have now moved to 6 apprentices, with 5 current job orders that I am working hard to fill.

I have also completed my Cert 4 in Business since being back & have being working on completing my Diploma in Business which will be done before Christmas.

Being back at Apprenticeships Are Us has taught me many things but the one main thing that stands out to me is the only limitations we have are the ones we set upon ourselves, I thank Michael and the team for believing in me and sharing the same amount of passion for this industry that I do.



Kyle Rettig
Apprentice Employment Manager

OUR PEOPLE

“
These numbers
emphasise equally the
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Australia’s automotive
skills gap”

I take great pride in witnessing apprentices grow and develop their skills, progressing from their first day on the job to confidently tackling complex diagnostic challenges. Helping apprentices find a role they truly love gives me immense satisfaction, knowing that I am setting them up for a rewarding and successful career in the automotive industry.

Supporting apprentices as they discover their potential and realize their dreams is deeply fulfilling. Seeing them gain confidence and build expertise in their roles brings a rewarding sense of accomplishment, as I know these opportunities open doors for their future. Through mentorship, I foster a supportive work culture that benefits both the apprentices and the broader team.

Bridging the skills gap in the automotive sector is a responsibility I hold dear. By training apprentices and equipping them with the essential skills our industry needs, I am helping provide well-prepared, talented individuals who can make a meaningful impact. My passion for this role drives me to keep changing lives, guiding young men and women toward a future they may have once thought was beyond reach.

One of the greatest joys in my role is seeing an apprentice transition from feeling lost and unemployed to thriving in a career they love. Their passion and enthusiasm affirm the incredible privilege I have to make a difference in their lives, offering a second chance and a pathway forward.

Rhys Thomas
Apprentice Employment Manager



Over the past year, I’ve had the privilege of working with remarkable young individuals eager to launch their careers in the automotive industry and develop into skilled tradespeople. In collaboration with our Recruitment and Apprentice Employment Manager (AEM) teams, I’ve engaged with apprentices to understand the motivations behind their career choices and helped them secure positions within workshops that align with their aspirations. My role has also involved mentoring these individuals, ensuring their progress and providing the support needed to help them succeed.

One of the highlights of this year was nominating an outstanding young woman for Apprentice of the Year. She was the only female finalist among seven exceptional young men, a tremendous honour and testament to her dedication. Additionally, I nominated another apprentice who, despite facing the challenges of a disability, became one of the finalists in his category—an inspiring achievement.

Being a part of the APPRUS AEM team allows me to continue my commitment to helping individuals find meaningful employment and positively transform their lives. I take pride in empowering these apprentices, helping them build confidence and self-esteem as they work toward their goals in the automotive industry.

Dennis Rodgers
Apprentice Employment Manager

“
I take pride in
empowering
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in the automotive
industry”

OUR PEOPLE

As GTO Team Leader at Apprenticeships Are Us, I'm truly grateful for the opportunities this organization has provided for both myself and my team. The leadership here empowers us to reach our full potential, with a strong investment in our growth and the support we need to succeed. Working with a team of professionals who are aligned to a common goal makes every day rewarding, and I'm proud to tell my family and friends who I work for and what I do.

This year has been particularly exciting as we continue to grow our network of active apprentices and expand our reach into new states. Our management team's support has been invaluable in achieving these milestones. Every week brings unique stories, like the memorable tale of one apprentice who was injured while, according to him, riding a flying fox at TAFE. The real story involved a fast motorcycle ride, an unpaid workmate's bike, and a damaged car, a laughable moment at the end of a tough week!

What makes me love this company is its unwavering commitment to each apprentice, host employer, and the positive impact we make on young people's lives. We're in a highly competitive and challenging market, where every phone call could bring a new unknown, yet we strive each day to keep apprentices engaged and thriving in this fantastic industry."

Scott Jacka Apprentice Employment Manager

As a dedicated recruitment consultant with Apprenticeships Are Us (ARU), I am passionate about connecting with talented individuals and guiding them towards fulfilling careers within the automotive industry. My role allows me to support candidates in discovering their potential, navigating career paths, and seizing opportunities in this dynamic sector.

A personal highlight for me this year was completing my Certificate III in Business, which has broadened my knowledge and equipped me with additional skills to enhance my contributions to the team and better support our candidates. Building on this foundation, I am excited to further my professional development with upcoming studies toward a Certificate IV in Human Resources, which will allow me to deepen my expertise in recruitment and talent management.

The growth and achievements we have experienced as a team this year have been truly inspiring. I am energized to continue making a positive impact at ARU and to support each of our candidates and apprentices on their journey toward success.

Maleeha Hanif Recruitment Consultant

As the Accounts Payable/Receivable Officer at Apprenticeships Are Us, I'm genuinely excited to bring my skills and background in accounting to this role and make a meaningful impact. I'm proud to be part of an Accounts Team that truly aligns with the values, vision, and goals of ARU, creating a positive and productive work environment for everyone.

Every day, I bring my enthusiasm, dedication, and a strong work ethic to my role, knowing that our work supports the community. It's a great feeling to contribute to ARU's mission of offering apprenticeship opportunities that help the next generation grow in their careers.

Asifa Khan Accounts Payable/Receivable Officer



“
Working with a team of professionals who are aligned to a common goal makes every day rewarding, and I'm proud to tell my family and friends who I work for and what I do”



PHILIP COOKSEY
GENERAL MANAGER

“Despite the nationwide challenges facing apprenticeships, ARU’s ability to innovate, adapt, and lead has allowed us to thrive where others have struggled”

OPERATIONAL INSIGHTS FROM THE GENERAL MANAGER

The Apprenticeships Are Us (ARU) Apprentice Employment Manager (AEM) Team continues to achieve outstanding success, solidifying our reputation as the premier Group Training Organisation specialising in the automotive industry. Our unwavering commitment to mentoring apprentices and supporting host employers has driven significant growth, particularly as we expand into Western Australia (WA) and South Australia (SA).

Since our launch in WA and SA, ARU has successfully placed 12 young Australians into automotive apprenticeships and established partnerships with 23 host employers across these states. This expansion is a testament to our dedication to creating meaningful career opportunities for aspiring technicians while meeting the industry's increasing demand for skilled professionals.

Looking ahead, ARU remains focused on broadening our national footprint, ensuring even more young Australians can embark on rewarding careers in the automotive sector. Our priority is to provide comprehensive guidance, hands-on support, and industry-leading mentorship, ensuring our apprentices successfully complete their training and emerge as highly skilled, job-ready automotive technicians.

Despite the nationwide challenges facing apprenticeships, ARU’s ability to innovate, adapt, and lead has allowed us to thrive where others have struggled. Our growth highlights our mission to support school leavers, disadvantaged youth, and the broader community in accessing and completing quality automotive apprenticeships.

In 2024 alone, ARU has conducted an impressive 5,677 mentoring visits across Australia, with 54 apprentices successfully completing their trade qualifications and over 300 new apprentices commencing their journey in the automotive industry.

I consider myself incredibly fortunate to lead the best AEM team a manager could ask for. Every day, this dedicated group works tirelessly to mentor, guide, and support our apprentices, helping them navigate their careers and achieve success. A huge thank you to Scott Jacka (our coach) and the entire AEM team, your commitment and passion are the driving forces behind ARU’s continued success.

A special thanks also to our Business Development Manager, Scott Grant, who works relentlessly to create new opportunities and expand our network of host employers.

Together, I am confident that our team’s dedication, expertise, and vision will continue to propel ARU forward, providing even more young Australians with the opportunity to complete an automotive apprenticeship and build a successful future.

5,677 MENTORING VISITS CONDUCTED ACROSS AUSTRALIA IN 2024

23 HOST EMPLOYERS PARTNERED WITH ACROSS WA AND SA.

54 APPRENTICES SUCCESSFULLY COMPLETED THEIR TRADE QUALIFICATIONS IN 2024.



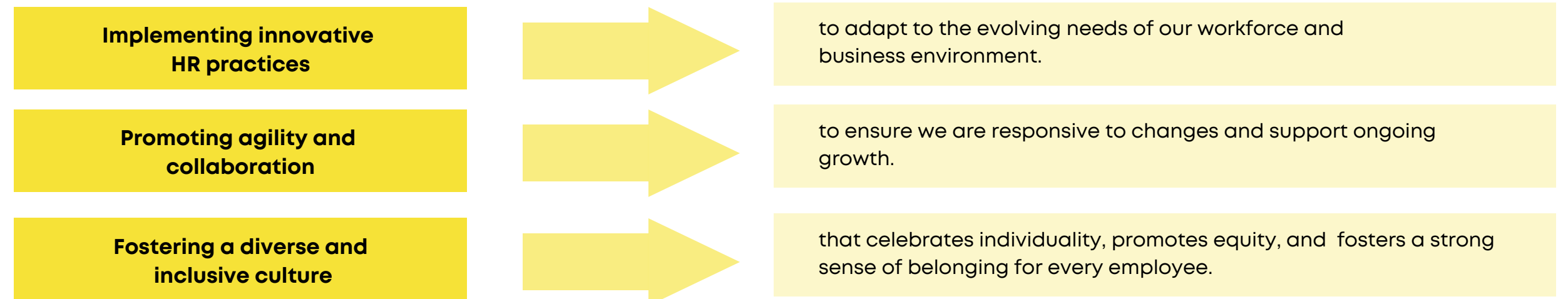
HEAD OF PEOPLE & CULTURE

As the Head of People and Culture at Apprenticeships Are Us, I believe that our employees are the cornerstone of our success and our greatest asset. My commitment is to build an inclusive, supportive, and empowering workplace where every team member feels valued and motivated to achieve their full potential. By fostering open communication, celebrating achievements, and supporting a healthy work-life balance, I aim to create a culture rooted in collaboration, innovation, and continuous improvement. I am dedicated to ensuring that our HR practices align seamlessly with our organizational goals while prioritizing employee well-being, growth, and satisfaction.

Our HR mission is to attract, develop, and retain a diverse and talented workforce while creating an environment that promotes inclusivity, empowers every team member to excel, and drives organizational success. We work to create a supportive and engaging workplace where employees feel valued and acknowledged for their contributions, all while keeping our goals aligned with the strategic direction of Apprenticeships Are Us.

Strategic Objectives

Our HR strategies focus on enhancing organizational effectiveness and employee engagement by:



MARLENE SALIBA
HEAD OF PEOPLE & CULTURE

“ Our employees are the cornerstone of our success and our greatest asset. By fostering an inclusive, supportive, and empowering workplace, we create a culture rooted in collaboration, innovation, and continuous improvement. ”

Legislative Compliance and Ethical Standards

We uphold the highest standards in workplace practices, following relevant legislative frameworks such as.

- The **Fair Work Act 2009** for employee rights and entitlements.
- The **Work Health and Safety (WHS) Act 2011** and associated regulations, ensuring a safe work environment.
- Compliance with **Privacy Act 1988** to protect employee information.
- **Equal Opportunity Act 2010** to foster a fair, inclusive workplace free of discrimination.

KEY HR INITIATIVES



Workplace Health and Safety (WH&S)

We prioritize WH&S by ensuring full compliance with regulations and actively maintaining a safe, healthy work environment. Our approach is proactive and preventive, with safety audits, risk assessments, and training in place to minimize workplace hazards. We are committed to the well-being of our employees and emphasize health and safety as foundational to our operations.



Workers' Compensation and Injury Prevention

We prioritize WH&S by ensuring full compliance with regulations and actively maintaining a safe, healthy work environment. Our approach is proactive and preventive, with safety audits, risk assessments, and training in place to minimize workplace hazards. We are committed to the well-being of our employees and emphasize health and safety as foundational to our operations.



Employee Support Commitment

Our commitment to employee support includes offering comprehensive resources for those facing work-related or personal challenges. Through counselling services, stress management tools, and conflict resolution resources, we create a confidential and compassionate environment. This holistic support aligns with our goals under the **National Employment Standards (NES)**, allowing employees to thrive both personally and professionally.

RECRUITMENT AND TALENT ACQUISITION

NEW RECRUITMENT TEAM

We recently established a dedicated recruitment team to enhance our talent acquisition efforts, ensuring alignment with our organization's values and goals. This team focuses on attracting, selecting, and onboarding talent that reflects our commitment to diversity, inclusion, and innovation. Our team members are continuously trained and supported through tailored development programs, mentorship, and practical experiences to excel in talent acquisition.

SCHOOL LIAISON COMMITMENT

Our school liaison plays a pivotal role in building relationships between Apprenticeships Are Us and the educational community. Through partnerships with local schools, outreach initiatives, and mentorship programs, we support students in their educational journeys and provide resources to promote success. This commitment to youth aligns with **vocational education and training (VET)** guidelines, bridging education and career pathways.

CAREER AND APPRENTICE EXPOS PARTICIPATION

We actively participate in career and apprentice expos, connecting with young professionals to support their career aspirations. These events allow us to showcase our industry expertise, share insights, and promote apprenticeship programs, aligning with our mission to inspire the next generation of skilled talent.

RECRUITMENT MARKETING INITIATIVES

Our recruitment marketing efforts are designed to attract top talent by promoting our culture, values, and career opportunities. We utilize a variety of channels, including social media and targeted advertising, to reach potential candidates. By sharing compelling stories, employee testimonials, and insights into our work environment, we build a strong employer brand that resonates with job seekers and positions us as a desirable place to work and grow.

At Apprenticeships Are Us, we are committed to embedding these values into every aspect of our HR strategy to drive organisational success while supporting each employee's personal and professional growth. Through these efforts, we continue to reinforce our dedication to ethical practices, compliance with legislative standards, and the well-being of our team members.

PROMOTING USER CHOICE IN APPRENTICESHIP TRAINING

At Apprenticeships Are Us Ltd, we remain committed to the principle of User Choice, ensuring that apprentices and their host employers have the autonomy to select the Registered Training Organisation (RTO) that best aligns with their training needs. We facilitate the apprenticeship journey by providing access to a variety of RTOs, allowing both apprentices and employers to determine the most suitable training provider for their unique requirements.

Apprentice Distribution Across RTOs In line with our commitment to User Choice, Apprenticeships Are Us Ltd supports apprentices in enrolling with a range of RTOs. The following data on the right illustrates the distribution of apprentices among various training providers.

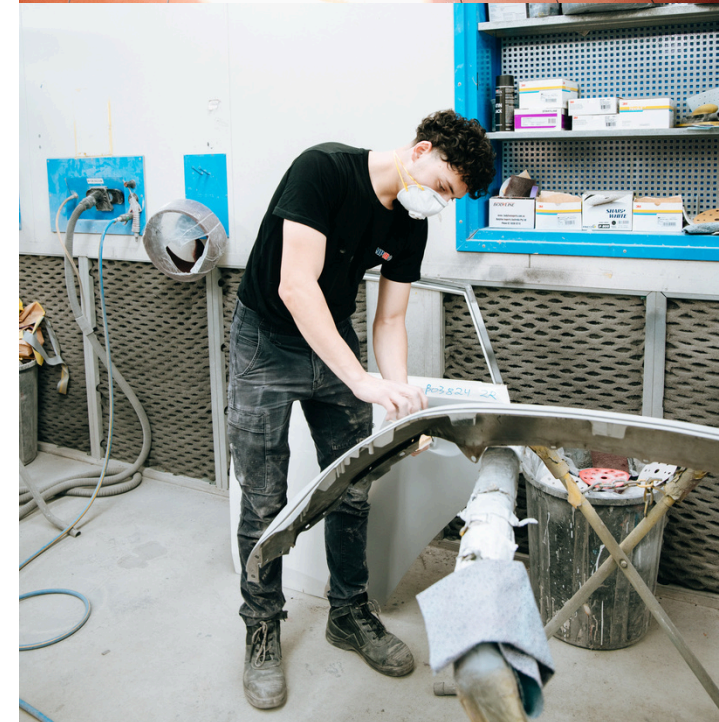
This diverse distribution reflects our dedication to ensuring that apprentices and host employers can access high-quality training from providers that best meet their needs.

Ensuring Quality and Accessibility Apprenticeships Are Us Ltd works closely with multiple RTOs to ensure that training remains accessible, relevant, and aligned with industry standards. Our approach reinforces our belief that host employers and apprentices should have the freedom to choose the training provider that best suits their operational and educational goals.

We continue to engage with RTOs, industry stakeholders, and apprentices to enhance training opportunities and ensure that our workforce remains skilled, adaptable, and ready for the evolving automotive sector.

Looking Ahead Moving forward, Apprenticeships Are Us Ltd will maintain our persistent commitment to User Choice, advocating for flexibility in training options and ensuring that apprentices receive the best education possible. We will continue to support apprentices and host employers in directing their training options, reinforcing our position as a trusted partner in the apprenticeship journey.

We extend our gratitude to all RTOs, host employers, and apprentices who contribute to the ongoing success of the automotive industry through skills development and continuous learning.



RTO NAME	Number of Active Students
Motor Traders Association of NSW	82
Ultimo TAFE	77
Institute of Automotive Mechanical Engineers Inc	52
My Trade Start	47
Wetherill Park TAFE	40
Skillinvest	23
Wyong TAFE	19
Mount Druitt TAFE	17
Kangan Institute	16
Hornsby TAFE	12
All Automotive Training Services	10
Campbelltown TAFE	9
Chisholm Institute	8
Shellharbour TAFE	7
Brookvale TAFE	7
Toyota Training Wetherill Park	6
Industry Training and Workplace Services	5
Ringwood Trade Training Facility	4
Major Training Group	4
Box Hill TAFE (VIC)	3
Australian College of Commerce & Management	3
Sunraysia Institute of TAFE	2
Glendale TAFE	2
Toyota Training Australia	2
North Metropolitan TAFE	2
Kurri Kurri TAFE	2
Audi Training	2
Canberra CIT	2
Gosford TAFE	1
Wagga Wagga	1
Essendon TAFE	1
Motor Traders Association of SA	1
Dubbo TAFE	1
Toyota Training Moorebank	1
Mazda Technical Training Australia Pty Ltd	1
South Metropolitan TAFE	1

“ Apprenticeships Are Us have helped me quite a lot to get this apprenticeship. I started out as a Light vehicle Mechanic but I wasn't enjoying it. I asked if there were any other apprenticeships with cars and they told me about Spare Parts Interpreting and they helped me by talking to the store manager at the workshop I was at to get a position in this department. ”

Bodhi

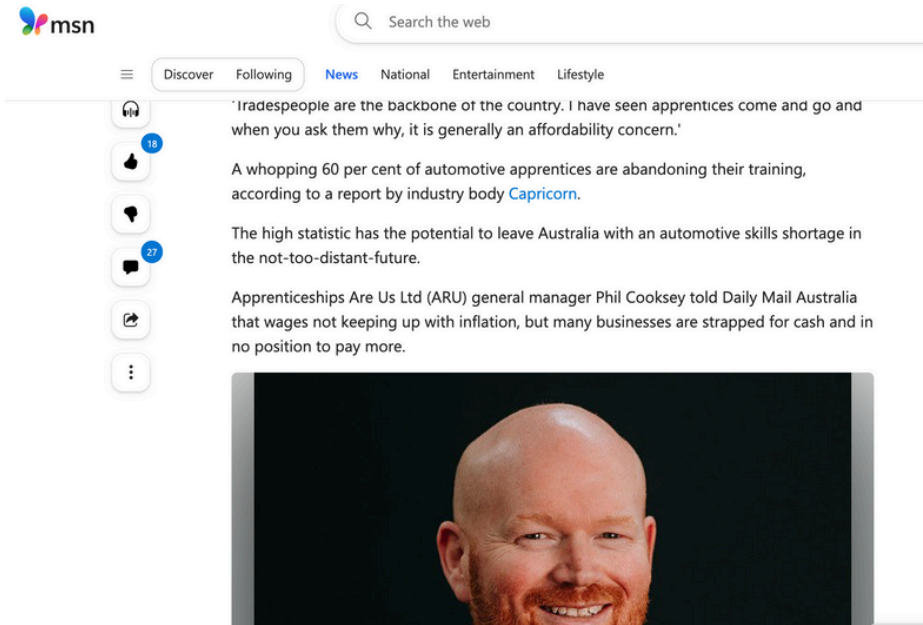
North Shore Voltswagon

1st Year Spare Parts interpreter



Industry warns of looming Aussie tradie shortage: 'We can't keep up'

The rate at which mechanic apprentices are completing trainee programs is already at a worryingly low 49 per cent in Australia.



Surge in young Aussies ditching 'crippling' uni degrees for 'easy' route to well-paid jobs

A charity helping Aussies prepare for an automotive apprenticeship said people are exploring other routes to success.

“ The ongoing media exposure has been instrumental in establishing ARU as a credible and influential voice on apprenticeship-related issues, reinforcing the value of apprenticeships as a sustainable and lucrative career choice



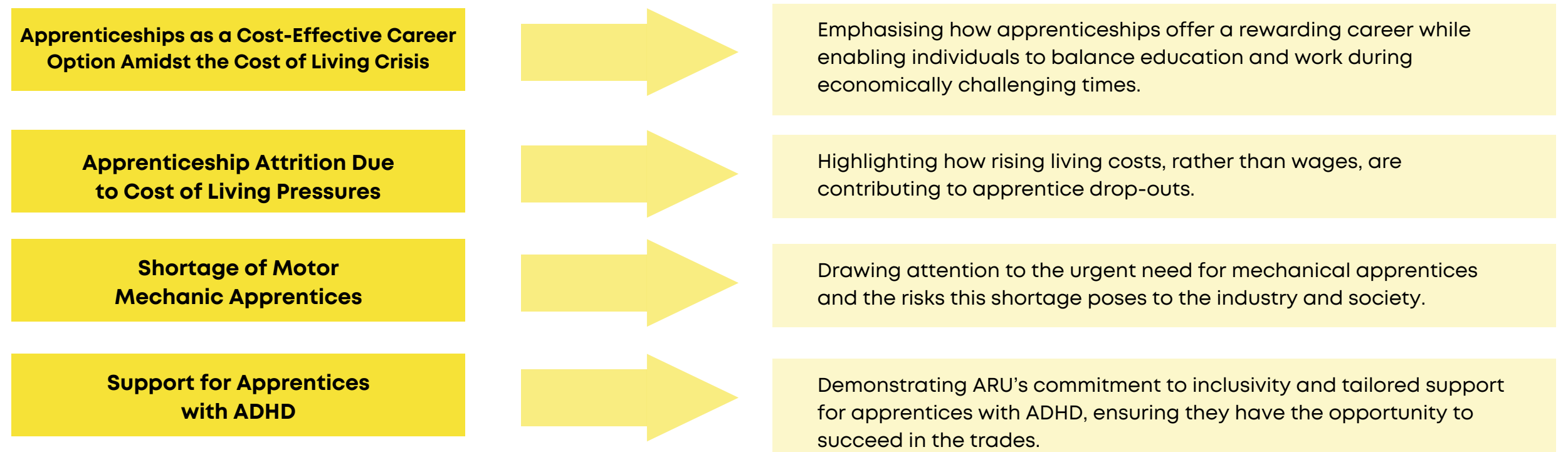
IN THE NEWS



In June 2024, ARU collaborated with McDuling PR to enhance its brand visibility and solidify its position as a leading advocate for automotive apprentices in Australia. This partnership was aimed at increasing media exposure, particularly targeting school leavers and parents, to highlight the value of mechanical apprenticeships and position ARU as an expert in the apprenticeship sector. Through strategic media outreach, we identified key story angles that resonated with journalists and their audiences. Kerry played a pivotal role in refining these angles, offering alternative approaches to ensure the stories were both compelling and newsworthy.

Driving Media Coverage and Amplifying ARU's Profile

The media releases generated through this collaboration addressed several critical industry topics. Notable themes included.



These releases resulted in substantial media coverage, with ARU featured across prominent publications, including:

- News.com.au
- The Courier Mail
- The Daily Telegraph
- Toowoomba Chronicle
- Geelong Advertiser
- Herald Sun
- Cairns Post
- Northern Territory News
- Gold Coast Bulletin
- Townsville Bulletin
- Tasmania Mercury
- Radio 4BC (Brisbane)
- Daily Mail Online
- MSN.com
- Yahoo.com

This media presence has significantly raised ARU's profile, with mentions in top-tier publications driving increased traffic to our website and boosting brand recognition. Journalists have also sought ARU's expert commentary for various stories, reinforcing our position as a key voice in the apprenticeship sector.

Impact of Media Coverage

The ongoing media exposure has been instrumental in establishing ARU as a credible and influential voice on apprenticeship-related issues. It has not only enhanced our visibility but also reinforced the value of apprenticeships as a career path, especially during times of economic uncertainty. The press coverage has likely contributed to attracting more apprentices to ARU, encouraging a broader public recognition of apprenticeships as a sustainable and lucrative career choice, particularly in the mechanical sector.

Future Media Activity

Moving forward, ARU will continue to expand its media presence by focusing on emerging industry trends. Upcoming story angles include.

1. Women in Mechanical Trades – In Support of International Women’s Day.

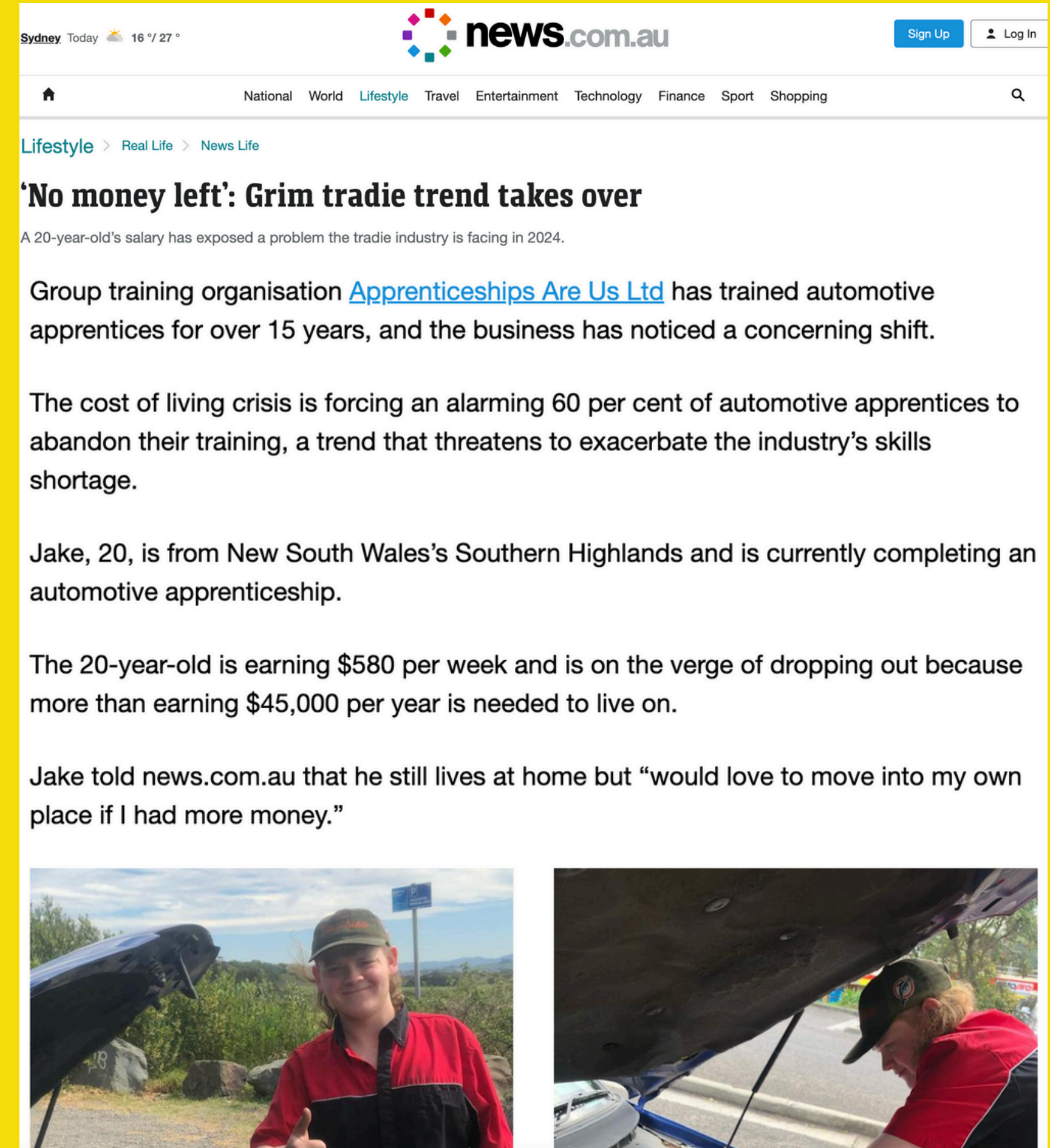
As the push for diversity in trades gains momentum, ARU will spotlight the achievements of women excelling in mechanical trades. By sharing stories of female apprentices and professionals, we aim to challenge traditional perceptions and inspire more women to pursue careers in the automotive sector.



2. Electric and Hybrid Vehicles (EVs).

As the automotive industry undergoes a shift toward electric and hybrid vehicles, ARU is preparing its apprentices to excel in this evolving landscape. Media coverage will highlight how ARU is equipping the next generation of automotive professionals with the skills required to succeed in a rapidly changing industry.

The partnership with McDuling PR has proven to be a valuable asset in elevating ARU’s profile, driving media coverage, and positioning the organization as a leading authority on apprenticeships in the automotive sector. As we continue to address critical industry issues and adapt to emerging trends, our media strategy will remain central to our efforts. By proactively engaging with relevant topics and expanding our presence, we will continue to advocate for the future of mechanical apprenticeships and support the growth of the automotive workforce in Australia.





BRIAN SCHEMBRI
FINANCIAL CONTROLLER

“Our organisation is well-positioned for continued success, underpinned by a strong net asset base of \$17.2 million and a diversified investment portfolio”

FINANCIAL HEALTH & SUSTAINABILITY

The past year has been both challenging and transformative for Apprenticeships Are Us Ltd. As we operated in a complex economic environment, however we remained persistent in our mission to primarily to empower job seekers and as a secondary result support and encourage the automotive industry to employ more apprentices by delivering high-quality apprenticeships across Australia.

Guided by the strategic direction set by our Board of Directors and management team, we have positioned the organisation for sustainable growth. This basis will enable us to expand our reach, strengthen our impact, and solidify our position as Australia's leading Group Training Organisation (GTO) specialising in automotive apprenticeships.

Despite a decline in revenue to \$25.3 million—a \$1.4 million decrease compared to 2023, this outcome reflects broader economic pressures rather than a reduction in our commitment or effectiveness. Through prudent financial management, operational efficiencies, and cost controls, we delivered a net surplus of \$974K. This achievement is a testament to the dedication and expertise of our Board, leadership team, and support staff, who have worked tirelessly to uphold our mission.

The challenges we face remain consistent even when there is a shortage of quality candidates, increasing cost-of-living pressures, and ongoing industry-wide skills gaps. However, through the unwavering commitment of our Apprentice Employment Managers, recruitment specialists, and administrative teams, we have successfully sustained and grown our apprentice numbers. Expansion into new states has played a critical role in maintaining momentum, ensuring that we continue to connect talented job seekers with automotive career opportunities.

As we enter the next phase of growth, our strategy is focused on modest yet sustainable expansion—one that prioritises industry demand, workforce development, and the long-term success of our apprentices.

Our organisation is well-positioned for continued success, underpinned by a strong net asset base of \$17.2 million and a diversified investment portfolio. More importantly, our experienced and highly professional team remains our greatest asset, ensuring that we continue to provide exceptional apprenticeship pathways that drive industry growth.

Looking ahead, we remain firmly committed to supporting job seekers, strengthening the automotive workforce, and delivering positive social and economic outcomes for apprentices, their families, and the broader industry. By nurturing the next generation of skilled professionals, we are not only securing the future of the automotive sector but also creating meaningful career opportunities that will shape the industry for years to come.

I extend my deepest gratitude to our stakeholders, partners, and dedicated team members for their continued support. We look forward to another year of progress, impact, and opportunity.

\$974K

NET SURPLUS ACHIEVED THROUGH FINANCIAL MANAGEMENT AND OPERATIONAL EFFICIENCIES.

\$17.2M

STRONG NET ASSET BASE ENSURING ORGANISATIONAL STABILITY AND GROWTH.



Financial reports below

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APPRENTICESHIPS ARE US

AUTOMOTIVE APPRENTICESHIP SPECIALIST



Apprenticeships Are Us Limited

ABN 50 613 819 248

Annual Report - 30 June 2024

Apprenticeships Are Us Limited
Directors' report
30 June 2024

The directors present their report, together with the financial statements, on Apprenticeships Are Us Limited ("the Company") for the year ended 30 June 2024.

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:

Michael Wentworth
Ali Mohammed
Desmond Nixon
Peter Blanshard

Principal activities

The principal activity of Apprenticeships Are Us Limited during the financial year was providing training and employment services to trainees and apprentices in the motor industry.

Operating results

The surplus of the Company after providing for income tax amounted to \$974,876 (2023: deficit of \$210,265).

Dividends paid or recommended

No dividends were paid or declared since the start of the financial year. No recommendation for payment of dividends has been made.

Review of operations

A review of the operations of the Company during the financial year and the results of those operations show the Company has performed in line with management's expectations.

Significant changes in state of affairs

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

Events after the reporting date

No matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the Company's operations, the results of those operations, or the consolidated entity's state of affairs in future financial years.

Future developments and results

Likely developments in the operations of the Company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the Company.

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.

Indemnification and insurance of officers

The Company has indemnified the directors and executives of the company for costs incurred, in their capacity as a director or executive, for which they may be held personally liable, except where there is a lack of good faith. During the financial year, the company paid a premium in respect of a contract to insure the directors and executives of the company against a liability. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

Indemnification and insurance of auditors

The company has not, during or since the end of the financial year, indemnified or agreed to indemnify the auditor of the company or any related entity against a liability incurred by the auditor.

Auditor's independence declaration

A copy of the auditor's independence declaration set out immediately after this directors' report.

Apprenticeships Are Us Limited
Directors' report
30 June 2024

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



Michael Wentworth
Director

27 November 2024

Auditor's Independence Declaration

We declare that, to the best of our knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit of the financial report of Apprenticeships Are Us Limited for the year ended 30 June 2024.



HLB Mann Judd Assurance (NSW) Pty Ltd
Chartered Accountants

Sydney, NSW
27 November 2024



K L Luong
Director

Apprenticeships Are Us Limited
Contents
30 June 2024

Statement of profit or loss and other comprehensive income	5
Statement of financial position	6
Statement of changes in equity	7
Statement of cash flows	8
Notes to the financial statements	9
Directors' declaration	17
Independent auditor's report to the members of Apprenticeships Are Us Limited	18

General information

The financial statements cover Apprenticeships Are Us Limited as an individual entity. The financial statements are presented in Australian dollars, which is Apprenticeships Are Us Limited's functional and presentation currency.

Apprenticeships Are Us Limited is a company limited by shares, incorporated and domiciled in Australia. Its registered office and principal place of business are:

Registered office

Apprenticeships Are Us Limited
Blaxland House Suite 6
5-7 Ross Street
Parramatta, NSW 2150

Principal place of business

Level 4, 1 Wentworth Street
Parramatta, NSW 2150

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.

The financial statements were authorised for issue, in accordance with a resolution of directors, on 27 November 2024. The directors have the power to amend and reissue the financial statements.

Apprenticeships Are Us Limited
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2024

	Note	2024 \$	2023 \$
Revenue	3	22,710,880	23,159,940
Other income	4	2,579,732	3,549,975
Expenses			
Cost of sales		(19,967,227)	(22,284,424)
Operating expenses		(904,832)	(904,892)
Motor vehicle expenses		(186,796)	(166,368)
Employee benefits expense		(2,458,980)	(2,169,808)
Depreciation expenses		(390,240)	(324,532)
Impairment of assets		-	(361,387)
Finance costs		(57,359)	(63,735)
Administrative and other expenses		(350,302)	(645,034)
Surplus/(deficit) before income tax expense		974,876	(210,265)
Income tax expense		-	-
Surplus/(deficit) after income tax expense for the year		974,876	(210,265)
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income/(loss) for the year		<u>974,876</u>	<u>(210,265)</u>

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

Apprenticeships Are Us Limited
Statement of financial position
As at 30 June 2024

	Note	2024 \$	2023 \$
Assets			
Current assets			
Cash and cash equivalents	5	11,514,920	11,103,712
Trade and other receivables	6	1,119,403	787,023
Other assets	7	96,563	24,964
Total current assets		<u>12,730,886</u>	<u>11,915,699</u>
Non-current assets			
Property, plant and equipment	8	985,485	990,567
Financial assets	9	6,231,663	5,870,276
Right-of-use assets	10	647,809	780,482
Other assets	7	7,375	-
Total non-current assets		<u>7,872,332</u>	<u>7,641,325</u>
Total assets		<u>20,603,218</u>	<u>19,557,024</u>
Liabilities			
Current liabilities			
Trade and other payables	11	1,058,186	939,882
Employee benefits	12	1,499,974	1,538,087
Lease liabilities	13	244,112	174,007
Provisions	14	100,000	-
Total current liabilities		<u>2,902,272</u>	<u>2,651,976</u>
Non-current liabilities			
Employee benefits	12	30,337	29,468
Lease liabilities	13	453,084	632,931
Total non-current liabilities		<u>483,421</u>	<u>662,399</u>
Total liabilities		<u>3,385,693</u>	<u>3,314,375</u>
Net assets		<u>17,217,525</u>	<u>16,242,649</u>
Equity			
Retained surplus		<u>17,217,525</u>	<u>16,242,649</u>
Total equity		<u>17,217,525</u>	<u>16,242,649</u>

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

Apprenticeships Are Us Limited
Statement of changes in equity
For the year ended 30 June 2024

	Retained surplus \$
Balance at 1 July 2022	16,452,914
Deficit after income tax expense for the year	(210,265)
Other comprehensive income for the year, net of tax	<u>-</u>
Total comprehensive loss for the year	<u>(210,265)</u>
Balance at 30 June 2023	<u><u>16,242,649</u></u>
	Retained surplus \$
Balance at 1 July 2023	16,242,649
Surplus after income tax expense for the year	974,876
Other comprehensive income for the year, net of tax	<u>-</u>
Total comprehensive income for the year	<u>974,876</u>
Balance at 30 June 2024	<u><u>17,217,525</u></u>

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

Apprenticeships Are Us Limited
Statement of cash flows
For the year ended 30 June 2024

	Note	2024 \$	2023 \$
Cash flows from operating activities			
Receipts from customers		25,012,555	26,052,165
Payments to suppliers and employees		<u>(26,217,697)</u>	<u>(28,782,945)</u>
		(1,205,142)	(2,730,780)
Interest received		500,718	230,789
Incentive and other income received		1,531,651	3,443,009
Interest paid - leases		<u>(39,235)</u>	<u>(37,684)</u>
Net cash provided by operations	19	<u>787,992</u>	<u>905,334</u>
Cash flows from investing activities			
Payments for property, plant & equipment and intangible assets		(187,018)	(1,004,017)
Purchase of investments		-	(151,618)
Proceeds from sale of property, plant & equipment		<u>30,000</u>	<u>187,081</u>
Net cash used in investing activities		<u>(157,018)</u>	<u>(968,554)</u>
Cash flows from financing activities			
Repayment of lease liabilities		<u>(219,766)</u>	<u>(176,630)</u>
Net cash used in financing activities		<u>(219,766)</u>	<u>(176,630)</u>
Net increase/(decrease) in cash and cash equivalents		411,208	(239,850)
Cash and cash equivalents at the beginning of the financial year		<u>11,103,712</u>	<u>11,343,562</u>
Cash and cash equivalents at the end of the financial year	5	<u><u>11,514,920</u></u>	<u><u>11,103,712</u></u>

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

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2024

Note 1. Material accounting policy information

The accounting policies that are material to the Company are set out either in the respective notes or below. The accounting policies adopted are consistent with those of the previous financial year, 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.

During the current reporting period the company adopted AASB 2021-6 *Amendments to Australian Accounting Standards - Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards*. The application of these amendments did not have a material impact on the company's financial statements but has changed the disclosure of accounting policy information in the financial statements.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Company.

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

Basis of preparation

In the directors' opinion, the Company is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 and New South Wales legislation the Charitable Fundraising Act 1991 and associated regulations and the Corporations Act 2001 requirements to prepare and distribute financial statements to the owners of Apprenticeships Are Us Limited. The directors have determined that the accounting policies adopted are appropriate to meet the needs of the owners of Apprenticeships Are Us Limited.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for for profit oriented entities.

Historical cost convention

The financial statements have been 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 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.

Service income

Service income is measured at the fair value of the consideration received or receivable and is recognised in accordance with AASB 15 when underlying service is provided.

Government grants

Government grants are recognised at fair value where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognised as income over the periods necessary to match the grant to the costs they are compensating. Grants relating to assets are credited to deferred income at fair value and are credited to income over the expected useful life of the asset on a straight-line basis.

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2024

Note 1. Material accounting policy information (continued)

Interest

Interest is recognised when earned.

Current and non-current classification

Deferred tax assets and liabilities are always classified as non-current.

Cash and cash equivalents

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

Property, plant and equipment

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the Company commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The depreciation rates used for each class of depreciable asset are shown below:

Plant and Equipment	10-67%
Furniture, Fixtures and Fittings	2.5-40%
Motor Vehicles	25%
Computer equipment, software and website development	40-67%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

Note 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make 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.

Allowance for expected credit losses

The allowance for expected credit losses assessment requires a degree of estimation and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue, and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience and historical collection rates.

Estimation of useful lives of assets

The Company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Note 3. Revenue

	2024	2023
	\$	\$
Services income	<u>22,710,880</u>	<u>23,159,940</u>

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2024

Note 3. Revenue (continued)

Disaggregation of revenue

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

	2024 \$	2023 \$
<i>Geographical regions</i>		
Australia	<u>22,710,880</u>	<u>23,159,940</u>
<i>Timing of revenue recognition</i>		
Services transferred at a point in time	<u>22,710,880</u>	<u>23,159,940</u>

Note 4. Other income

	2024 \$	2023 \$
(Loss)/gain on disposal of property, plant and equipment	(7,174)	116,376
Revaluation of investments at fair value through profit or loss	361,387	-
Interest income	527,363	230,789
Government incentives and grants	1,531,651	3,202,810
Other income	<u>166,505</u>	<u>-</u>
Other income	<u>2,579,732</u>	<u>3,549,975</u>

Note 5. Cash and cash equivalents

	2024 \$	2023 \$
<i>Current assets</i>		
Cash at bank and in hand	<u>11,514,920</u>	<u>11,103,712</u>

Note 6. Trade and other receivables

	2024 \$	2023 \$
<i>Current assets</i>		
Trade receivables	835,974	356,610
Less: Allowance for expected credit losses	<u>(8,849)</u>	<u>(30,000)</u>
	<u>827,125</u>	<u>326,610</u>
Other receivables	<u>292,278</u>	<u>460,413</u>
	<u>1,119,403</u>	<u>787,023</u>

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.

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2024

Note 7. Other assets

	2024 \$	2023 \$
<i>Current assets</i>		
Prepayments	96,563	24,964
<i>Non-current assets</i>		
Security deposits	7,375	-
	<u>103,938</u>	<u>24,964</u>

Note 8. Property, plant and equipment

	2024 \$	2023 \$
<i>Non-current assets</i>		
Land & buildings - at cost	546,540	566,305
Less: Accumulated depreciation	(21,742)	(9,718)
	<u>524,798</u>	<u>556,587</u>
Leasehold improvements - at cost	8,655	-
Less: Accumulated depreciation	(84)	-
	<u>8,571</u>	<u>-</u>
Plant and equipment - at cost	16,029	1,635
Less: Accumulated depreciation	(2,800)	(435)
	<u>13,229</u>	<u>1,200</u>
Furniture, fixtures and fittings - at cost	25,599	10,781
Less: Accumulated depreciation	(3,721)	(1,240)
	<u>21,878</u>	<u>9,541</u>
Motor vehicles - at cost	565,423	499,695
Less: Accumulated depreciation	(192,123)	(95,785)
	<u>373,300</u>	<u>403,910</u>
Motor vehicles under lease	421,133	421,133
Less: Accumulated depreciation	(421,133)	(421,133)
	<u>-</u>	<u>-</u>
Computer equipment - at cost	99,660	58,959
Less: Accumulated depreciation	(55,951)	(39,630)
	<u>43,709</u>	<u>19,329</u>
	<u>985,485</u>	<u>990,567</u>

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2024

Note 8. Property, plant and equipment (continued)

Reconciliations

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

	Plant Equipment \$	Motor Vehicles \$	Leasehold Improvements \$	Furniture & Fittings \$	Land & Buildings \$	Computer Equipment \$	Total \$
Balance at 30 June 2023	1,200	403,910	-	9,541	556,587	19,329	990,567
Additions	14,394	108,450	8,655	14,818	-	40,701	187,018
Disposals	-	(26,075)	-	-	(18,482)	-	(44,557)
Depreciation expense	(2,365)	(112,985)	(84)	(2,481)	(13,307)	(16,321)	(147,543)
Balance at 30 June 2024	<u>13,229</u>	<u>373,300</u>	<u>8,571</u>	<u>21,878</u>	<u>524,798</u>	<u>43,709</u>	<u>985,485</u>

Note 9. Financial assets

	2024 \$	2023 \$
<i>Non-current assets</i>		
Investment held at fair value - APERUS Unit Trust	<u>6,231,663</u>	<u>5,870,276</u>

Note 10. Right-of-use assets

	2024 \$	2023 \$
<i>Non-current assets</i>		
At cost	1,071,372	961,348
Less: Accumulated depreciation	<u>(423,563)</u>	<u>(180,866)</u>
	<u>647,809</u>	<u>780,482</u>

Reconciliations

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

	Total \$
Balance at 1 July 2022	21,812
Additions	961,347
Depreciation expense	<u>(202,677)</u>
Balance at 30 June 2023	780,482
Additions	110,024
Depreciation expense	<u>(242,697)</u>
Balance at 30 June 2024	<u>647,809</u>

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2024

Note 11. Trade and other payables

	2024	2023
	\$	\$
<i>Current liabilities</i>		
Trade payables	50,453	88,543
GST payable	219,069	163,082
Employee benefits	308,934	202,595
Sundry payables and accrued expenses	479,730	485,662
	<u>1,058,186</u>	<u>939,882</u>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying amounts are considered to be a reasonable approximation of fair value.

Note 12. Employee benefits

	2024	2023
	\$	\$
<i>Current liabilities</i>		
Annual leave	1,387,801	1,422,558
Long service leave	112,173	115,529
	<u>1,499,974</u>	<u>1,538,087</u>
<i>Non-current liabilities</i>		
Long service leave	30,337	29,468
	<u>1,530,311</u>	<u>1,567,555</u>

Note 13. Lease liabilities

	2024	2023
	\$	\$
<i>Current liabilities</i>		
Lease liability	244,112	174,007
<i>Non-current liabilities</i>		
Lease liability	453,084	632,931
	<u>697,196</u>	<u>806,938</u>
	2024	2023
	\$	\$
Movement in lease liabilities		
Opening balance	806,938	22,220
Additions	110,024	961,347
Interest charge	39,235	37,684
Payments	(259,001)	(214,313)
Closing balance	<u>697,196</u>	<u>806,938</u>

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2024

Note 14. Provisions

	2024 \$	2023 \$
<i>Current liabilities</i>		
Provision for incentive payments	<u>100,000</u>	<u>-</u>

Note 15. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by 27 November 2024, the auditor of the Company, and unrelated firms:

	2024 \$	2023 \$
<i>Audit services - HLB Mann Judd Assurance (NSW) Pty Ltd</i>		
Audit of the financial statements	<u>48,000</u>	<u>46,000</u>
<i>Other services - HLB Mann Judd (NSW) Pty Ltd</i>		
Other non-assurance services	<u>8,500</u>	<u>8,000</u>
	<u>56,500</u>	<u>54,000</u>

Note 16. Contingent liabilities

In the opinion of the directors, the Company did not have any contingent liabilities at 30 June 2024 (30 June 2023: Nil).

Note 17. Financial instruments

	Note	2024 \$	2023 \$
Financial Assets			
Cash and cash equivalents	5	11,514,920	11,103,712
Trade and other receivables	6	1,119,403	787,023
Financial assets	9	<u>6,231,663</u>	<u>5,870,276</u>
		<u>18,865,986</u>	<u>17,761,011</u>
Financial liabilities			
Trade and other payables	11	1,058,186	939,882
Lease liabilities		<u>697,196</u>	<u>806,938</u>
		<u>1,755,382</u>	<u>1,746,820</u>

Note 18. Events after the reporting period

No matter or circumstance has arisen since 30 June 2024 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.

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2024

Note 19. Reconciliation of surplus/(deficit) after income tax to net cash from operating activities

	2024	2023
	\$	\$
Surplus/(deficit) after income tax expense for the year	974,876	(210,265)
Adjustments for:		
Depreciation and amortisation of property, plant and equipment	147,543	121,199
Depreciation and amortisation of right-of-use asset	242,697	202,677
Gain/(loss) on disposal of property, plant and equipment	7,174	(115,721)
Provision for annual and long service leave	62,756	106,276
Movement in provision for expected credit losses	(21,151)	-
Change in operating assets and liabilities:		
(Increase)/decrease in trade and other receivables	(311,219)	763,743
Increase in prepayments	(71,599)	(5,117)
(Increase)/decrease in investments	(361,387)	361,387
Increase/(decrease) in trade and other payables	<u>118,302</u>	<u>(318,845)</u>
Net cash from operating activities	<u><u>787,992</u></u>	<u><u>905,334</u></u>

Apprenticeships Are Us Limited
Directors' declaration
30 June 2024

In the directors' opinion:

- the Company is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the *Australian Charities and Not-for-profits Commission Act 2012 requirements to prepare and distribute financial statements to the members of the Company*;
- the attached financial statements and notes comply with the *Australian Charities and Not-for-profit Commission Act 2012*, the Accounting Standards as described in Note 1 to the financial statements and the *Corporations Regulations 2001* 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 2024 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.

This declaration is signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

On behalf of the directors



Michael Wentworth
Director

27 November 2024

Independent Auditor's Report to the Members of Apprenticeships Are Us Limited

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of Apprenticeships Are Us Limited ("the Company"), which comprises the statement of financial position as at 30 June 2024, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Directors' declaration.

In our opinion, the accompanying financial report of the Company has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act*, including:

- (a) giving a true and fair view of the Company's financial position as at 30 June 2024 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 2 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for Opinion

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

We confirm that the independence declaration required by Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the Company, would be in the same terms if given as at the time of this auditor's report.

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

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

The directors are responsible for the other information. The other information comprises the information included in the directors' report for the year ended 30 June 2024, but does not include the financial report and our auditor's report thereon.

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

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

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Directors for the Financial Report

The directors are responsible for the preparation of the special purpose financial report that gives a true and fair view in accordance with the Australian Accounting Standards to the extent described in Note 2, the

In preparing the special purpose financial report, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

The board is responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



HLB Mann Judd Assurance (NSW) Pty Ltd
Chartered Accountants

Sydney, NSW
28 November 2024



K L Luong
Director