

Australian Network on Disability Limited

ACN 605 683 369

Financial Statements

For the Year Ended 30 June 2021

Australian Network on Disability Limited

ACN 605 683 369

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For the Period Ended 30 June 2021

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Australian Network on Disability Limited

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Director's Report

30 June 2021

The directors present their report on Australian Network on Disability Limited for the financial year ended 30 June 2021.

1. General information

Directors

The names of the directors in office at any time during, or since the end of, the year are:

Names	Position	Date First Appointed	Appointed/Resigned	Period of Service
Peter Wilson (AM FCPA FCPHRLife FAICD)	AND Chairman	May 2015	Appointed May 2015	6 years
Belinda Curtis		February 2002	Re-appointed 22 November 2018	19 years
Kevin Figueiredo		December 2006	Re-appointed 22 November 2018	15 years
Samantha Palmer		November 2010	Re-appointed 19 November 2020	9 years
Donna Purcell (GAICD)		November 2014	Re-appointed 19 November 2020	7 years
Rania Saab		November 2012	Re-appointed 19 November 2020	9 years
David Davies	AND Company Secretary	November 2010	Re-appointed 21 November 2019	11 years
Bronwyn Grantham	AND Treasurer	December 2012	Re-appointed 21 November 2019	9 years
Rosie McArdle		November 2015 (casual appointment)	Re-appointed 21 November 2019	6 years
Travis Tyler		November 2016	Re-appointed 21 November 2019	5 years
Ainsley Barahona Santos (GAICD)		November 2018	Appointed 22 November 2018	3 years
Maryanne Diamond		September 2019 (casual appointment)	Re-appointed 21 November 2019	2 years
Ainslee Scott		November 2019	Appointed 21 November 2019	2 years

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

Principal activities

The principal purpose of the Company is to lead the change into a positive employment environment for people with disability by changing perceptions of employers and encouraging their good corporate citizenship. The Company's objectives are to do this by:

- Advancing the equitable inclusion of people with disability in all aspects of business to create a disability confident Australia;
- Promoting employment of people with disability;
- Raising public awareness of the positive attributes of people with disability;
- Facilitating internships and mentoring programs to connect students with disability to employers; and
- Raising awareness of the profile of people with disability as competent employees.

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Principal activities (cont'd)

To achieve these objectives, the Company adopted the following strategies:

- Grow engagement to achieve sustainable change within the Company's member organisations through influencing senior leaders and disability champions;
- Support members to use the Company's Access and Inclusion Index as a management tool to measure and plan their disability capability and maturity;
- Ensure our expert knowledge is current, tailored and well communicated through our learning solutions and online platforms;
- Harness the employer voice to provide system solutions which improve policy and practice;
- Design purposeful services, programs and projects that create impact and break new ground; and
- Ensure good governance, sustainability and accountability to achieve our purpose.

Information on directors

The names of each person who has been a director during the year and to the date of this report, and/or was a member of the committee in the association previously, are:

Peter Wilson (AM FCPA
FCPHRLife FAICD)

AND Chairman

Peter Wilson is a Director and also Immediate Past President and Chairman of CPA Australia. He is also the Independent Member and Chairman of the Australian Retail Credit Association and the Reciprocity and Data Exchange Administrator Limited which set respectively the credit reporting standards under National Privacy legislation, and also industry rules for open banking that are authorised by the ACCC. Peter was Chairman of the Australian HR Institute from 2006-20, and now chairs its National Certification Council.

He was appointed Chairman of the Australian Network on Disability in May 2015.

He is a non-executive director of Vision Super and the Chairman of the Victorian Institute of Strategic Economic Studies at Victoria University.

Peter served as an Adjunct Professor in Management at the Monash Business School, Monash University, Melbourne from 2012-2020, and as an accredited PhD Supervisor at the Latrobe Business School, Latrobe University from 2015-2020.

Peter held senior executive roles in the Commonwealth and Victorian Treasuries, and group executive roles at ANZ Bank, Amcor Limited, and as CEO of Energy 21. He has held non-executive director appointments on Boards of Dalgety Farmers Limited, Kimberly-Clark Australia, and both the Commonwealth Safety Rehabilitation and Compensation Commission and Yarra Valley Water as Chairman.

Peter Wilson was made a Member of the Order of Australia in 2005 for services to workplace relations and safety and community service and was awarded a Centenary Medal in 2004.

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Belinda Curtis

Belinda has 25 years' experience in a range of HR and Organisational Development roles in FMCG, Aviation and Financial Services.

Currently People and Performance Director at Tip Top (a division of George Weston Foods), Belinda has held senior HR roles at Qantas, Commonwealth Bank and AMP. While at AMP, she led the development of the Work, Family and Diversity strategies and currently leads Diversity & Inclusion for George Weston Foods.

Belinda has also held leadership roles in EEO and diversity professional networks, and began her career as an occupational therapist with the Commonwealth Rehabilitation Service providing workplace rehabilitation programs that supported ongoing employment for people incapacitated by significant workplace injuries.

Kevin Figueiredo

Kevin is passionate about advancing the inclusion of people with disability, mental health and suicide prevention. He has over 23 years of experience leading culture change in large multinational organisations in the areas of physical and psychological safety, and workers compensation.

Kevin is currently the General Manager Risk, Safety and Sustainability for the Super Retail Group. The Super Retail Group network extends over 700 stores and has more than 12,000 team members across Australia, New Zealand and China, housing iconic brands including BCF Boating Camping and Fishing, Macpac, rebel and Supercheap Auto.

He previously worked for the Woolworths Group as General Manager Safety, Health and Wellbeing where he was responsible for the safety of 200,000 team members and over 23 million customers each week.

Kevin has also worked for Westpac as the Head of Health, Safety and Wellbeing and in various safety roles at Goodman Fielder.

Kevin has served on the AND Board since 2006 and previously served on the Board of the Woolworths Employee Credit Union.

He has a Bachelor's in Chemistry, a Masters in Safety from West Virginia University and is a Graduate of the Australian Institute of Company Directors. Kevin is Fellow and Chartered Generalist OHS Professional of the Australian Institute for Health and Safety and a member of the American Society of Safety Professionals.

Samantha Palmer

Samantha is the General Manager Visitor Economy and Client Programs at the Australian Trade and Investment Commission (Austrade), and an APS Diversity and Inclusion Champion. She has more than 20 years' experience as a senior executive service officer in the Commonwealth, Queensland and WA Governments.

In 2016 she was made a National Fellow of the Institute of Public Administration Australia, in part for diversity achievements. In 2013 she won the inaugural AHRI Diversity Champion (HR) Award and was named an AFR/Westpac Woman of Influence.

She led the Commonwealth Health Department to win the Inaugural APS Diversity Council's Disability Employment Award.

Samantha is National and State Council member of Institute of Public Administration Australia, and an AHRI public sector reference panel member.

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Donna Purcell (GAICD)

Donna is a specialist developing and leading strategies for the inclusion of people with disability within workplaces and the community.

Donna has a senior leadership role at the National Disability Insurance Agency (NDIA) as the Participant Advocate and as Branch Manager Participant Advocacy. Donna is also the NDIA Disability Champion, representing the NDIA on the Australian Public Service (APS) Disability Champion Network.

Donna's previous role was within Customer and Community Advocacy at Commonwealth Bank where she specialised in accessibility and inclusion for customers and employees with disability and where she established and led the Enable Disability Employee Network.

Donna is a certified Access Consultant through the Institute of Access Training Australia. She is a member of the University of NSW's Disability Innovation Institute and a former Chair of the NSW Disability Advisory Council, and a former director with Northcott Society, community radio station 2RPH and the NSW Centre for Volunteering.

Donna is passionate about creating accessible and inclusive communities where people are supported to be their best.

Rania Saab

Rania is a solicitor with Legal Aid NSW. She is passionate about equal access to justice and has worked with Legal Aid NSW and the family law courts to remove barriers for people with disability. She believes that we are all different, irrespective of our abilities, and would like to live in a society where everyone is included and has equal access to society, entertainment, education and employment.

David Davies

AND Company Secretary

David is a partner at Thomson Geer. He has more than 18 years' experience acting for private sector and government clients in workplace relations matters, including unfair dismissals, industrial disputes, discrimination law and workplace agreements.

A significant area of David's practice is bullying, harassment and discrimination. He is an expert advocate and regularly appears as counsel before the Australian and NSW Industrial Relations Commissions.

David also presents at industry seminars and provides training to private and public sector clients and has previously lectured in employment relations at University of Technology Sydney and Western Sydney University.

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Bronwyn Grantham

AND Treasurer

Bronwyn is CFO of Kyndryl for their A/NZ entities. Her prior roles at IBM include Transformation Leader for finance, bringing new ways of working and Agile practices to all of finance. She has held various Controller and Division CFO positions including Group Financial Controller for IBM Australia and New Zealand.

Bronwyn enjoys bringing businesses, individuals, and teams together to strengthen understanding of key priorities and drive outcome based strategies. She has worked not only in Australia but UK, US and other EU countries where her focus was on Financial modelling and negotiations that lead to significant new outsourcing contracts with IBM and key clients.

Her deep Technology experience helps ensure she understands how key systems and services are foundational to all business to reach clients and deliver mission.

Throughout her career she has continually engaged in diversity and inclusion programmes and actions and is passionate about businesses being engaged in authentic programmes in this space.

Rosie McArdle

Rosie is Executive Director, People and Safety, of Compass Group (Australia) Pty Ltd.

With more than 25 years' experience in human resources, industrial relations and health and safety, Rosie had a long career with BlueScope Steel, BHP and Arrium where she held a number of both IR specialist and HR strategic roles before joining Compass Group.

She has a keen interest in building diverse organisation cultures based on care and respect which drive outstanding and sustainable business outcomes. This is evident at Compass where their approach to diversity delivers significant benefit to its current and future employees, its customers and clients, and has been externally recognised on several occasions.

Travis Tyler

After two decades of honing his skills across all aspects of Retail Banking, Travis Tyler is helping reshape the Australian Banking Landscape as the CPMO of Neo Bank 86 400. Working with a world class team and armed with a passion for building services that truly help customers take control of their money, Travis is well positioned to support Australian Network on Disability to deliver on its mission in a technology enabled world.

Ainsley Barahona Santos
(GAICD)

Ainsley is Chair of AND's Technology Transformation Committee and has been on the AND Board since November 2018. A graduate of the Australian Institute of Company Directors, she has been a Director on for-purpose Boards since 2002.

Ainsley brings expertise to AND in human resources, culture, strategy, digital, partnerships, marketing communications and governance. As General Manager HR Partnership she leads the people, inclusion and workforce strategies for icare, a NSW social insurer. She is also on the Board of Health Consumers QLD.

Ainsley holds Masters degrees in Coaching Psychology and International Relations and a Bachelor of Arts in Communication.

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Maryanne Diamond

Maryanne was the General Manager Participant Advocacy at the National Disability Insurance Agency (NDIA) and also the NDIA Disability Champion.

Maryanne is a person who has lived with disability all of her life. She is also a parent of an adult son with disability. Maryanne is passionate about people with disability as customers and as employees being able to exercise their rights like all Australians.

Maryanne has held a range of roles in Australia and at the global level for more than 25 years.

In June 2015, Maryanne was appointed as an Officer in the Order of Australia. In 2016 she became a graduate of AICD. Maryanne was awarded the World Blind Union Louis Braille Medal in 2016, and was a finalist of the Victorian Australian of the year in 2017. She was awarded the Monash University Faculty of Information Technology Distinguished Alumni Award for 2019.

Ainslee Scott

Ainslee is Director Corporate Service of NSW Ombudsman. She joined the Executive team of the NSW Ombudsman in June 2019. She has the responsibility for the Ombudsman's Corporate Services division, which includes financial management, human resources, ICT, procurement and other varied support functions. Additionally, she provides strategic advice to the NSW Ombudsman on business process improvements, including governance and risk management practices.

Prior to joining the Ombudsman, Ainslee held a number of executive and senior positions across both the public and private sectors, including the Australian Curriculum Assessment and Reporting Authority (ACARA), NSW Treasury, TransGrid and Colonial First State. She has a strong and diverse background in accounting, strategic and corporate planning, governance, project management and business transformational change.

Ainslee has an Executive Master's Degree in Business Administration (MBA) from the Australian Graduate School of Management, is a member of Australian Institute of Company Directors (MAICD), is a fellow certified practising accountant (FCPA) and a member of Women On Boards.

Review of operations

The surplus of the Company after providing for income tax amounted to \$ 585,343 (2020: \$474,817) and was achieved through significant growth in membership, increased demand in connecting with students and job seekers with disability, and the Government's JobKeeper program. The strong financial position enables the Company to accelerate its purpose and mission and the Board have committed to investing in its digital offerings to increase its reach and advance the disability confidence of organisations and individuals across Australia. This includes the development of industry leading eLearn materials and advanced capability of the globally recognised benchmarking tool, The Access and Inclusion Index.

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.

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Members guarantee

Australian Network on Disability Limited is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each members and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$ 10 for members that are corporations and \$ 10 for all other members, subject to the provisions of the company's constitution.

Environmental matters

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

Significant changes in state of affairs

No significant changes in the state of affairs of the company 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.

Meetings of directors

During the financial year, 6 (six) meetings were held under the adoption of the new Australian Network on Disability Constitution on May 2015. Attendances by each director during the year were as followings:

	Directors' Meetings as Corporation	
	Number eligible to attend	Number attended
Peter Wilson (AM FCPA FCPHRLife FAICD)	6	6
Belinda Curtis	6	6
Kevin Figueiredo	6	5
Samantha Palmer	6	5
Donna Purcell (GAICD) (leave of absence in 2020)	3	3
Rania Saab	6	5
David Davies	6	5
Bronwyn Grantham	6	5
Rosie McArdle	6	6
Travis Tyler	6	5
Ainsley Barahona Santos (GAICD)	6	3
Maryanne Diamond	6	4
Ainslee Scott	6	5

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Indemnification and insurance of officers and auditors

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of Australian Network on Disability Limited.

Auditor's independence declaration

The lead auditors independence declaration for the year ended 30 June 2021 has been received and can be found on page 9 of the financial report.

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



Director:

Peter Wilson AM



Director:

David Davies

Dated 2 November 2021

2 November 2021

Australian Network on Disability

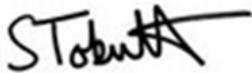
Auditor's Independence Declaration under Section 60-40 of the Charities and Not-for-profits Act 2012 to the Directors of Australian Network on Disability Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2021, there have been:

- a) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profit Commission Act 2012* in relation to the audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the audit.



PKF
CHARTERED ACCOUNTANTS



SCOTT TOBUTT
PARTNER

02 NOVEMBER 2021
SYDNEY, NSW

PKF(NS) Audit & Assurance Limited
Partnership
ABN 91 850 861 839

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approved under Professional
Standards Legislation

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Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2021

		2021	2020
	Note	\$	\$
Revenue	3	3,315,028	3,182,697
Other income	3	534,511	271,867
Employee benefits expense		(2,133,392)	(2,012,110)
Cost of sales		(253,374)	(197,580)
Depreciation and amortisation expense	4	(226,174)	(200,528)
Marketing expenses		(174,140)	(64,457)
Occupancy costs	4	(13,971)	(61,948)
Administrative expenses		(454,485)	(434,992)
Finance costs		(8,660)	(8,132)
Profit/(loss) before income tax		585,343	474,817
Income tax expense		-	-
Profit/(loss) for the year		585,343	474,817
Other comprehensive income for the year		-	-
Total comprehensive income for the year		585,343	474,817

The accompanying notes form part of these financial statements.

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Statement of Financial Position

30 June 2021

	Note	2021 \$	2020 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	2,323,107	1,856,018
Trade and other receivables	6	2,017,383	1,866,468
Other assets		35,381	19,036
TOTAL CURRENT ASSETS		4,375,871	3,741,522
NON-CURRENT ASSETS			
Trade and other receivables	6	82,646	81,605
Property, plant and equipment	7	269,178	441,528
Intangible assets	8	24,207	30,427
TOTAL NON-CURRENT ASSETS		376,031	553,560
TOTAL ASSETS		4,751,902	4,295,082
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	348,366	222,849
Short-term provisions	10	79,190	99,466
Contract liabilities	11	1,361,181	1,458,187
Lease liabilities	12	133,130	145,750
TOTAL CURRENT LIABILITIES		1,921,867	1,926,252
NON-CURRENT LIABILITIES			
Long-term provisions	10	38,585	29,848
Lease liabilities	12	44,389	177,264
TOTAL NON-CURRENT LIABILITIES		82,974	207,112
TOTAL LIABILITIES		2,004,841	2,133,364
NET ASSETS		2,747,061	2,161,718
EQUITY			
Retained earnings		2,747,061	2,161,718
TOTAL EQUITY		2,747,061	2,161,718

The accompanying notes form part of these financial statements.

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Statement of Changes in Equity

For the Year Ended 30 June 2021

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2020	2,161,718	2,161,718
Surplus for the year	585,343	585,343
Balance at 30 June 2021	2,747,061	2,747,061

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2019	1,686,901	1,686,901
Surplus for the year	474,817	474,817
Balance at 30 June 2020	2,161,718	2,161,718

The accompanying notes form part of these financial statements.

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Statement of Cash Flows For the Year Ended 30 June 2021

	Note	2021 \$	2020 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		3,073,732	3,275,843
Payments to suppliers and employees		(2,892,503)	(2,840,109)
Government Grants		524,300	242,500
Interest received		10,211	27,965
Interest paid		(8,516)	(7,689)
Net cash provided by/(used in) operating activities		<u>707,224</u>	<u>698,510</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of PPE		(28,825)	(194,317)
Payment for term deposits		(7,666)	(26,929)
Proceeds from sale of PPE		-	20,010
Purchase of intangible assets		(66,665)	(21,250)
Net cash from / (used) in investing activities		<u>(103,156)</u>	<u>(222,486)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:			
Repayment of borrowings		(136,979)	(109,556)
Net cash used by financing activities		<u>(136,979)</u>	<u>(109,556)</u>
Net increase/(decrease) in cash and cash equivalents held		467,089	366,468
Cash and cash equivalents at beginning of year		<u>1,856,018</u>	<u>1,489,550</u>
Cash and cash equivalents at end of financial year	5	<u>2,323,107</u>	<u>1,856,018</u>

The accompanying notes form part of these financial statements.

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Notes to the Financial Statements

For the Year Ended 30 June 2021

The financial report covers Australian Network on Disability Limited as an individual entity. Australian Network on Disability Limited is a not for profit Company limited by guarantee, incorporated and domiciled in Australia.

1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the Australian Charities and Not-for-profit Act 2012.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

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 preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

2 Summary of Significant Accounting Policies

(a) 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.

All revenue is stated net of the amount of goods and services tax (GST).

Rendering of services

Revenue in relation to rendering of services is recognised depending on whether the outcome of the services can be estimated reliably. If the outcome can be estimated reliably 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 estimated then revenue is recognised to the extent of expenses recognised that are recoverable.

Other income

Other income is recognised on an accruals basis when the Company is entitled to it.

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2 Summary of Significant Accounting Policies (cont'd)

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

(b) 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.

(c) Leases

At inception of a contract, the Company assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- The Company has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Company has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

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2 Summary of Significant Accounting Policies (cont'd)

(c) Leases (cont'd)

Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

At the lease commencement, the Company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Company believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy. The right-of-use asset is subject to the impairment requirements and is assessed for impairment indicators at each reporting date.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Exceptions to lease accounting

The Company has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

(d) Employee benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs.

Employee benefits expected to be settled more than twelve months after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. Cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

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Notes to the Financial Statements

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2 Summary of Significant Accounting Policies (cont'd)

Employee benefits are presented as current liabilities in the statement of financial position if the Company does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

(e) Property, Plant and Equipment

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

The depreciable amount of all fixed assets are depreciated on a reducing balance basis over the assets useful life to the Company, commencing from the time the asset is ready for use, as follows:

Office Equipment	2.5 - 5 years
Leasehold Improvements	5 years*
Right of use asset	2 - 3 years

*Leasehold improvements are depreciated over 5 years or the term of the lease.

The asset's residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

(f) 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 payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(g) Financial instruments

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Australian Network on Disability

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Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Summary of Significant Accounting Policies (cont'd)

Financial assets (cont'd)

Classification

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

Amortised cost

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding.

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Financial assets through profit or loss

All financial assets not classified as measured at amortised cost or fair value through other comprehensive income as described above are measured at FVTPL.

Net gains or losses, including any interest or dividend income are recognised in profit or loss.

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for financial assets measured at amortised cost.

When determining whether the credit risk of a financial assets has increased significant since initial recognition and when estimating ECL, the Company considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Company's historical experience and informed credit assessment and including forward looking information.

The Company uses the presumption that an asset which is more than 30 days past due has seen a significant

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Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Summary of Significant Accounting Policies (cont'd)

Financial assets (cont'd)

increase in credit risk.

The Company uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Company in full, without recourse to the Company to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Company in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

Trade receivables and contract assets

Impairment of trade receivables and contract assets have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Company has determined the probability of non-payment of the receivable and contract asset and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Company renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables, bank and other loans and lease liabilities.

Australian Network on Disability

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Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Summary of Significant Accounting Policies (cont'd)

(h) Impairment of non-financial assets

At the end of each reporting period the Company determines whether there is an 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, except for goodwill.

(i) Intangibles

Software has a finite life and is carried at cost less any accumulated amortisation and impairment losses. It has an estimated useful life of between one and three years.

Amortisation

Amortisation is recognised in profit or loss on a straight-line basis over the estimated useful lives of intangible assets, from the date that they are available for use.

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

(j) Provisions

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions are measured at the present value of management's best estimate of the outflow required to settle the obligation at the end of the reporting period. The discount rate used is a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the unwinding of the discount is taken to finance costs in the statement of profit or loss and other comprehensive income.

Australian Network on Disability

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Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Summary of Significant Accounting Policies (cont'd)

(k) Adoption of new and revised accounting standards

The Company has adopted all standards which became effective for the first time at 30 June 2021, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cashflow for the Company.

(l) New Accounting Standards and Interpretations

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods. The Company has decided against early adoption of these Standards, but does not expect the adoption of these standards to have any impact on the reported position or performance of the Company.

Australian Network on Disability

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Notes to the Financial Statements

For the Year Ended 30 June 2021

3 Revenue and Other Income

	2021	2020
Note	\$	\$
Sales revenue		
Provision of services	3,315,028	3,182,697
Other income		
Commissions	-	1,402
Government grants	524,300	242,500
Interest received	10,211	27,965
	534,511	271,867

4 Result for the Year

Depreciation and amortisation		
Leasehold improvements	35,291	55,539
Furniture, fixtures and fittings	16,972	20,886
Right of use asset	151,068	108,513
Intangible assets	22,843	15,590
	226,174	200,528
Occupancy costs		
Short term lease payments	13,971	61,948

5 Cash and cash equivalents

Cash on hand	32	249
Cash at bank	2,323,075	1,855,769
	2,323,107	1,856,018

6 Trade and other receivables

CURRENT		
Trade receivables	782,788	558,946
Term deposits	1,234,595	1,226,929
Government grants	-	72,500
Other receivables	-	8,093
	2,017,383	1,866,468
NON-CURRENT		
Deposits	82,646	81,605

Australian Network on Disability

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Notes to the Financial Statements

For the Year Ended 30 June 2021

7 Property, plant and equipment

	2021	2020
	\$	\$
PLANT AND EQUIPMENT		
Furniture, fixtures and fittings		
At cost	125,791	96,966
Accumulated depreciation	(85,782)	(86,993)
	<u>40,009</u>	<u>9,973</u>
Leasehold improvements		
At cost	170,726	170,726
Accumulated amortisation	(109,014)	(55,539)
	<u>61,712</u>	<u>115,187</u>
Right of use assets		
At cost	427,039	424,881
Accumulated depreciation	(259,582)	(108,513)
	<u>167,457</u>	<u>316,368</u>
Total property, plant and equipment	<u><u>269,178</u></u>	<u><u>441,528</u></u>

(a) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Furniture, Fixtures and Fittings	Leasehold Improvements	Right of use assets	Total
	\$	\$	\$	\$
Year ended 30 June 2021				
Balance at the beginning of year	9,973	115,187	316,368	441,528
Additions	28,825	-	-	28,825
Depreciation	(16,972)	(35,291)	(151,068)	(203,331)
Transfers and disposals	18,183	(18,184)	2,157	2,156
Balance at the end of the year	<u><u>40,009</u></u>	<u><u>61,712</u></u>	<u><u>167,457</u></u>	<u><u>269,178</u></u>

Australian Network on Disability

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Notes to the Financial Statements

For the Year Ended 30 June 2021

8 Intangible Assets

	2021	2020
	\$	\$
Computer software		
Cost	142,865	139,950
Accumulated amortisation	(118,658)	(109,523)
	<u>24,207</u>	<u>30,427</u>

9 Trade and other payables

CURRENT		
Trade creditors and accruals	242,520	164,408
Payroll liabilities	105,846	58,441
	<u>348,366</u>	<u>222,849</u>

10 Provisions

CURRENT		
Employee benefits	79,190	99,466
NON-CURRENT		
Employee benefits	38,585	29,848

11 Contract liabilities

CURRENT		
Deferred income	1,361,181	1,458,187

12 Lease liabilities

CURRENT		
Lease liabilities	133,130	145,750
NON-CURRENT		
Lease liabilities	44,389	177,264

Australian Network on Disability

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Notes to the Financial Statements

For the Year Ended 30 June 2021

13 Financial Risk Management

The main risks Australian Network on Disability Limited is exposed to through its financial instruments are credit risk, liquidity risk, and market risk consisting of interest rate risk.

The Company's financial instruments consist mainly of deposits with banks, and accounts receivable and payable.

The totals for each category of financial instruments, measured in accordance with AASB 9 as detailed in the accounting policies to these financial statements, are as follows:

	2021	2020
	\$	\$
Financial assets:		
Cash and cash equivalents	2,323,107	1,856,018
Trade and other receivables	2,017,383	1,866,468
Total Financial Assets	<u>4,340,490</u>	<u>3,722,486</u>
Financial Liabilities:		
Financial liabilities at amortised cost		
Trade and other payables	348,367	222,849
Other liabilities	1,361,181	1,456,187
Total Financial Liabilities	<u>1,709,548</u>	<u>1,679,036</u>

14 Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2021 (30 June 2020: None).

15 Events Occurring 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.

16 Company Details

The registered office of and principal place of business of the company is:

Australian Network on Disability
Level 3, 80 Clarence Street
Sydney NSW 2000

Australian Network on Disability Limited

ACN 605 683 369

Director's Declaration

The directors of the Company declare that:

- 1. The financial statements and notes, as set out on pages 11 to 25, are in accordance with the Australian Charities and Not-for-profit Commission Act 2012 and:
 - a. comply with Australian Accounting Standards - Reduced Disclosure Requirements; and
 - b. give a true and fair view of the financial position as at 30 June 2021 and of the performance for the year ended on that date 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
Peter Wilson AM



Director
David Davies

Dated 2 November 2021

2 November 2021

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF AUSTRALIAN NETWORK ON DISABILITY LIMITED

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Australian Network on Disability Limited (the Company), which comprises the statement of financial position as at 30 June 2021, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion the financial report of Australian Network on Disability Limited, has been prepared in accordance with *the Australian Charities and Not-for-profits Commission Act 2012*, including:

- a) giving a true and fair view of the Company's financial position as at 30 June 2021 and of its financial performance for the year then ended; and
- b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and *the Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report.

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

Independence

We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (including Independence Standard) (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.

Other Information

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

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

PKF(NS) Audit & Assurance Limited
Partnership
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Other Information (cont'd)

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 Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, directors are 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 the directors either intend to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The directors are 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 the financial report.

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for 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 the directors.

Auditor's Responsibilities for the Audit of the Financial Report (cont'd)

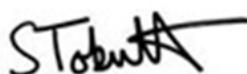
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If 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 the 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 the 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, action taken to eliminate threats or safeguards applied.



PKF
CHARTERED ACCOUNTANTS



SCOTT TOBUTT
PARTNER

2 NOVEMBER 2021
SYDNEY, NSW