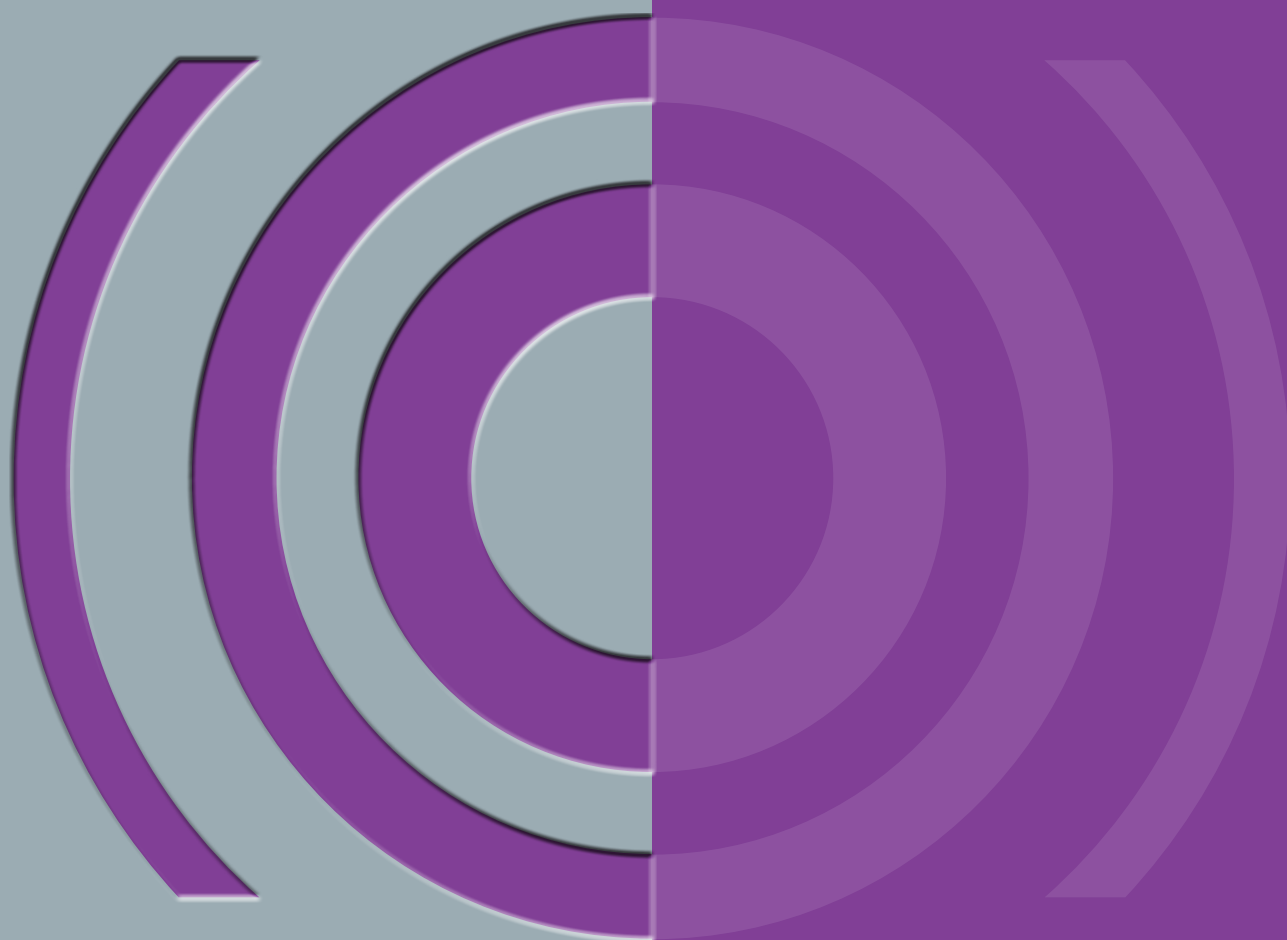




Financial statements

2024-25

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

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DIRECTORS' REPORT

Your Directors present this report on No To Violence Ltd (the "Entity") for the financial year ended 30 June 2025. In order to comply with the provisions of the *Australian Charities and Not-for-profits Commission Act 2012* (the "ACNC Act"), the Directors report as follows:

Directors

The names of each person who has been a Director during the year and to the date of this report are:

Ms Debra Filippin
Ms Jilly Charlwood
Mr Joshua Smith (appointed 24th October 2024 and resigned on 5th June 2025)
Ms Kristin Haynes
Mr Luis Menezes
Ms Natasha Foster
Ms Sarah Rainbird
Ms Susan Clifford (resigned on 27th March 2025)
Mr Timothy Lo Surdo
Mr Troy Edwards

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

Principal Activities

We work with men to end family violence. Our team works for members and our community through:

Men's Referral Service

A men's family violence telephone counselling, information and referral service operating around the country and is the central point of contact for men taking responsibility for their violent behaviour including the use of family violence. This includes a National Brief Intervention Service, the Family Advocacy Support Service (FASS) in Family Courts in Victoria and a Victorian funded Men's Accommodation and Counselling Support Service.

Advocacy

No to Violence works across our members, colleagues, the family violence sector and governments to develop and advocate for best practice policy in stopping men's use of family violence. Our advocacy and policy team is committed to positively affecting change in our community.

Workforce Development

No to Violence is a provider of training and professional development for the men's family violence sector, as well as working with sector and other organisations to embed support that enables men to stop violence and abusive behaviour. No to Violence provides a range of accredited and non-accredited training programs. We have an ongoing partnership with Swinburne University, delivering the Graduate Certificate in Client Assessment and Case Management.

Membership and Engagement

No to Violence works closely with our members across the national sector to establish and elevate best practice. Through leveraging and amplifying the voices of our membership we strengthen the Family Violence sector. No to Violence also delivers professional development to remote and regional First Nations communities as well as leads the National First Nations Family Violence Network.

Sector Development

No to Violence leads a range of Networks, forums and Communities of Practice which are both national and state based for Family Violence practitioners. Through providing opportunities for collaboration NTV supports knowledge translation and capability building. Through state and nationally funded projects NTV continues to increase the evidence base to address the use of Family Violence and support the sustainability of programs.

DIRECTORS' REPORT (CONTINUED)

Review of Operations

During the year, the Entity continued to engage in its principal activities, the results of which are disclosed in the attached financial statements.

The net current year surplus of the Entity for the financial year ended 30 June 2025 amounted to \$1,118,360 (2024: \$84,571).

Information on Directors

Ms Debra Filippin

Qualifications	B. Arts (Hons in Japanese), Master of Laws, Asialink Leaders Program
Experience	Board member since 2021
Special Responsibilities	Member of Corporate Governance Sub-Committee

Ms Jilly Charwood

Qualifications	B. Arts (Political Science & Cultural Studies), B. Comm, Diploma (Chinese), Grad Dip Leadership & Management
Experience	Board member since 2021
Special Responsibilities	Chair of Corporate Governance Sub-Committee

Mr Joshua Smith

Qualifications	Executive Masters (Public Administration), B. Law (Australian Indigenous Law), Graduate Certificate (Legal Practice)
Experience	Board member since 2024
Special Responsibilities	N/A

Ms Kristin Haynes

Qualifications	B. Law and B. Comm, Master of Commerce, Certified Customer Experience Professional
Experience	Board member since 2023
Special Responsibilities	Member of Quality, Risk & Safety Sub-Committee

Mr Luis Menezes

Qualifications	B. Bus, CPA
Experience	Board member since 2022
Special Responsibilities	Chair of Finance & Audit Sub-Committee, Member of Quality, Risk & Safety Sub-Committee

Ms Natasha Foster

Qualifications	B. Arts (English and Communications Studies); B. Law (LLB)
Experience	Board member since 2023
Special Responsibilities	Member of the Finance & Audit Sub-Committee Chair of Quality, Risk & Safety Sub-Committee

Ms Sarah Rainbird – Deputy Chair

Qualifications	B. Comm, LLB (Hons), Grad Cert Arts Management and Grad Cert in Public Art
Experience	Board member since 2019
Special Responsibilities	Member of the Finance & Audit Sub-Committee

Ms Susan Clifford

Qualifications	Executive Masters in Public Administration, Graduate Certificate in Applied Management, Executive Certificate, Harvard Kennedy School, Harvard University
Experience	Board member since 2023
Special Responsibilities	Member of Quality, Risk & Safety Sub-Committee

DIRECTORS' REPORT (CONTINUED)

Mr Timothy Lo Surdo – Chair

Qualifications	B. Law
Experience	Board member since 2021
Special Responsibilities	Member of Corporate Governance Sub-Committee Member of the Finance & Audit Sub-Committee

Mr Troy Edwards

Qualifications	B. Applied Science, Master of Arts (Anthropology & Sociology), Grad Cert Arts, GAICD
Experience	Board member since 2021
Special Responsibilities	Member of the Finance & Audit Sub-Committee

Meetings of Directors

During the financial year, five Board of Governance meetings were held. Attendances by each Director were as follows:

Directors	Board of Governance meetings	
	Number eligible to attend	Number attended
Ms Debra Filippin	5	5
Ms Jilly Charlwood	5	4
Mr Joshua Smith	5	3
Ms Kristin Haynes	5	5
Mr Luis Menezes	5	5
Ms Natasha Foster	5	4
Ms Sarah Rainbird	5	5
Ms Susan Clifford	4	2
Mr Timothy Lo Surdo	5	5
Mr Troy Edwards	5	4

The Entity is registered with the Australian Charities and Not-for-profits Commission and is a Company limited by guarantee. If the Entity is wound up, the constitution states that each member is required to contribute a maximum of \$1.00 towards meeting any outstanding obligations of the Entity. As at 30 June 2025, the number of members was 163.

Auditor's Independence Declaration

The auditor's independence declaration for the year ended 30 June 2025, has been received and can be found in the body of the audit report.

Signed in accordance with a resolution of the Board of Directors



Timothy Lo Surdo (Chair)

Dated this 16/10/2025

Walker Wayland Advantage Audit Partnership

Audit, Assurance & Risk Advisory

Level 22, 114 William Street
Melbourne VIC 3000
Australia

ABN 47 075 804 075

T +61 3 9274 0600

F +61 3 9274 0660

audit@wwadvantage.com.au

wwadvantage.com.au

AUDITOR'S INDEPENDENCE DECLARATION TO THE DIRECTORS OF NO TO VIOLENCE LIMITED

In accordance with Section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, I am pleased to provide the following declaration of independence to the Directors of No to Violence Limited.

As the lead audit partner for the audit of the financial report of No to Violence Limited for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been no contraventions of:

- i. the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii. any applicable code of professional conduct in relation to the audit

Walker Wayland Advantage

**WALKER WAYLAND ADVANTAGE AUDIT PARTNERSHIP
CHARTERED ACCOUNTANTS**



**AWAIS UR REHMAN
PARTNER**

Dated in Melbourne on this 16th day of October 2025.

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025**

	Note	2025	2024
		\$	\$
Revenue			
Revenue from grant funding	3(a)	6,206,600	6,913,061
Revenue from project funding	3(b)	6,366,155	5,618,767
Other income	3(c)	1,912,219	1,176,934
Total revenue and other income		14,484,974	13,708,762
Expenses			
Employee benefits expenses	4(a)	10,200,856	10,257,963
Project costs		1,425,858	1,434,792
Administrative and general expenses	4(b)	914,398	906,209
Occupancy and utilities	4(c)	294,520	369,040
Depreciation and amortisation	4(d)	298,058	340,887
Other expenses	4(e)	232,924	315,300
Total expenses		13,366,614	13,624,191
Surplus before income tax		1,118,360	84,571
Income tax expense	1(j)	-	-
Surplus for the year		1,118,360	84,571
Other comprehensive income		-	-
Total comprehensive income attributable to members of the Entity		1,118,360	84,571

The accompanying notes form part of these financial statements.

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025**

	Note	2025	2024
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5(a)	9,904,222	5,997,609
Accounts and other receivables	6	424,466	414,124
Term deposits	5(b)	260,243	248,161
Prepayments		251,130	162,263
TOTAL CURRENT ASSETS		10,840,061	6,822,157
NON-CURRENT ASSETS			
Right-of-Use assets	7	487,073	712,403
Property, plant and equipment	8	91,643	110,740
Intangible assets	9	-	-
TOTAL NON-CURRENT ASSETS		578,716	823,143
TOTAL ASSETS		11,418,777	7,645,300
LIABILITIES			
CURRENT LIABILITIES			
Accounts and other payables	10	982,200	876,827
Contract liability	11	3,797,726	1,210,105
Deferred revenue	13	251,901	202,268
Lease liability	7	261,701	249,938
Employee benefits provision	12	637,438	552,160
Provisions	14	-	25,000
TOTAL CURRENT LIABILITIES		5,930,966	3,116,298
NON-CURRENT LIABILITIES			
Lease liability	7	307,622	532,952
Employee benefits provision	12	109,713	43,934
TOTAL NON-CURRENT LIABILITIES		417,335	576,886
TOTAL LIABILITIES		6,348,301	3,693,184
NET ASSETS		5,070,476	3,952,116
EQUITY			
Accumulated surplus		5,070,476	3,952,116
TOTAL EQUITY		5,070,476	3,952,116

The accompanying notes form part of these financial statements.

NO TO VIOLENCE LTD

ABN: 64 524 175 321

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025

	Note	Accumulated surplus
		\$
Balance as at 1 July 2023		3,867,545
Comprehensive Income		
Surplus for the year attributable to members of the Entity		84,571
Other comprehensive income for the year		-
Total comprehensive income attributable to members of the Entity		84,571
Balance as at 30 June 2024		3,952,116
Balance as at 1 July 2024		3,952,116
Comprehensive Income		
Surplus for the year attributable to members of the Entity		1,118,360
Other comprehensive income for the year		-
Total comprehensive income attributable to members of the Entity		1,118,360
Balance as at 30 June 2025		5,070,476

The accompanying notes form part of these financial statements.

NO TO VIOLENCE LTD

ABN: 64 524 175 321

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025**

	Note	2025	2024
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from grants and other income		18,207,473	14,482,375
Payments to suppliers and employees		(14,256,489)	(15,643,176)
Interest received		275,707	227,027
Interest on Right-of-Use asset		(40,798)	(51,915)
Net cash generated from / (used in) operating activities	15	4,185,893	(985,689)
CASH FLOWS FROM INVESTING ACTIVITIES			
Net investment of funds in term deposits		(12,082)	(9,465)
Payment for purchase of property, plant and equipment		(53,631)	(5,683)
Net cash used in investing activities		(65,713)	(15,148)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of lease – principal		(213,567)	(190,725)
Net cash used in financing activities		(213,567)	(190,725)
Net increase / (decrease) in cash and cash equivalents		3,906,613	(1,191,562)
Cash and cash equivalents at the beginning of the financial year		5,997,609	7,189,171
Cash and cash equivalents at the end of the financial year	5	9,904,222	5,997,609

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1. Summary of significant accounting policies

These financial statements cover No to Violence Ltd as an individual entity, incorporated and domiciled in Australia. No to Violence Ltd is a company limited by guarantee. The Entity is registered under *Australian Charities and Not-for-Profits Commission Act 2012* ('ACNC Act 2012')

These financial statements were authorised for issue by the Directors of the Entity.

Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – AASB 1060: *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* of the Australian Accounting Standards Board (AASB) and the *Australian Charities and Not-for profits Commission Act 2012*. The Entity is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

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 stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accrual 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. The amounts presented in the financial statements have been rounded to the nearest dollar.

Significant accounting policies

a) Revenue

Revenue recognition

The Entity applies AASB 15: *Revenue from Contracts with Customers* and AASB 1058: *Income of Not-for-Profit Entities* using the cumulative effective method of initially applying AASB 15 and AASB 1058.

Operating grants, philanthropic funding, donations and bequests

When the Entity receives operating grant revenue, philanthropic funding, donations or bequests, it assesses whether the contract is enforceable and has sufficiently complied with specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Entity:

- identifies each performance obligation relating to the grant;
- recognises a contract liability for its obligations under the agreement; and
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficient specific performance obligations, the Entity:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9: *Financial Instruments*, AASB 16: *Leases*, AASB 116: *Property, Plant and Equipment* and AASB 138: *Intangible Assets*);
- recognises related amounts (being contributions by members, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer, client or funder); and
- recognises revenue immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Capital grant

When the Entity receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by members, lease liability, financial instruments, provisions) recognised under other Australian Accounting Standards.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1. Summary of significant accounting policies (*continued*)

a) Revenue (*continued*)

Interest income

Interest income is recognised using the effective interest method.

Provision of services

Revenue from the rendering of a service is recognised at the point in time that the service is provided to the client or funder.

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

b) Property, plant and equipment

Property, plant and equipment are measured on a cost basis less accumulated depreciation and any impairment losses.

Plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount and impairment losses are recognised in profit or loss. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1 (e) for details of impairment).

Plant and equipment that have been contributed at no cost, or for nominal cost, are initially recognised and measured at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets is depreciated on a straight-line basis over the asset's useful life to the Entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used are dependent on the respective asset and its useful life. Depreciation rates used for each class of depreciable assets - Computer equipment 33.33%; Office equipment 33.33%; and Leasehold improvements 20%.

Residual values and useful lives of assets are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise.

c) Leases

The Entity as lessee

At inception of a contract, the Entity assesses if the contract is a lease. If there is a lease present, a Right-of-Use asset and a corresponding lease liability is recognised by the Entity where the Entity is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of twelve months or less) and leases of low value assets are recognised as an expense on a straight-line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Entity uses the incremental borrowing rate.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1. Summary of significant accounting policies (*continued*)

c) Leases (*continued*)

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease

The Right-of-Use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the Right-of-Use assets is at cost less accumulated depreciation and impairment losses.

Right-of-Use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest. Where a lease transfers ownership of the underlying asset or the cost of the Right-of-Use reflects that the Entity anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

d) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Entity becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the Entity commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for accounts receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Accounts receivables are initially measured at the transaction price if the accounts receivables do not contain significant financing component or if the practical expedient was applied as specified in AASB 15: *Revenue from Contracts with Customers*.

Classification and subsequent measurement

Financial liabilities:

Financial liabilities are subsequently measured at amortised cost.

Financial assets:

Financial assets are subsequently measured at amortised cost.

A financial asset that meets the following conditions is subsequently measured at amortised cost:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1. Summary of significant accounting policies (*continued*)

d) Financial instruments (*continued*)

By default, all other financial assets that do not meet the measurement conditions of amortised cost and fair value through other comprehensive income are subsequently measured at fair value through profit or loss. The initial designation of financial instruments to measure at fair value through profit or loss is a one-time option on initial classification and is irrevocable until the financial asset is derecognised.

Derecognition

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

Derecognition of financial liabilities

A liability is derecognised when it is extinguished (i.e., when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability, is treated as an extinguishment of the existing liability and recognition of a new financial liability.

The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss.

Derecognition of financial assets

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All the following criteria need to be satisfied for the derecognition of a financial asset:

- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the Entity no longer controls the asset (i.e., has no practical ability to make unilateral decision to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

Impairment

The Entity recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost or fair value through other comprehensive income.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

The Entity uses the simplified approaches to impairment, as applicable under AASB 9: *Financial instruments*.

Simplified approach

The simplified approach does not require tracking of changes in credit risk at every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

This approach is applicable to:

- accounts receivables; and
- lease receivables.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1. Summary of significant accounting policies (*continued*)

d) Financial instruments (*continued*)

In measuring the expected credit loss, a provision matrix for accounts receivables is used, taking into consideration various data to get to an expected credit loss (i.e., diversity of its customer base, appropriate groupings of its historical loss experience, etc).

Recognition of expected credit losses in financial statements

At each reporting date, the Entity recognises the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

e) Impairment of non-financial assets

At the end of each reporting period, the Entity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, is compared to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in the profit and loss.

Where future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the Entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of a class of asset, the Entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

f) Employee benefits

Short-term employee benefits

Provision is made for the Entity's liability for employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related service, including wages and salaries. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The Entity's obligations for short-term employee benefits such as wages and salaries are recognised as part of accounts payable and other payables in the statement of financial position. Contributions are made by the Entity to an employee superannuation fund and are charged as expenditure when incurred.

Other long-term employee benefits

The Entity classifies employees' long service leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within twelve months after the end of the annual reporting period in which the employees render the related service. Provision is made for the Entity's obligation for the other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on high quality corporate bonds that have maturity dates that approximate the terms of the obligations. Upon the remeasurement of obligations for other long-term employee benefits, the net change in the obligation is recognised in profit or loss classified under employee benefits expense.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1. Summary of significant accounting policies (*continued*)

f) Employee benefits (*continued*)

Long-term benefits are presented as non-current liabilities in its Statement of Financial Position, except where the entity does not have the unconditional right to defer settlement for at least twelve months after the end of the reporting period, in which case the obligations are presented as current liabilities.

The Portable Long Service Leave scheme under the Long Service Benefits Portability Act 2018, which applies to workers in the community services industry, enables them to preserve their Long Service Leave benefits when transitioning between employers within the same industry. To support this program, employers are required to contribute an employer levy, which funds the initiative. This scheme was initially introduced in Victoria in 2019 and expanded to Queensland in 2021. The Portable Long Service Leave scheme does not replace the conventional Long Service Leave entitlements outlined in the Long Service Leave Act 2018.

Provision is made for the Entity's liability for long service leave from commencement of employment and from 1 July 2019 Long Service Leave has been paid to the Victorian Portable Long Service Leave Authority in accordance with the *Long Service Benefits Portability Act 2018*.

Retirement benefit obligations

Defined contribution superannuation benefits

All employees of the Entity receive defined contribution superannuation entitlements, for which the Entity pays the fixed superannuation guarantee contribution (currently 11.5% of the employee's average ordinary salary) to the employee's superannuation fund of choice. All contributions in respect of employees' defined contribution entitlements are recognised as an expense when they become payable. The Entity's obligation with respect to employees' defined contribution entitlements is limited to its obligation for any unpaid superannuation guarantee contributions at the end of the reporting period. All obligations for unpaid superannuation guarantee contributions are measured at the (undiscounted) amounts expected to be paid when the obligation is settled and are presented as current liabilities in the Entity's statement of financial position.

g) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, and other short term highly liquid investments with original maturities of three months or less, and bank overdrafts.

h) Accounts and other receivables

Accounts and other receivables include amounts due from donors and any outstanding grant receipts and other miscellaneous debtors. Receivables expected to be collected within twelve months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

i) Goods and Services Tax (GST)

Revenues, expenditure and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the Statement of Financial Position.

Cash flows are presented on a gross basis. The GST components of cash flow arising from investing or financing activities, which are recoverable from or payable to the ATO, are presented as operating cash flows included in receipts from customers or payments to suppliers.

j) Income tax

No provision for income tax has been raised as the Entity is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

k) Intangible assets

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

l) Provisions

Provisions are recognised when the Entity 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 recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1. Summary of significant accounting policies (*continued*)

m) Accounts and other payables

Accounts and other payables represent the liability for goods and services received by the Entity that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amount normally paid within thirty days of the recognition of the liability.

n) Comparative figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

o) Critical accounting estimates and judgements

The Directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Entity.

i. Useful lives of property, plant and equipment

As described in Note 1(b), the Entity reviews the estimated useful lives of property, plant and equipment at the end of each annual reporting period.

ii. Performance obligations under AASB 15: Revenue from Contracts with Customers

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/type, cost/value, quantity, and the period of transfer related to the goods or services promised.

iii. Lease term and option to extend under AASB 16: Leases

The lease term is defined as the non-cancellable period of a lease together with both periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option; and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. The options that are reasonably going to be exercised is a key management judgement that the Entity will make. The Entity determines the likelihood to exercise the options on a lease-by-lease basis looking at various factors such as which assets are strategic and which are key to future strategy of the Entity.

iv. Employee benefits

For the purpose of measurement, AASB 119: *Employee Benefits* defines obligations for short-term employee benefits as obligations expected to be settled wholly within twelve months after the end of the annual reporting period in which the employees render the related service. The Directors believe that obligations for part of annual leave entitlements satisfy the definition of short-term employee benefits and are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2. Economic dependence

The entity is dependent on the funding from Federal and State Governments' agencies for its operating activities. At the date of this report the Board of Directors are confident that the Federal and State Governments' agencies would continue to sustain the entity's operations.

3. Revenue

(a) Revenue from grant funding

	Note	2025 \$	2024 \$
Victoria		4,918,327	4,555,014
New South Wales		1,107,427	1,752,980
Tasmania		180,846	180,850
South Australia		-	424,217
Total		6,206,600	6,913,061

(b) Revenue from project funding

Federal		3,631,121	2,423,360
Victoria		2,671,034	3,059,407
New South Wales		64,000	136,000
Total		6,366,155	5,618,767

(c) Other income

Fee for services		959,538	475,611
Graduate certificate		143,450	163,568
Philanthropic funding		-	54,955
Membership fees		36,622	42,565
Consulting		221,393	85,928
Workcover		142,529	-
Government subsidies		-	5,367
Interest received		275,707	227,027
Sundry income		132,980	121,913
Total		1,912,219	1,176,934

Total revenue and other income

14,484,974	13,708,762
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Significant amount of revenue is recognised over a period of time. The Entity has recognised contract liability for unexpended grants, revenue in advance and other revenue to the extent it has not fulfilled its obligations as at the end of reporting period in line with AASB 15: Revenue from Contracts with Customers. This is reported in Note 11 Contract liability.

4. Expenses

(a) Employee benefits expenses

Salaries and wages		8,908,272	8,985,064
Defined contribution expense		974,439	896,414
Leave expense		248,383	98,942
Staff recruitment expense		11,976	165,426
Other employee benefits expense		57,786	112,117
Total		10,200,856	10,257,963

Notes to the Financial Statements

For the Year Ended 30 June 2025

4. Expenses (*continued*)

	Note	2025 \$	2024 \$
b. Administrative and general expenses			
Marketing and promotion		123,824	126,956
Travel expenses		178,383	195,150
Information technology expenses		518,667	453,150
Training and development		61,214	54,625
Legal expenses		32,310	76,328
Total		914,398	906,209
c. Occupancy and utilities			
Rent		201,015	234,013
Electricity		13,070	13,694
Telephone		58,629	95,489
Office maintenance and cleaning		21,806	25,844
Total		294,520	369,040
d. Depreciation and amortisation			
Property, plant and equipment, and intangible assets		72,728	115,558
Right-of-Use asset		225,330	225,329
Total		298,058	340,887
e. Other expenses			
Insurance expense		71,256	39,637
Consultant expenses		-	51,600
Language and cultural services		38,997	35,760
Bank charges		5,829	4,851
Auditor's remuneration (refer disclosure below)		21,850	22,800
Finance expenses (Right-of-Use)		40,798	51,915
Sundry expenses		54,194	108,737
Total		232,924	315,300
Auditor's remuneration			
Audit and review of the financial statements		21,850	22,800
Other services		-	-
Total		21,850	22,800

	Note	2025 \$	2024 \$
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5. Cash at bank and in hand

(a) Cash and cash equivalents

Cash at bank - operational	2,425,305	4,873,626
Cash at bank – deposits with maturity less than 3 months	7,478,534	1,123,600
Cash on hand	383	383
Total	9,904,222	5,997,609

Cash at bank is held at a financial institution with good credit rating. Cash at bank comprises of term deposits with a maturity period of less than 3 months. The entity has a restricted overdraft facility of \$234,297 (2024: \$234,297)

(b) Term deposits

Deposits with a maturity longer than 3 months	260,243	248,161
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The above deposit is held as security for guarantees issued by the bank in favour of two leasehold properties. Refer to Note 7

Notes to the Financial Statements

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
6. Accounts and other receivables			
Accounts receivables		419,821	401,667
Other receivables		4,645	12,457
Total		424,466	414,124
Management has evaluated the expected credit loss on accounts receivable and concluded that there is no material impact on the balances. Therefore, no provision has been recognized as of 30 June 2025.			
7. Right-of-Use assets and lease liability			
The Entity's lease portfolio includes two offices located in Melbourne, Victoria and Adelaide, South Australia.			
The Melbourne office has non-cancellable lease with a term of 5 years ending on 31 May 2027 with no further option to renew. Rent is paid in advance on a monthly basis and is subject to an increase of 3.75% per annum on each anniversary of the commencement date.			
The South Australia office has non-cancellable lease with a term of 5 years ending on 30 November 2027, with a further option to renew for another five-year term. This option to extend has not been taken into consideration by Management for the purpose of recognising Right-of-Use asset and corresponding liabilities. Rent is paid in advance on a monthly basis and is subject to an increase of 3.50% per annum on each anniversary of the commencement date.			
The lease agreements do not impose any covenants other than the security interests in the leased assets that are held by the lessor. Leased assets may not be used as security for borrowing purposes. The bank guarantees for these properties in favour of the landlord have been issued by the bank. Refer to Note 5(b).			
		2025 \$	2024 \$
(i) Right-of-Use assets			
Leased premises		1,172,735	1,172,735
Less: accumulated depreciation		(685,662)	(460,332)
Total Right-of-Use asset		487,073	712,403
<i>Movement in carrying amounts:</i>			
Balance at 1 July		712,403	937,732
Less: depreciation during the year		(225,330)	(225,329)
Net carrying value at the end of the year		487,073	712,403
(ii) Lease liability			
Current lease liability		261,701	249,938
Non-current lease liability		307,622	532,952
Total		569,323	782,890
<i>Movement in lease liabilities:</i>			
Balance at 1 July		782,890	973,615
Repayments during the year		(213,567)	(190,725)
Total		569,323	782,890
<i>Expenditure in relation to Right-of-Use assets recognised in the Statement of Profit or Loss</i>			
Amortisation of Right-of-Use assets		225,330	225,329
Interest expense		40,798	51,915
Total		266,128	277,244
<i>Commitments in relation to lease liability (undiscounted)</i>			
- Not later than one year		266,524	259,752
- Later than one year and not later than five years		397,666	551,229
Total		664,190	810,981

Notes to the Financial Statements

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
8. Property, plant and equipment			
Computer equipment – at cost		415,556	361,925
Less: accumulated depreciation		(369,196)	(349,620)
Total computer equipment		46,360	12,305
Office equipment – at cost		407,657	407,657
Less: accumulated depreciation		(369,107)	(319,628)
Total office equipment		38,550	88,029
Leasehold improvements – at cost		145,850	145,850
Less: accumulated depreciation		(139,117)	(135,444)
Total leasehold improvements		6,733	10,406
Total property, plant and equipment		91,643	110,740

Movement in property, plant and equipment:

	Computer equipment	Office equipment	Leasehold improvements	Total
	\$	\$	\$	\$
Balance as at 1 July 2023	52,827	143,356	14,079	210,262
Add: assets purchased during the year	-	5,683	-	5,683
Less: depreciation for the year	(40,522)	(61,010)	(3,673)	(105,205)
Net carrying amount at 30 June 2024	12,305	88,029	10,406	110,740
Balance as at 1 July 2024	12,305	88,029	10,406	110,740
Add: assets purchased during the year	53,631	-	-	53,631
Less: depreciation for the year	(19,576)	(49,479)	(3,673)	(72,728)
Net carrying amount at 30 June 2025	46,360	38,550	6,733	91,643

	Note	2025 \$	2024 \$
9. Intangible assets			
Intangible assets – at cost		287,157	287,157
Less: accumulated amortisation		(287,157)	(287,157)
Carrying value of intangible assets		-	-

Movement in intangible assets:

Balance as at 1 July	-	10,353
Less: amortisation for the year	-	(10,353)
Net carrying amount at 30 June	-	-

Notes to the Financial Statements

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
10. Accounts and other payables			
Accounts payable		124,331	390,690
GST payable		441,004	177,046
Accrued salaries and wages		331,231	236,792
Other payables		85,634	72,299
Total		982,200	876,827

	Note	2025 \$	2024 \$
11. Contract liability			
Unexpended grants		3,797,726	1,210,105
Total contract liability		3,797,726	1,210,105

Movement of contract liability

Balance as at 1 July		1,210,105	2,383,045
Add: grant funding received during the year		11,618,182	11,358,887
Less: recognised as revenue during the year		(9,030,561)	(12,531,827)
Balance as at 30 June		3,797,726	1,210,105

These grants are enforceable and have specific performance obligations in accordance with AASB 15: *Revenue from Contracts with Customers*. Revenue is recognised when the performance obligations are satisfied, at which point the corresponding contract liability is released. Management expects all performance obligations to be fulfilled within the next twelve months from the date of this financial report.

12. Employee provisions

	Note	2025 \$	2024 \$
Current			
Provision for annual leave		577,146	453,846
Provision for long service leave		60,292	98,314
Total current employee provisions		637,438	552,160

Non-current

Provision for annual leave		109,713	43,934
Provision for long service leave			
Total non-current employee provisions		109,713	43,934

Total employee provisions		747,151	596,094
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Movement of employee provisions

Balance as at 1 July		596,094	601,823
Add: provision raised during the year		501,393	713,758
Less: provisions utilised during the year		(350,336)	(719,487)
Balance as at 30 June		747,151	596,094

The Entity has eligible and non-eligible employees concerning Portable Long Service Leave scheme. Employees who do not meet the eligibility criteria, a Long Service Leave provision of \$60,292 (2024: \$43,934) has been made. For eligible employees, the total payments made to the Portable Long Service Leave Authority in compliance with the relevant regulations amounted to \$157,653 (2024: \$131,370). As of 30 June 2025, the balance of Portable Long Service Leave provision is \$39,354 (2024: \$30,532). Also refer to Note 1(f).

Notes to the Financial Statements

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
13. Deferred revenue			
Membership fee		23,981	41,959
Training income		227,920	160,309
Total revenue received in advance		251,901	202,268

Training income received during the financial year for training services yet to be delivered, has been deferred and carried forward to the next financial year. Similarly, membership fees related to future periods have also been deferred and will be recognised as revenue in the subsequent financial year

	Note	2025 \$	2024 \$
14. Provisions			
Legal provision		-	25,000

In the prior year, the Entity is involved in an ongoing legal case that may result in a settlement. A provision has been recognised based on management's estimate based on received legal advice. Legal provision was reversed in the current year.

	Note	2025 \$	2024 \$
15. Reconciliation of cash flow from operating activities with net current year surplus			
Net surplus for the year		1,118,360	84,571
<i>Non-cash adjustments:</i>			
- Depreciation and amortisation		298,058	340,887
<i>Changes in working capital:</i>			
- Change in accounts and other receivables		(10,342)	(315,940)
- Change in prepayments		(88,867)	23,472
- Change in accounts and other payables		105,373	174,454
- Change in contract liability and deferred revenue		2,637,254	(1,298,422)
- Change in provisions		126,057	5,289
Net cash used in operating activities		4,185,893	(985,689)

16. Transaction and balances related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

	Note	2025 \$	2024 \$
<i>Key Management remuneration</i>			
Remuneration of Key Management Personnel (in aggregate)		725,811	791,743

The above remuneration includes salaries and wages and short-term employee benefits for the executive members of Management who are assumed to directly or indirectly influence the decision-making process of the Entity. No Directors of the Board have received any remuneration for the current and previous year.

Other related parties

Other related parties include close family members of Directors and Key Management Personnel, and entities that are controlled by those Directors and Key Management Personnel individually or collectively with their close family members.

Notes to the Financial Statements

For the Year Ended 30 June 2025

17. Financial risk management

All of the Entity's financial instruments are measured at amortised cost with no instruments at fair value. The totals for each category of financial instruments, measured in accordance with AASB 9: Financial Instruments as detailed in the accounting policies (see Note 1) to these financial statements, are as follows:

	Note	2025 \$	2024 \$
Financial assets			
<i>Financial assets at amortised cost</i>			
Cash and cash equivalents	5	9,904,222	5,997,609
Accounts and other receivables		424,466	414,124
Term deposits	5(b)	260,243	248,161
Total financial assets		10,588,931	6,659,894
Financial liabilities			
<i>Financial liabilities at amortised cost</i>			
Accounts and other payables (excluding GST payable)	10	541,196	699,781
Lease liability	7	569,323	782,890
Total financial liabilities		1,110,519	1,482,671

18. Contingent liability and other commitments

The Entity does not have any contingent liabilities and commitments as at 30 June 2025 other than those which have been disclosed elsewhere in the financial statements (30 June 2024: nil).

19. Members' guarantee

The Entity is registered with the Australian Charities and Not-for-profits Commission and is a Company limited by guarantee. If the Entity is wound up, the constitution states that each member is required to contribute a maximum of \$1.00 towards meeting any outstanding obligations of the Entity. As at 30 June 2025, number of members were 163.

20. Corporate information

The registered office and principal place of business is not disclosed for practical and sensitive reasons.

DIRECTORS' DECLARATION

In accordance with a resolution of the Directors of No to Violence Ltd, the Directors of the Entity declare that:

1. The financial statements and notes, as set out on pages 6 - 23, satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - a) comply with Australian Accounting Standards – AASB 1060: *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* applicable to the Entity; and
 - b) give a true and fair view of the financial position of the Entity as at 30 June 2025 and of its performance for the year ended on that date.
2. In the Directors' opinion there are reasonable grounds to believe that the Entity 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*.

Signed: 
Director: Luis Menezes

Dated this 16/10/25

Signed: 
Chair: Timothy Lo Surdo

Dated this 16/10/2025

Walker Wayland Advantage Audit Partnership

Audit, Assurance & Risk Advisory

Level 22, 114 William Street
Melbourne VIC 3000
Australia

ABN 47 075 804 075

T +61 3 9274 0600

F +61 3 9274 0660

audit@wwadvantage.com.au

wwadvantage.com.au

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NO TO VIOLENCE LIMITED

Opinion

We have audited the financial report of No to Violence Limited (the "Entity"), which comprises the:

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- Statement of Financial Position as at 30 June 2025;
- Statement of Profit or Loss and Other Comprehensive Income;
- Statement of Changes in Equity;
- Statement of Cash Flows for the year then ended;
- Notes to the financial statements, including a summary of significant accounting policies; and
- Directors' Declaration.

In our opinion the accompanying financial report of the Entity has been prepared in accordance with Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012 (ACNC Act), including:

- (a) giving a true and fair view of the Entity's financial position as at 30 June 2025 and of its financial performance for the year then ended; and;
- (b) complying with Australian Accounting Standards Board – AASB 1060: *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* and Division 60 the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis of 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 Entity 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 Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter – Economic Dependence

We draw attention to Note 2 to the financial report, which indicates that the Entity is dependent on the funding from Federal and State Governments' agencies for its operating activities. At the date of this report the Board of Directors are confident that the Federal and State Governments' agencies would continue to support the Entity's operations.

Our opinion is not modified in respect of this matter.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NO TO VIOLENCE LIMITED (CONTINUED)

Information Other Than the Financial Report and Auditor's Report

The Directors are responsible for the other information. The other information comprises the information included in the Entity's annual report for the year ended 30 June 2025 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 the Directors for the Financial Report

The Directors of the Entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards Board – AASB 1060: *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* and the ACNC Act, and for such internal control as the Directors determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

The Directors of the Entity are responsible for overseeing the Entity'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 the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment 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 Entity's internal control.

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF NO TO VIOLENCE LIMITED (CONTINUED)**

Auditor's Responsibilities for the Audit of the Financial Report

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
 - 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 Entity'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 Entity 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 of the Entity 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, related safeguards.

Walker Wayland Advantage

**WALKER WAYLAND ADVANTAGE AUDIT PARTNERSHIP
CHARTERED ACCOUNTANTS**



**AWAIS UR REHMAN
PARTNER**

Dated in Melbourne on this 16th day of October 2025.