



2024 ANNUAL REPORT



OUR VENUES



THE EX SERVOS

157 Junction St, Nowra NSW 2541

Established in 1945, The Ex Servos is located conveniently in the heart of Nowra. Our dedicated team is committed to providing a comprehensive range of amenities and services tailored to meet the needs of our valued members. Enjoy the convenience of ample parking facilities as you step into our vibrant establishment. With live musical performance, raffles and poker as part of our regular activity. Indulge in friendly competition with friends on our premium snooker tables or try your luck with our comprehensive TAB and KENO options.



WORRIGEE SPORTS

131 Greenwell Point Rd, Worrigee NSW 2540

Situated in the picturesque Shoalhaven region, our club offers breathtaking views of the Worrigee Links golf course and the Cambewarra Mountains. Host to family-friendly dining at The Pepper Trees, live sports, and lawn bowls, Worrigee Sports Club provides a perfect blend of leisure activities for all ages. Just a short drive from Sydney and Jervis Bay's pristine beaches, our club boasts multiple function spaces available for hire, accompanied by excellent catering services to suit all event needs. Whether you're planning a corporate gathering, a wedding reception, or a casual get-together, Worrigee Sports Club promises an unforgettable experience amidst stunning surroundings.



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PRESIDENT'S REPORT

Dear Members,

It gives me great pleasure to present my report for the 77th annual meeting on June 23rd, 2024. This year has been one of progress, resilience, and community spirit, and I am proud to share our achievements and future plans with you.

In Memoriam

Firstly, I extend our heartfelt condolences to the families of members who have suffered a loss this past year. We are deeply saddened by the passing of our former President, Mr. Kevin Duffey, who served as a dedicated member for 61 years and contributed over 40 years as President and Board member. Kevin's legacy and commitment to our club will always be remembered. Rest in Peace, Kevin.

Acknowledgements

I would like to express my gratitude to Greg, Bill, and the entire Board for their unwavering support and teamwork throughout the year. Our collective efforts have been instrumental in driving the club forward.

A special thank you to Bernie, Andrew, and their teams for their outstanding work throughout the year. Their dedication and hard work have been pivotal to our success. Notably, the golf pro shop and greenkeepers have achieved remarkable growth, exceeding \$1,000,000 in revenue. Well done to everyone involved!

Renovations

Exciting times are ahead as our new renovation plans are nearing final approval by the council. Once signed off, the real work will begin, and we

look forward to transforming our facilities to better serve our members.

Catering

Our main club's dining experience has been elevated with the addition of Table Matters, bringing a fantastic boost to our community and a wonderful kids play area. Pepper Trees continue to impress with their excellent food choices, and we are confident they will keep delighting our members.

Despite some challenges, we made a strategic decision to close The Grower's temporarily. We have been actively seeking potential partners to revamp this area, with a new look and concept aimed at driving growth and providing better results for the club and its members. Stay tuned for exciting relaunch in August.

Financial Strength

Our financial position remains robust, thanks to the exceptional efforts of Sara Goodwin, Bernie Brown, and Andrew Gunn. Their strategic financial management has ensured our continued stability and growth.

Sporting Success

I am thrilled to report a significant milestone for our club – our Shield team secured its first trophy since the club's establishment in 2005. Competing against local clubs from Shoalhaven Heads to Sussex Inlet, the team won 4 out of their 5 games, clinching the Shield with a decisive victory over Callala at Sussex Inlet.

Special recognition goes to the team members who have shown dedication and skill over the years. The team, led by Captain Les Berghofer, includes Troy Monie, Col Brigstock, Paul Wallace, Phil Viret, Evan Norris, Lloyd Pigram, Graeme Bannister, John Van Deijen, Nick Themsen, and Garry Dwyer. Your hard work and perseverance have finally paid off, and we are immensely proud of your achievements.

Looking Ahead

As we look forward to the coming year, I am filled with optimism and excitement for what lies ahead. Our community's resilience and dedication have been our greatest strengths, and I am confident that together, we will continue to achieve great things.

Thank you all for your ongoing support and commitment to our club. Let's make 2025 another remarkable year!

Sincerely,

ALAN BIRD
PRESIDENT



CEO'S REPORT

Dear Members,

Welcome to the Annual Report for 2024. It is my pleasure to provide you with an overview of our trading period and a wrap-up of the year that was. Despite facing economic challenges, we have continued to support our community and provide excellent facilities and services to our members. Our Board, along with the group executive, has diligently navigated these times and supported several initiatives and strategic plans.

Overall Performance: While we faced economic pressures such as RBA rate rises, inflation, and low wage growth, we maintained a stable financial position. We have experienced a softening of gaming and bar revenues which is largely due in part to the continued pressures on household discretionary expenditure. This was further revealed by a recent survey conducted by the Club showing that 46% of respondents had reduced visitation with 53% citing cost of living or change to personal circumstances as the main reason.

Departmental Highlights:

Bar:

- Revenue: \$3,155,395
- Net Profit: \$916,892

Gaming:

- Revenue: \$12,475,938
- Net Profit: \$7,424,376

Bistro:

- Revenue: \$2,186,086
- Net Profit: \$141,198

The principle of "profit for purpose" remains at the core of our operations, ensuring we can continue to provide valuable community support,

maintain and expand member facilities, offer employment opportunities, and support local businesses.

Our People

Our Group COO, Andrew Gunn, has once again demonstrated strong leadership, supported by our group executive team, department heads, and Customer Service Management team. Special thanks to Group CFO, Sara Goodwin, for her financial guidance. Michelle Bell has also been instrumental in leading membership team and delivering executive support. The greens team, led by Sports Turf Manager Chris Regan and his 2ic Adam Fortier, has done an outstanding job maintaining our grounds and sports surfaces.

Our volunteers in the sporting sub-clubs have been crucial, managing events and competitions under challenging conditions. Thank you for your hard work and perseverance.

Board and Governance

Under the leadership of President Alan Bird, the Board has remained well-informed and made strategic decisions for the club's benefit. Their proactive approach and engagement with new ideas have been vital for our continued success. The Board's stability and cohesion directly reflect the club's performance, ensuring we follow strategic objectives for the members' benefit.

Sadly, this year we lost a life member, Club legend and former Chairman, Mr Kevin Duffey. His passing was a sad time for the Club; however, we will remember and reflect

on his dedication and long service not only to the Club but as a director and executive board member as well. Additionally, a number of well known and respected members also passed this year and we extend our warmest sympathies to all of their families.

Looking Forward

The Board made the decision during the year to wind up The Growers operation after the holiday season and look to offer the space to an experienced and capable contractor. We were inundated with applicants with the initial offer exceeding expectations resulting in 37 expressions of interest. The Board have now appointed the successful operator and we are excited to reveal our new partner in the coming months. We expect the eatery to re-open early August in preparation for spring.

We extend our deepest gratitude to our members for your ongoing support and patience as we continue to renovate and improve facilities as part of our master planning and upgrades schedules. Your patronage allows us to maintain our strong community grants program, which is needed more than ever.

Thank you to everyone who has contributed to our success over the past year. We look forward to continuing our journey together in 2025.

Sincerely,

BERNIE BROWN ACCM MAICD
GROUP CEO

SNAPSHOT



\$21,892,842
TOTAL
REVENUE



\$330K
IN RAFFLE
TICKET
SALES



12.3K
BURGERS
SOLD




\$3.96M
TOTAL NET
INCOME



18,728
MEMBERS



21.2K
SCHNITTY'S
SOLD



90K
TOTAL
VISITORS



23.8K
COFFEES
SOLD



1,688
KEGS OF
BEER SOLD

2024 STRATEGIC GOALS

01

SIGNATURE CUSTOMER EXPERIENCE

Develop a signature customer experience that is recognised in our community, aligned to our market's existing and future needs

02

LEADING & RELEVANT FACILITIES

Continue to make improvements to our venues in the short to medium term, whilst we develop long-term Master Plans for them

03

CIVIC LEADER

A respected and relevant civic leader that serves the needs of our community

04

EMPLOYER OF CHOICE

An employer of choice, modelling constructive style leadership behaviours

05

HIGH PERFORMING ORGANISATION

A high performing organisation that embraces documented, efficient, effective and relevant internal processes

06

BEST PRACTICE GOVERNANCE

Be recognised in our industry and by our key stakeholders as an organisation that takes a best practice approach to corporate governance

07

FINANCIAL SUSTAINABILITY

Ensure our long-term viability through sustainable practices, sustainable investment and the consideration of opportunities that will allow us to grow, strengthen and improve our Profit for Purpose business model



OUR VISION

To provide leading, relevant and inclusive hospitality, lifestyle, sporting and community services through a sustainable and socially responsible profit for purpose business model.

OUR MISSION

We care for the Shoalhaven.
Every person, every time. In
everything we do.



OUR VALUES

- Respect
- Empowerment
- Openness
- Collaboration

CEO & THE BOARD



Alan Bird
PRESIDENT



Bernie Brown ACCM MAICD
CHIEF EXECUTIVE OFFICER



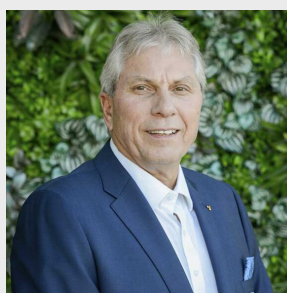
Bill Garrick
VICE PRESIDENT



Greg Sturgiss
VICE PRESIDENT



John Newbold
DIRECTOR



Phil Viret
DIRECTOR



Neville Whalan
DIRECTOR



Shayne Ashton
DIRECTOR

LIFE MEMBERS

1958	F.R. SQUIRE	1969	N.M. WILLIAMS	1979	A.K. ALDOUS	1993	K.F. DUFFEY
1959	J.H. OAKLEY	1971	C. BRANSON (HON)	1980	F. SAUNDERS	1998	J. BRAIDEN
1960	C.M. HENKEL	1971	L. FRANKLIN	1981	C.S. FRANCIS	2001	N. WHALAN
1961	A.J. PERRY	1973	M.J. BOWDEN	1984	N.W. BIFFIN	2002	A. LEWIS
1962	V.K. WALSH	1973	R.E. STEPHENSON	1985	P.F. JONES	2004	C. LAURIE
1962	L. BAINBRIGGE	1974	G.S. JENNINGS	1986	T.W. VANCE	2004	G. MCMILLAN
1964	W.C. HALL	1976	L. FERNIE	1986	G. GANDERTON	2005	A. BIRD
1965	K.N. HANSON	1977	J.E. LECK	1988	A.W. ANNING	2012	C. ALLEN
1966	C.L. REID	1978	J.W. ELLIOTT	1989	G.A. WALTER	2019	K. BRYSON (Post.)
1968	R.J. RAINFORD	1978	C. LAZURUS	1990	R. CATENICH	2019	J. NEWBOLD

CORPORATE GOVERNANCE

The Shoalhaven Ex-Services Group is firmly committed to strong corporate governance. We prioritise enforcing proper training and implementing clear processes throughout our entire organisation. See how we are putting these principles into action.

DIRECTORS TRAINING

In February 2024, we conducted training, Providing directors and managers with the knowledge, tools, and skills they need to oversee club governance.

This training include the The CEI Course – which focused on the core training requirements which is compulsory under the Gaming Code of Practice.

1. Responsible Gambling Board Oversight - ClubSafe
2. Tenders and Contracts for Building and Construction - Consideration & Challenges - Elite Legal
3. Financial Resilience - Navigating Risk & Building Sustainability – PKF

CHANGES TO SELF-EXCLUSION

Changes to self-exclusion have come into effect this year with 3rd party, venue and QR self-discrete exclusions.



GROUP ENVIRONMENTAL RESPONSIBILITY

The Shoalhaven Ex-Services Group is committed to environmental responsibility and actively strives to incorporate this value into our daily operations. As a testament to this dedication, we've outlined a series of figures that showcase our ongoing efforts to implement sustainable practices.

GROUP STATS TO
31ST MARCH 2024

SOLAR YIELD
787.232 MWH

CO2 REDUCTION
651.8 TONNES

EQUIVALENT TO
168.72 CARS
OFF THE ROAD



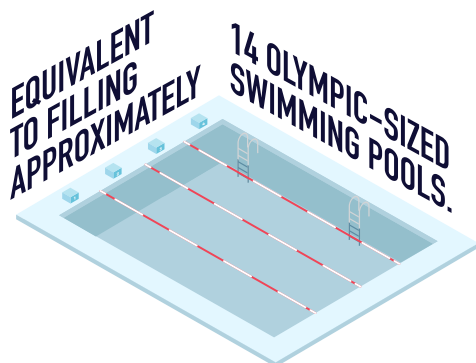
& 111 HOMES
POWERED FOR
1 YEAR.



RECLAIMED WATER MANAGEMENT
SCHEME COURSE IRRIGATION

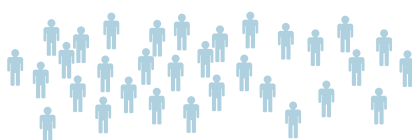
PAST 12 MONTHS
35.5 MILLION LITRES USED

COST \$0



EQUIVALENT
TO FILLING
APPROXIMATELY
14 OLYMPIC-SIZED
SWIMMING POOLS.

MEETING THE
DAILY WATER NEEDS
OF A CITY WITH A POPULATION OF



OVER **200,000** PEOPLE

BREWING OVER

178
MILLION

CUPS OF COFFEE

EXPLOREN
EV CHARGING
STATION

CHARGERS
INSTALLED

2

KWH CHARGED

2756.12

PETROL
OFFSET (L)

1475.5

CHARGING
SESSIONS

219

CARBON OFFSET

652.28kg

SUSTAINABILITY
FUN FACT -
61,440 STUBBIES
RECYCLED

GIVING BACK TO THE COMMUNITY

We are pleased to partner with many local charities and community organisations through our club grants program to provide a range of cash donation and in-kind support.

CATEGORY 1 PROJECTS	DONATION
Family Support, Emergency or Low Cost Accommodation	\$45,150
Volunteer Emerging Service	\$1,000
Aged, Disability or Youth Services	\$1,000
Veteran Welfare Services	\$33,325
Victims of Natural Disasters	\$10,000
Community Education Programs	\$1,000
Health Promotion Incentives	\$4,950
Community Transport Services	\$1,000
TOTAL	\$97,425

GIVING BACK TO CLUB GRANTS RECIPIENTS

Anglicare
Biggest Morning Tea
Can Assist
Cancer Council NSW
Catholic Care
Combined Probus Jervis Bay
Country South Steelers
Culburra & Districts Rugby League Football Club
Daily Press
Dance Club
Evening View Club
Exservicemens Mens Golf
Ex-Servos Sports Council
HMAS Albatross
Indoor Sports
Invictus Australia
Jervis Bay Yacht Club
Koori Knockout Cup
Longest Day Golf Challenge
Marriage Course Alpha
Mens Bowling Club
Mens Golf Club
Murphy Family Funerals
Nowra Albatross Football club
Nowra Bomaderry Jets
Nowra High School
Nowra Warriors
Nowra Warriors Junior RLFC Incorporated
NSW Rugby League
Orange Ex-Servicemen's Club
Phoenix Soccer Group
Saints Netball Club
Salt Care
Shoalcoast Community Legal Centre
Shoalhaven Cancer Care Centre
Shoalhaven Cricket Umpires

Shoalhaven District Cricket Association
Shoalhaven Exservicemens Cricket Club
Shoalhaven Exservicemens fishing club
Shoalhaven Rugby Union
Shoalhaven United Soccer
Showmow Racing Australia
Snooker Club
Social Bowling Club
Social Golf Club
South Coast Group 7 Rugby League
South East Phoenix FC
Southern Bass Fishing
Stars of Nowra
Stella Studio
Street Rodders
Ten Pin Bowling Presentation
Veterans Golf Club
Werninck Craft Cottage
Women's Golf Club
Worrigee Links Women's Golf Club
Worrigee Sports Bowls
Bernie Regan Sporting Trust
Nowra - Bomaderry Rugby League Football Club
Nowra RSL
NSW Department of Education
Retired Police Association
Salt Care
Shoalhaven District Cricket Association
South Coast Black Cockatoos
South Coast Group 7 Rugby League
South East Phoenix FC
Southern Bass Fishing
Sporting Shooters Association Australia
Street Rodders
The Disability Trust

WORRIGEE MEN'S GOLF

We would like to thank the club for approving our grant to assist the operation and running cost for Men's golf.

Some of the events that we have used the funds for:

Worrigee Open

This is one of our major events and open to all golfers. Funds from the grant were used to assist with prize money. The event shows our course to golfers from other clubs. This year we had 130 players enter with 20 players from other clubs as far away as Bathurst Wagga Wagga and Sydney.

The Open winner this year was Colin Mitchell from Shellcove Golf club with a fine round of 65, 5 under par.

This year we entered 3 teams in Representative competitions. B Grade Pennants, White Horse Cup and Shoalhaven Shield.

Funds from the grant assisted in purchasing shirts for our team. Players received positive feedback on our uniforms.

As for results, B Grade Pennants were defeated in final that was played at Shoalhaven Heads.

White Horse Cup finished the season strongly winning their last 2 games but didn't make the final.

Shoalhaven Shield won the shield for the first time and the first team win a representative competition for the club.

We are currently putting together a junior coaching program to encourage juniors to take up golf. The Men's Golf section are going to cover the cost for the first 4 clinics

Sponsors Day

The day saw a 4 person ambrose played followed by a lunch and was a chance for members to thank and meet our sponsors. Was also a chance to get those sponsors who don't play golf to become members.



SHOALHAVEN EX SERVOS CRICKET CLUB

Grants from the Ex Servos group were used for purchase of equipment, including balls which are our biggest expense. We were able to source new AstroTurf for the nets and the club grant allowed us to pay for the install of those into our nets .

We found a sponsor for a new grandstand, however due to our grant from the club we were able to pay for that to be installed. The club is our major sponsor and we thank the club for its ongoing support.

ACHIEVEMENTS ON THE GROUND THIS YEAR

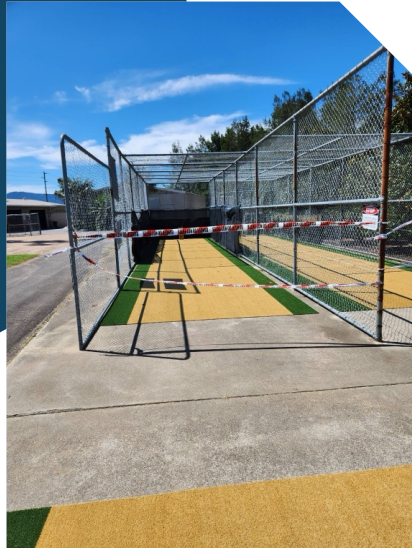


**Won inaugural
under 19s 2020
competition**

**Entered teams
into every grade,
including juniors
with 2 teams in
under 16s**



Installation of new Astro at HDO



Held annual “old boys” day that was attended by past players for Ex Servos CC



We successfully ran a blasters programme for under 10 year olds at HDO





Photos of our achievers

Shanauk's first Wicket



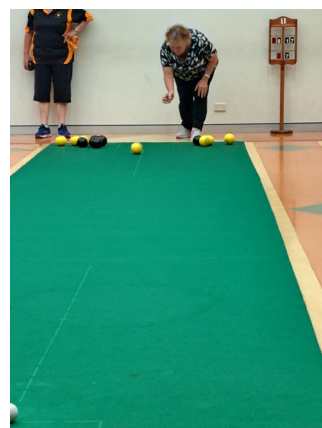
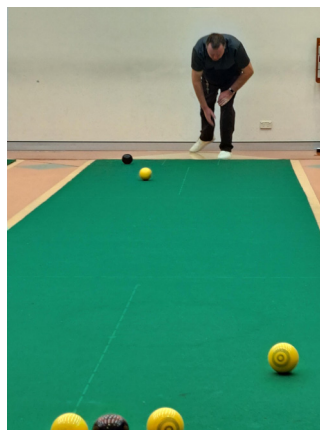
Special Indigenous Shirts used for the t20s

Designed by Brandon Booth.
Long time Exservos player and indigenous man.



INDOOR SPORTS CLUB

The Shoalhaven Ex-Services Group is proud to be a pillar of our community, and this year we're especially excited to highlight our support for the Indoor Sports Club. Our commitment extends beyond financial contributions, and we're thrilled to see the club thriving. Pictured here, Fernando and Sheryl Bradshaw recently competed in the State mixed pairs competition. Their dedication paid off, with Fernando and his partner Barbara Hill (from the Bankstown District) taking home the gold! This win paves the way for him to represent the state team at the National Championships in Tanunda, South Australia this August. We at the Shoalhaven Ex-Services Group offer Fernando our heartfelt congratulations and best wishes for the continued success of the Indoor Sports Club!



SHOALHAVEN EXSERVOS FISHING CLUB

We are immensely grateful for the generous funding provided to our Club. The funding has been instrumental in keeping our Fishing Club operational. Without this support, the club would not have been able to continue.

Thanks to the Club's support, we have also been able to expand our programs and provide more opportunities for our members.



NOWRA WARRIORS

The Nowra Warriors JRLFC have been a recipient of sponsorship from Worrigee Sports Club for many years.

The sponsorship has allowed the Warriors to provide financial relief for families in our local community by reducing the registration fee per child. We feel that the life skills children learn such as leadership, resilience, respect and patience from playing a sport are worth investing in. If we can provide financial relief for families, more children are able to take the field and learn invaluable skills that will flow through to adulthood.

The sponsorship also allows us to provide a safe environment for the children by investing in parents' knowledge of first aid and concussion prevention through courses provided by the NRL. We have also been able to purchase well needed training and safety equipment.

We are grateful for the support the Worrigee Sports Club have provided not only this year but in past years and we hope to continue the partnership moving forward.



SHOALHAVEN RUGBY FOOTBALL CLUB

Shoalhaven Rugby Club committee, players and supporters would like to thank the Shoalhaven Ex-Services Club for their approval of the ClubGrant for our club. This year, we received the ClubGrant for both the 2023 and 2024 season, at a total of \$10,000. The club already had plans for the 2023 funding to go towards either our Womens Sports program or something to assist with our juniors. Below is an outline of what the funding has gone towards for the 2023 and 2024 season.

2023 Funding:

The 2023 funding from Shoalhaven Ex-Services was planned to go towards our Shoalhaven Womens Rugby team. Sadly, Illawarra District Rugby Union did not have a womens competition for the 2023 season. Our club was planning to use the ClubGrant funding towards new uniforms for our Womens team, these have been ordered and paid for, now sitting in storage for when we get a womens team.

With the 2023 funding, we voted a committee meeting to use the money towards purchasing new equipment for our junior teams. The junior teams have been using the same equipment as the senior teams, which is a bit big for our smaller juniors. The same equipment has been used since our current seniors were playing juniors at our club, so we desperately needed new equipment. We purchased \$3600 worth of equipment from HART Sports, including a junior tackle mat, 4 junior tackle bags, 4 tackle pads and training bibs. Please see image of some of the equipment on the next page.



The Ex-Services logo was featured on the back of our 2023 playing shorts.

2024 Funding:

For the 2024 season, we were hoping to get a Shoalhaven Rugby Womens team. Sadly it does not look like the competition will go ahead again this year. Our club is prepared to have a womens team in the Illawarra Competition if it does go ahead.

The committee voted for where the ClubGrant funding will be allocated for the 2024 season, and it will be allocated to our DA for our new shed which will be for our gym/storage. Currently

one of our change rooms has our gym and another stores our equipment, with a new shed, it will allow us to have 4 change rooms and host large rugby and other sporting events. The 4 change rooms will also allow us to host womens rugby events. The DA has been completed by Allan Price and came to a total of \$8900. We also have another grant application in with State Government to update two of our change rooms to be more accessible and enable women and disabled players to use them with ease.

For the 2024 season, we have the Worrigeer Sports logo on our Senior Playing Shorts (see photo below) and we also have a Worrigeer Sports sign up on the field.



Upgrades at Rugby Park and with Shoalhaven Rugby Club:

In the off season we completed major upgrades at Rugby Park. We now have a new electronic scoreboard on our main field and have completed major upgrades to our clubhouse. The upgrades to the clubhouse include new carpet, new furniture and new signage to highlight our representative players and premierships teams. Shoalhaven Council also completed drainage work on all 3 fields at Rugby Park, which allows the water to now flow from the fields to a causeway on Flinders Road.

We have planned upgrades in our strategic plan, including a new shed for storage and gym, and also a grant in for upgrades to our two western change rooms and referee room to make it accessible for women and disabled players.

In our strategic plan we have planned upgrades for the upcoming 5 years at Rugby Park. These plans include upgrades to the canteen/kitchen and bar in the clubhouse, upgrades to the eastern changes rooms and upgrades to the bar/canteen on the main field.

We thank Shoalhaven Ex-Services Group for their continued support and we look forward to working with them in the future.

FEMALE SPORT PARTICIPATION

WORRIGEE WOMEN'S GOLF

Throughout 2023/2024, the Worrigee Women's Golf Club ran three "Getting Women into Golf" programs for a total of 51 women, at virtually no cost to the Club, which resulted in seven new members. No doubt a modest beginning, but we need to take the long-term view because of their individual circumstances and, importantly, because they have all now experienced the idea of golf as both a social and sporting outlet in their future.

Nonetheless, they are finding ways to overcome these constraints as evidenced by our competition day average increasing from about 15 per day in the past to 23 to 26 in 2024.

And the recognition by women of Worrigee Links as a golfing destination has grown particularly over the last three years due to the financial grants of the Ex-servo's Club for our annual Legacy Charity Event which is advertised widely has continued to attract up to 100 entries from all parts of the South Coast/Highlands/Illawarra areas.

Encouraged by the success of this event, and once again with the funding support of the Board, the Women's Golf Club will on 15 September this year hold their Inaugural Women's Open Day followed the next day by the Annual Charity Day.

These events will provide yet another opportunity for women from the South Coast/Highlands/Illawarra to participate in golf and the Open has the potential to become a big feature of the women's NSW yearly golfing calendar. In time, it may also serve as a qualifying event with Golf NSW in terms of the NSW Medal.

These plans not only continue to showcase Worrigee Links as a great venue to host golfing events in the future, but also, more importantly, to provide an even greater opportunity for female participation in sport.



FEMALE SPORT PARTICIPATION SOUTH EAST PHOENIX FOOTBALL CLUB

Our project to encourage more girls and young women in the Nowra area to play football, by reducing the barrier of cost, has been extremely successful so far. We have extremely strong numbers registered across all ages, but most specifically for those aged u10 to u13. In previous years we have only been able to field two teams in these age groups, but this year we have 4 full teams for each age group - u10, u11, u12, u13.

The feedback from the girls new to our club is that they are loving the added challenge of playing at a higher level, and thanks to Worrigeer Sports the strain on the family budget is a little less onerous.





FINANCIAL REPORT FOR THE YEAR END

31 MARCH 2024



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DIRECTORS' REPORT

Your directors present their report on the company for the financial year ended 31 March 2024.

Principal Activities

The principal activities of the company during the financial year were:

To provide and maintain a licensed sporting club.

Significant Changes in State of Affairs

No significant changes in the state of affairs occurred during the financial year.

Objectives & Strategies

The short and long term objectives of the company are to provide club facilities to members and guests.

The strategy for achieving these objectives is to conservatively manage and monitor the company's financial position, and ensure that member facilities are kept at the highest of standards.

Performance Measurement

The company uses industry accepted financial and non-financial KPI's to monitor performance.

Membership

The number of members registered in the Register of Members at 31 March 2024 were as follows:

Members	18,728
Total Members	<u>18,728</u>

The company is incorporated under the Corporations Act 2001 and is an entity limited by guarantee. If the company is wound up, the Constitution states that each member is liable to contribute a maximum of \$2 each towards meeting any outstanding obligations of the entity. At 31 March 2024 the collective liability of members was \$37,456 (31 March 2023: \$22,428).

Directors

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

Alan Bird

President

Qualifications, experience, and special duties:

Member Board of Directors 35 years

Retired

Club Directors Institute Member

Mandatory Director Training (Exempt)

Chairman Sports Council

DIRECTORS' REPORT

William Garrick**Vice President***Qualifications, experience, and special duties:*

Member Board of Directors 8 years

Retired Maintenance Supervisor

Club Directors Institute Member

Mandatory Director Training Completed

Gregory Sturgiss**Vice President***Qualifications, experience, and special duties:*

Member Board of Directors 19 years

Business Owner

Club Directors Institute Member

Mandatory Director Training (Exempt)

John Newbold**Director***Qualifications, experience, and special duties:*

Member Board of Directors 22 years

Retired

Club Directors Institute Member

Mandatory Director Training (Exempt)

Shayne Ashton**Director***Qualifications, experience, and special duties:*

Member Board of Directors 4 years

Construction Supervisor

Club Directors Institute Member

Mandatory Director Training Completed

Neville Whalan**Director***Qualifications, experience, and special duties:*

Member Board of Directors 6 years

Retired

Club Directors Institute Member

Mandatory Director Training Completed

Phillip Viret**Director***Qualifications, experience, and special duties:*

Member Board of Directors 6 years

Self Employed

Club Directors Institute Member

Mandatory Director Training Completed

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

DIRECTORS' REPORT

Summary of Meeting Attendances:

11 ordinary meetings were held during the year.

	<i>Number of Meetings Eligible To Attend</i>	<i>Number of Meetings Attended</i>
Alan Bird	11	11
William Garrick	11	10
Gregory Sturgiss	11	11
John Newbold	11	10
Shayne Ashton	11	9
Neville Whalan	11	10
Phillip Viret	11	11

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 31 March 2024 has been received and can be found on page 7 of the financial report.

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

Director: 
Mr Alan Maxwell Bird

Dated 29 May 2024

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF SHOALHAVEN EX-SERVICEMEN'S CLUB LIMITED

A.B.N 81 000 845 358

Audit Opinion

We have audited the financial report of Shoalhaven Ex-Servicemen's Club Limited (the company), which comprises the statement of financial position as at year ended 31 March 2024, the statement of 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 accompanying financial report of Shoalhaven Ex-Servicemen's Club Limited is in accordance with the Corporations Act 2001, including:

- (i) giving a true and fair view of the company's financial position as at the year ended 31 March 2024 and of its performance and cash flows for the year ended on that date; and
- (ii) complying with Australian Accounting Standards and the Corporations Regulations 2001.

Basis of Audit Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the company in accordance with the auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of the company, would be in the same terms if given to the directors as at the time of this auditor's report.

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

Other Information

The directors are responsible for the other information. The other information does not include the financial report and our auditor's report thereon, but comprises the Supplementary Information contained in the annual report, which we obtained prior to the date of this auditor's report, and the President's Report, which is expected to be made available to us after the date of this auditor's report.

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.

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF SHOALHAVEN EX-SERVICEMEN'S CLUB LIMITED

A.B.N 81 000 845 358

Responsibilities of the Directors for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the 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 have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

Matters Relating to the Electronic Presentation of the Audited Financial Report

The auditor's report relates to the financial report of Shoalhaven Ex-Servicemen's Club Limited for the financial year ended 31 March 2024 included on the company's website. The directors are responsible for the integrity of the company's website. We have not been engaged to report on the integrity of the company's website. The auditor's report refers only to the statements named above. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this website.

Booth Partners



Rebeka Schroeder, CA
52 Osborne Street, Nowra NSW 2541
Dated 29 May 2024

AUDITOR'S INDEPENDENCE DECLARATION

UNDER SECTION 307C OF THE CORPORATIONS ACT 2001 TO THE
DIRECTORS OF SHOALHAVEN EX-SERVICEMEN'S CLUB LIMITED
A.B.N 81 000 845 358

I declare that, to the best of my knowledge and belief, during the year ended 31 March 2024, there have been no contraventions of:

- i) the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- ii) any applicable code of professional conduct in relation to the audit.

Booth Partners



Rebeka Schroeder, CA
52 Osborne Street, Nowra NSW 2541
Dated 29 May 2024

STATEMENT OF PROFIT OR LOSS & COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 \$	2023 \$
Revenue	2	21,892,842	23,214,040
Other income	2	-	114,400
Cost of sales		(2,541,342)	(3,087,287)
Administration and Wages on Costs		(3,939,339)	(3,426,738)
Bar Operating Expenses		(1,086,989)	(1,074,696)
Bistro Operating Expenses		(1,593,099)	(1,249,588)
Borrowing Expenses		(34,320)	(11,683)
Cafe Operating Expense		(112,041)	(114,727)
Commission Expenses		(137,044)	(161,778)
Depreciation and Amortisation		(1,679,551)	(1,800,500)
Gaming Operating Expenses		(4,335,002)	(4,554,121)
Golf Course Operating Expenses		(658,942)	(549,309)
Greens Operating Expenses		(97,991)	(84,814)
Growers Project Expense		(1,233,114)	(1,697,483)
Insurance Expense		(610,714)	(469,811)
Motor Vehicle Expenses		(17,643)	(18,420)
Occupancy Expenses		(1,399,143)	(1,366,626)
Promotion and Entertainment Costs		(1,433,024)	(1,271,504)
Residential Property Expenses		-	(1,642)
Other expenses		(1,209,454)	(1,087,313)
Profit (Loss) before income tax	3	(225,910)	1,300,400
Income tax expense		-	-
Profit (loss) attributable to members of the company		(225,910)	1,300,400
Other comprehensive income			
Items that will not be reclassified subsequently to profit or loss:			
Revaluation of Land and Buildings, 31 March 2024	8	4,185,661	-
Other comprehensive income for the year, net of tax		4,185,661	-
Total comprehensive income (loss) attributable to members of the company		3,959,751	1,300,400

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Booth Partners.

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2024

	Note	2024 \$	2023 \$
CURRENT ASSETS			
Cash and cash equivalents	4	1,757,594	1,142,864
Trade and other receivables	5	458,624	277,717
Inventories	6	294,209	332,897
Other current assets	7	247,341	355,304
TOTAL CURRENT ASSETS		<u>2,757,768</u>	<u>2,108,782</u>
NON-CURRENT ASSETS			
Property, plant and equipment	8	43,049,244	38,343,184
Intangible assets	9	762,730	762,730
TOTAL NON-CURRENT ASSETS		<u>43,811,974</u>	<u>39,105,914</u>
TOTAL ASSETS		<u>46,569,742</u>	<u>41,214,696</u>
CURRENT LIABILITIES			
Trade and other payables	10	808,358	1,022,188
Borrowings	11	204,961	190,259
Short term provisions	12	832,638	751,070
Other current liabilities	13	263,936	296,609
TOTAL CURRENT LIABILITIES		<u>2,109,893</u>	<u>2,260,126</u>
NON-CURRENT LIABILITIES			
Borrowings	11	1,688,756	141,750
Long term provisions	12	95,645	97,122
TOTAL NON-CURRENT LIABILITIES		<u>1,784,401</u>	<u>238,872</u>
TOTAL LIABILITIES		<u>3,894,294</u>	<u>2,498,998</u>
NET ASSETS		<u>42,675,448</u>	<u>38,715,698</u>
EQUITY			
Reserves	14	17,868,533	13,682,872
Retained earnings		24,806,915	25,032,826
TOTAL EQUITY		<u>42,675,448</u>	<u>38,715,698</u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation
report of Booth Partners.

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2024

	Retained Profits	Reserves	Total
Balance at 1 April 2022	23,732,426	13,682,872	37,415,298
Profit (loss) for the year	1,300,400	-	1,300,400
Other comprehensive income for the year	-	-	-
Total comprehensive income attributable to members of the entity	1,300,400	-	1,300,400
Balance at 31 March 2023	<u>25,032,826</u>	<u>13,682,872</u>	<u>38,715,698</u>
Balance at 1 April 2023	25,032,825	13,682,872	38,715,697
Profit (loss) for the year	(225,910)	-	(225,910)
Other comprehensive income for the year	-	4,185,661	4,185,661
Total comprehensive income attributable to members of the entity	(225,910)	4,185,661	3,959,751
Balance at 31 March 2024	<u>24,806,915</u>	<u>17,868,533</u>	<u>42,675,448</u>

The accompanying notes form part of these financial statements.
 These statements should be read in conjunction with the attached compilation
 report of Booth Partners.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 \$	2023 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		21,675,149	24,200,685
Payments to suppliers and employees		(20,391,970)	(20,721,877)
Interest received		4,110	3,013
Borrowing costs paid		(34,320)	(11,683)
Net cash provided by (used in) operating activities		<u>1,252,969</u>	<u>3,470,138</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		43,806	149,127
Payments for property, plant and equipment		(2,243,755)	(2,008,877)
Net cash provided by (used in) investing activities		<u>(2,199,949)</u>	<u>(1,859,750)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from borrowings		1,749,123	93,254
Repayment of borrowings		(187,413)	(1,394,394)
Net cash provided by (used in) financing activities		<u>1,561,710</u>	<u>(1,301,140)</u>
Net increase (decrease) in cash held		614,730	309,248
Cash at beginning of financial year		<u>1,142,864</u>	<u>833,615</u>
Cash at end of year	4	<u>1,757,594</u>	<u>1,142,863</u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation
report of Booth Partners.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Summary of Material Accounting Policies

Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the requirements of the Australian Accounting Standards - Simplified Disclosures of the Australian Accounting Standards Board and the Corporations Act 2001. The company 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 the financial statements containing relevant and reliable information about transactions, events and conditions to which they apply. Material accounting policies adopted in the preparation of these financial statements are presented below. They have been consistently applied unless otherwise stated.

The financial statements, except for 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.

The financial statements of Shoalhaven Ex-Servicemen's Club Limited for the year ended 31 March 2024 were authorised for issue in accordance with a resolution of the directors on 29 May 2024.

Change in Accounting Policy

AASB 2021-6 Amendments to Australian Accounting Standards - Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards

Amendments to various standards arising from the above were adopted from 1 January 2023. Although the amendments did not result in any changes to the accounting policies themselves, they impacted the accounting policy information disclosed in the financial statements. The amendments require the disclosure of 'material', rather than 'significant', accounting policies. The amendments also provide guidance on the application of materiality to disclosure of accounting policies, assisting entities to provide useful, entity-specific accounting policy information that users need to understand other information in the financial statements. Management reviewed the accounting policies and made updates to the information disclosed in Material Accounting Policies (2022: Significant Accounting Policies) in line with the amendments where applicable.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

Revenue and Other Income

The company has applied AASB 15: Revenue from Contracts with Customers (AASB 15) and AASB 1058: Income of Not-for-Profit Entities (AASB 1058).

Material revenue policies are as follows:

Revenue

Revenue from the sale of goods is recognised upon the delivery of goods to members and guests.

Revenue from rendering a service is recognised upon the delivery of the service to members and guests.

Where the entity receives memberships, sponsorships or grants, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB15.

Where both these conditions are satisfied the Company;

- Identifies each performance obligation relating to the membership, sponsorship or grant;
- Recognises a contract liability for its obligations under the contract or grant;
- Recognises revenue as it satisfies its performance obligations.

When the contract is not enforceable or does not have sufficiently specific performance obligations, the Company; recognises income immediately in profit or loss.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to financial assets.

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

Inventories

Costs are assigned on a first-in first-out basis.

Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and impairment losses.

Except for certain non-depreciable assets, depreciation is provided for on a straight line basis.

Land, Buildings & Improvements	2.5% - 4.0%
Poker Machines	16.67%
Plant & Equipment	15% - 40%
Right of Use Assets	25%

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

Intangibles

Poker machine licences

Purchased poker machine licences have an infinite life in accordance with the licence terms, and are carried at cost.

Impairment of Assets

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.

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

Income Tax

The company is exempt from income tax under section 50-45 of the Income Tax Assessment Act 1997.

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 year. 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 other comprehensive income.

Short term employee benefits

Provision is made for the company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 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 company's obligations for short-term employee benefits such as wages and salaries are recognised as a part of current liabilities in the statement of financial position.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

Other long-term employee benefits

The company classifies employee's long service leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the company's obligation for 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 government 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.

The company's obligations for long-term employee benefits are presented as non-current liabilities in the statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

Leases

Short-term and low-value leases are expensed on a straight line basis over the lease term.

Aristocrat Cancellable Contracts

The Club has lease agreements with Aristocrat for gaming licenses on twenty-six machines. The leases are cancellable leases, meaning there is no minimum specified contractual term.

Cancellable leases do not meet the definition of leases in accordance with AASB 16, Para B34 so they are not brought to account in the Club's balance sheet. The annual payments on these contracts totalled \$153,424 for the current financial year, and they can be cancelled at any time with no more than an insignificant penalty (30 days notice and a \$3,000 conversion payout per machine).

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

	2024 \$	2023 \$
2 Revenue		
Revenue		
Anciliary Clubs	38,450	(17,788)
Gaming Net Clearances	12,475,938	13,974,307
Golf Course Income	1,003,354	586,751
Greens Income	545	7,245
Interest Received	4,110	3,013
Keno and TAB Commissions	372,604	401,724
Member Subscriptions	93,264	96,495
Raffle Income	329,966	341,081
Rent Received	158,728	98,835
Sundry Income	44,644	65,108
Trading Revenue	7,371,239	7,657,269
	<u>21,892,842</u>	<u>23,214,040</u>
Other Income		
Profit on Sale of Non-current Assets	-	114,400
	<u>-</u>	<u>114,400</u>
Total revenue and other income	<u>21,892,842</u>	<u>23,328,440</u>

3 Profit from Ordinary Activities

Profit from ordinary activities before income tax expense has been determined after:

Expenses:

Amortisation	55,927	53,837
Depreciation	1,623,623	1,746,663
Borrowing costs	34,320	11,683
Cost of Sales	2,541,342	3,087,287
Auditors remuneration:		
Audit Fees	29,500	28,056
Accountancy Fees	27,865	29,225
Total auditor's remuneration	<u>57,365</u>	<u>57,281</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

	2024 \$	2023 \$
4 Cash and Cash Equivalents		
Current		
Cash on Hand	610,251	610,168
Bank Accounts - Ancilliary Clubs	90,772	64,943
Melbourne Cup Account	807	-
Bank - Trading Account	212,753	52,958
Bank - GST Account	807,079	302,988
Bank - Tab Account	3,785	42,433
Bank - Keno Account	32,147	69,374
	<u>1,757,594</u>	<u>1,142,864</u>
5 Trade and Other Receivables		
Current		
Trade Debtors	458,624	277,717
	<u>458,624</u>	<u>277,717</u>
6 Inventories		
Current		
Stock on Hand - Other	190,215	237,183
Stock on Hand - Bar	103,994	95,714
	<u>294,209</u>	<u>332,897</u>
7 Other Current Assets		
Current		
Prepayments	247,341	355,304
	<u>247,341</u>	<u>355,304</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

	2024 \$	2023 \$
8 Property, Plant and Equipment		
Land and Buildings		
Land and Buildings - Junction Street at Valuation, 2024	16,000,000	15,000,000
Land and Buildings - Junction Street Improvements	16,000	16,000
Less: Provision for Depreciation	(844)	(527,944)
	<u>16,015,156</u>	<u>14,488,056</u>
Land and Buildings - Sports Club at Valuation, 2024	19,500,000	17,500,000
Land and Buildings - Sports Club Improvements at Cost	220,082	207,092
Golf Course, at Valuation 2024	3,500,000	3,500,000
Less: Accumulated Depreciation	-	(859,952)
Golf Course Improvements at Cost	-	25,496
	<u>23,220,082</u>	<u>20,372,636</u>
Total Land and Buildings	<u>39,235,238</u>	<u>34,860,692</u>
Plant and Equipment		
Plant and Equipment, Junction Street - at cost	7,698,357	7,739,902
Less: Accumulated Depreciation	(5,885,891)	(5,973,098)
	<u>1,812,466</u>	<u>1,766,804</u>
Plant and Equipment, Sports Club - at Cost	8,007,879	7,429,826
Less: Accumulated Depreciation	(6,048,264)	(5,799,541)
	<u>1,959,615</u>	<u>1,630,285</u>
Right of Use Assets	227,797	215,348
Less: Accumulated Depreciation	(185,872)	(129,945)
	<u>41,925</u>	<u>85,403</u>
Total Plant and Equipment	<u>3,814,006</u>	<u>3,482,492</u>
Total Property, Plant and Equipment	<u>43,049,244</u>	<u>38,343,184</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

	2024					2023
	\$					\$
Movements in Carrying Amounts						
Movements in carrying amount for each class of property, plant and equipment between the beginning and the end of the financial year:						
	Carrying Value					Carrying Value
	1 Apr 2023	Additions	Disposals	Depreciation	Revaluation	31 Mar 2024
Land, Buildings & Improvements	34,860,692	884,549	-	(695,664)	4,185,661	39,235,238
Poker Machines	1,465,744	1,149,745	(41,805)	(501,281)	-	2,072,403
Plant & Equipment	1,931,345	197,012	(2,001)	(426,678)	-	1,699,678
Right of Use Assets	85,403	12,449	-	(55,927)	-	41,925
	38,343,184	2,243,755	(43,806)	(1,679,550)	4,185,661	43,049,244

Core Property

The Club owns two properties located at 131 Greenwell Point Road Worrigeer NSW 2541 and 157 Junction Street Nowra NSW 2541. The two properties are considered 'Core Property' as defined in the Registered Clubs Act, 1973.

Revaluations

The Company, in accordance with the Directors undertaking, commissioned a valuation of freehold land and buildings for 31 March 2024. The assets were valued by independent valuer, Walsh and Monaghan Pty Limited and the valuation has been adopted by the Directors as at 31 March 2024. The basis of the valuation was the market value of the assets on a going concern basis. The Company's land and buildings is recorded in the Clubs Statement of Financial Position based upon this valuation.

Right of Use Assets

The Groups lease portfolio includes golf cart hire, GPS equipment hire and a photocopier. The leases for both the golf cart hire and GPS equipment hire have 4 year lease terms. The lease for the photocopier has a 5 year lease term.

Options to Extend or Terminate

There were no termination or extension options for any of the leases. If the extension options or termination options were probable to be exercised we would have included them in the calculation of the right-of-use asset.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

	2024 \$	2023 \$
9 Intangible Assets		
Poker Machine Entitlements - at Cost	762,730	762,730
Total	<u>762,730</u>	<u>762,730</u>

Movements in Carrying Amounts

Movements in carrying amount of each class of intangibles between the beginning and the end of the financial year:

	Carrying Value 1 Apr 2023	Additions	Disposals	Amortisation	Carrying Value 31 Mar 2024
Poker Machine Entitlements - at Cost	762,730	-	-	-	762,730
	<u>762,730</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>762,730</u>

10 Trade and Other Payables

Current

Trade Creditors and Accrued Expenses	808,358	1,022,188
	<u>808,358</u>	<u>1,022,188</u>

11 Borrowings

Current

Hire Purchase Liability	171,734	134,785
Lease Liability	33,227	55,474
	<u>204,961</u>	<u>190,259</u>

Non-Current

Hire Purchase Liability	37,962	107,039
Lease Liability	-	33,227
Commonwealth Bank Loan	1,650,794	1,484
	<u>1,688,756</u>	<u>141,750</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

	2024 \$	2023 \$
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The following security is held by the Commonwealth Bank of Australia on the overdraft facility, loans and guarantees:

- i) Registered mortgage over the Club's land and buildings situated at Junction Street, Nowra
- ii) Registered mortgage over the Club's land and buildings situated at Greenwell Point Road, Worrigee
- iii) Registered equitable mortgage debenture over the whole of the Club's assets.

The Club has in place total Borrowing Facilities with Commonwealth Bank of \$5,439,352 , of which approximately \$3,780,977 are unused.

The lease between Shoalhaven Ex-Servicemen's Club Ltd and Capital Finance for the golf carts is a 4 year lease, expiring October 2024. There is no option to extend and as such we took up the value of the remaining lease payments at present value on 1 November 2020 to determine the lease liability and right of use asset values.

The lease between Shoalhaven Ex-Servicemen's Club Ltd and Capital Finance for the GPS equipment is a 4 year lease, expiring October 2024. There is no option to extend and as such we took up the value of the remaining lease payments at present value on 1 November 2020 to determine the lease liability and right of use asset values.

The lease between Shoalhaven Ex-Servicemen's Club Ltd and Print Management Facilities Australia for the Photocopier is a 5 year lease, expiring June 2028. There is no option to extend and as such we took up the value of the remaining lease payments at present value on 17 July 2023 to determine the lease liability and right of use asset values.

12 Provisions

Current

Provision for Holiday and Sick Pay	476,486	424,003
Provision for Long Service Leave	356,152	327,067
	<u>832,638</u>	<u>751,070</u>

Non-Current

Provision for Long Service Leave	95,645	97,122
	<u>95,645</u>	<u>97,122</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

	2024	2023
	\$	\$

Movements in Carrying Amounts

Movements in carrying amount for each class of provision between the beginning and the end of the financial year:

	Carrying Value			Unused Amounts Reversed	Carrying Value
	1 Apr 2023	Additions	Charges		31 Mar 2024
Annual Leave	424,003	566,516	(514,033)	-	476,486
Long Service Leave	424,189	103,517	(75,909)	-	451,797
	848,192	670,033	(589,942)	-	928,283

13 Other Liabilities

Current

Income in Advance	<u>263,936</u>	<u>296,609</u>
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14 Reserves

Asset Revaluation Reserve	17,814,061	13,628,400
Capital Redemption Reserve	<u>54,472</u>	<u>54,472</u>
	<u>17,868,533</u>	<u>13,682,872</u>

15 Key Management Personnel Compensation

Total Compensation	303,727	282,663
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16 Related Party Transactions

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

Directors Remuneration

Total value	157,126	86,257
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Sturgiss Newsagency - Total amounts paid for contract services - Related party of director G.Sturgiss

Total value	59	63
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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

	2024 \$	2023 \$
Brendan & Lauren Sturgiss - Total remuneration paid for wages and superannuation - Related party of director G.Sturgiss		
Total value	162,232	130,924
Bay Events - Total amounts paid for contract services - Related party of employee J.Green		
Total value	7,281	7,207

17 Entity Details

Shoalhaven Ex-Servicemen's Club Limited is domiciled and incorporated in Australia.

Registered Office

157 Junction Street
Nowra NSW 2541

Principal Place of Business

157 Junction St
Nowra NSW 2541

DIRECTORS' DECLARATION

The directors of the company declare that:

1. The financial statements and notes are in accordance with the Corporations Act 2001 and:
 - (a) comply with Australian Accounting Standards.
 - (b) give a true and fair view of the financial position of the company as at 31 March 2024 and of its performance for the year ended on that date.
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the board of directors.

Director:



Mr Alan Maxwell Bird

Dated 29 May 2024

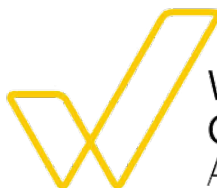
WGEA DECLARATION

1. The directors of the company declare that: The Workplace Gender Equality report has been lodged in accordance with the Workplace Gender Equality Agency guidelines, and;
2. A copy of this report and its findings is available online to employees and members at <https://sesg.com.au/about/reports>.





Australian Government



Workplace
Gender Equality
Agency



2023 - 24 Gender Equality Reporting

Submitted By:

SHOALHAVEN EX-SERVICEMEN'S CLUB LTD 81000845358

Public Reports

Public report documents contains data which will be published in full by WGEA on the Data Explorer. They should, with public report documents, be taken to your CEO or equivalent for review, approval and sign off and must be shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012*.

The following three documents make up your Public Report:

- Questionnaire – Public Report
- Workplace Profile – Public Report
- Workforce Statistics – Public Report

Public reports are used for:

- Review, approval and sign-off of the submission by your CEO or equivalent
- Complying with the Notification and Access requirements outlined below
- Keeping an internal record of what was submitted to WGEA for a particular year

Review, approval and sign-off:

The following documents must be reviewed by the CEO or equivalent of each organisation covered in this submission. More information found [here](#).

- Questionnaire – Confidential Report
- Questionnaire – Public Report
- Workplace Profile - Confidential Report
- Workplace Profile – Public Report
- Workforce Statistics – Public Report

Notification and Access requirements

To comply, an employer must do the following as soon as reasonably practicable:

- Inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
- Provide access to the public data to employees and members or shareholders
- Inform employee organisations with members in its workplace that the report has been lodged

More information found [here](#).

#Workplace Overview

Workplace Overview - Policies & Strategies

*** 1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?**

This question asks whether your organisation has 'policies' and/or 'strategies' in place that support gender equality in the workplace and what the policies and/or strategies include. These areas are considered key to achieving gender diversity in the composition of your workforce. If you do not have a policy and/or strategy in place, you will have the opportunity to indicate why.

Yes

Policy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality; Gender and other aspects of diversity

Provide details:

*** 1.2 Does your organisation have any targets to address gender equality in your workplace?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people.

No

Workplace Overview - Governing Bodies

Date Created: 29-05-2024

1.4 Identify your organisation/s' governing body or bodies

Governing bodies are the group of people who formulate policy and direct the affairs of an institution in partnership with the managers. The core role of a governing body is the governance of an organisation. Governing bodies:

- *include voluntary boards of not-for-profit organisations*
- *are not a diversity council or committee*
- *are not a global diversity and inclusion team.*

Some organisations have common types of governing bodies. For:

- *private or publicly listed companies – the governing body is one or more directors or a board of directors*
- *trusts – the governing body is the trustee*
- *partnerships – the governing body will be all or some partners (if they are elected)*
- *religious structures – the governing body is a canonical advisor, bishop or archbishop*
- *any other structure – the governing body is the management committee.*

If you share a governing body with your parent organisation, then your governing body is the same as your parent's

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

Organisation: SHOALHAVEN EX-SERVICEMEN'S CLUB LTD

***A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

***B. What is the name of your governing body?**

Board of Directors

***C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for

the governance of each organisation ticked above.

Board of Directors

***D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	0	6	0

***E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

No

Do not have control over governing body/appointments

Details why there is no control over governing body/appointments: Elected by Members at AGM

F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

***G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

No

G.1 Percentage (%) of target: NA

G.2 Year of target to be reached: NA

Selected value: Other

Other value: Elected by Members at AGM

#Action on gender equality

Action on Gender Equality - Pay Equity and Gender Pay Gap

Gender Pay Equity is when women and men receive equal pay for work of the same or similar value, however, it is not just about ensuring women and men performing the same role are paid the same but also about ensuring women and men performing different work of equal and comparable value are paid equitably. This is a legal requirement in Australia.

The gender pay gap is not to be confused with gender pay equity. The gender pay gap is the difference in average or median earnings between women and men and is usually a consequence of disadvantages employees face in the workplace. Gender pay gaps are also not a direct comparison of like roles.

Gender pay gaps are a useful way to monitor the different earning capacities of women and men across organisations, industries, and the workforce as a whole..

Employers need to be actively working to understand and address their pay equity and gender pay gaps. The first step in improving your organisation's pay equality and gender pay gap is to conduct your own pay gap analysis and understand what's driving any differentials

***2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?**

Date Created: 29-05-2024

This question focuses on the policies and/or strategies your organisation has in place related to equal remuneration (pay equity and the gender pay gap) between women and men. If you do not have policies and/or strategies in place, you will have the opportunity to indicate why. The policies or strategies may be stand alone and/or contained within another strategy/policy.

Yes

Policy

***2.1a Do the formal policies and/or formal strategies include any of the following?**

Other (provide details)

Other:Salaries set by awards/industrial or workplace agreements

***2.2 Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?**

This question focuses on the actions your organisation has taken in relation to gender remuneration. Specifically, it asks if and when you have conducted a remuneration gap analysis and if so, whether you took any actions as a result. If you have not taken any action, you will have the opportunity to indicate why.

No

Other

Provide details: Salaries for SOME employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (for example because pay increases can occur with some discretion such as performance assessments)

Action on Gender Equality - Employee Consultation

***2.4 Have you consulted with employees on issues concerning gender equality in**

Date Created: 29-05-2024

your workplace during the reporting period?

Employee consultation is a formalised way to collect information about your employees' views on the workplace, what is working well and what could be improved. This question asks if you have consulted your employees about gender equality issues in the workplace during the reporting period.

Examples of issues can include:

- parental leave entitlements and related processes, like keep-in-touch and return-to-work programs
- flexible working arrangements
- gender pay equity
- representation of women in management
- recruitment of women in non-traditional areas
- sexual harassment or discrimination.

No

Other

Other Details: Employees paid under Enterprise agreement with published rates

***2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?**

Yes

Policy

***2.6 Did your organisation/s share last year's public report/s with employees and shareholders?**

It is a requirement within the WGE Act for the relevant employer to:

- make public reports accessible to employees and shareholders
- inform employee organisations about the opportunity to comment
- inform employee organisations of lodgement of public report.

Only select 'Not applicable' if your organisation/s did not submit a report in the previous reporting period.

Yes

***2.7 Have you shared previous Executive Summary and Industry Benchmark report with the governing body?**

It is a requirement within the WGE Act for the CEO to share your Executive Summary and Industry Benchmark report.

Only select 'Not applicable' if you did not receive an Executive Summary and Industry Benchmark from the Agency last year.

Yes

#Flexible Work

Flexible Work - Support for flexible working arrangements

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

This section focuses on the flexible work arrangements available in your organisation. If you have a formal policy and/or formal strategy on flexible work arrangements, it asks you to specify what this includes. It also asks whether specific flexible working options are available to managers and non-managers in your workplace, and whether these differ for women and men.

- A flexible work arrangement is an agreement between a workplace and an employee to change the standard working arrangement to better accommodate an employee's commitments out of work.
- Flexible working arrangements usually encompass changes to the hours, pattern and location of work.
- If flexible working arrangements are not available to your employees, you will have the opportunity to indicate why.

Yes

Strategy

***3.1a Do the formal policies and/or formal strategies include any of the following?**

A business case for flexibility has been established and endorsed at the leadership

Date Created: 29-05-2024

level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Leaders are held accountable for improving workplace flexibility; Manager training on flexible working and remote/hybrid teams is provided throughout the organisation; All team meetings are offered online; The ability to job-share is incorporated into job design and advertising of new roles

***3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?**

Flexible working option	MANAGERS Formal options available	MANAGERS Informal options available	NON-MANAGERS Formal options available	NON-MANAGERS Informal options available	No
Flexible hours of work	Yes	Yes	Yes	Yes	No
Compressed working weeks	Yes	No	Yes	No	No
Time-in-lieu	Yes	Yes	Yes	Yes	No
Remote working/work ing from home	Yes	Yes	No	No	No
Part-time work	Yes	Yes	Yes	Yes	No
Job sharing	No	No	Yes	No	No
Purchased leave	Yes	Yes	Yes	Yes	No
Unpaid leave	No	Yes	Yes	Yes	No

Flexible Work - Support for flexible working arrangements

***3.3 Managers receive appropriate support to conduct performance evaluations that are not influenced by the work location of the employee.**

Yes

#Employee Support

Employee support - Paid parental leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. This section focuses on whether employer-funded paid parental leave is available to carers in your organisation (in addition to government-funded parental leave), and if it is, which employees have access to it and how much leave is available.

Some workplaces have developed parental leave policies that no longer use the primary/secondary carer definition and provide equal entitlements to any eligible employee.

Equally shared parental leave policies offer the same type, length and conditions to employees of all genders, who require parental leave, with no distinction between primary and secondary carers.

- If your organisation offers this - you should answer this question with 'yes, we offer employer-funded parental leave to all genders without using the primary/secondary carer definitions.'

A **primary carer** is the person who most meets the child's need, including feeding, dressing bathing and otherwise supervising the child.

A **secondary carer** is generally the current partner of the primary carer, the other legal parent of the child or the current partner of the other legal parent of the child.

- If your organisation provides parental leave based on this/these definition/s – you should answer this question with 'yes, we offer employer-funded parental leave (using the primary/secondary carer definitions)'. If your organisation specifically provides maternity leave and/or paternity leave, you should also answer 'yes, we offer employer-funded parental leave (using the primary/secondary carer definitions)'.

Through the **government's paid parental leave (PPL)** scheme, eligible employees receive up to 18 weeks' pay at the national minimum wage. This paid parental leave is **not** the equivalent to employer-funded paid parental leave.

***4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

If you do not offer any employer-funded parental leave (in addition to any government funded parental leave scheme) – you should answer ‘no, we do not offer employer-funded parental leave’

No

4.2 Does your organisation have an opt out approach to parental leave? (Employees who do not wish to take their full parental leave entitlement must discuss this with their Manager)

Yes

Employee support - Support for carers

***4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?**

This question asks if you have standalone formal policies or strategies on working arrangements to support employees with family or caring responsibilities, or if you include this item in another formal policy or strategy.

- You can answer No and give details on the free-text box if you only provide informal arrangements to support employees with family or caring responsibilities.

A carer refers to an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. If measures to support carers are not available to your employees, you will have the opportunity to indicate why.

Yes

Strategy

***4.4a Do the formal policies and/or formal strategies include any of the following?**

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location

Date Created: 29-05-2024

to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave

***4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**

Support mechanism	Yes, at some worksites	Yes, at all worksites	No
Breastfeeding facilities	No	Yes	No
Information packs for those with family and/or caring responsibilities	No	No	Yes
Referral services to support employees with family and/or caring responsibilities	No	Yes	No
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	No	Yes	No
Internal support networks for parents and/or carers	No	Yes	No
Targeted communication mechanisms (e.g. intranet/forums)	No	No	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No	No	Yes
Support for employees with securing care (including school holiday care) by securing priority	No	No	Yes

places at local care centres (could include for childcare, eldercare and/or adult day centres)			
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No	No	Yes
On-site childcare	No	No	Yes
Employer subsidised childcare	No	No	Yes
Support in securing school holiday care	No	No	Yes
Parenting workshop targeting mothers	No	No	Yes
Parenting workshops targeting fathers	No	No	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	No	Yes	No
Access to counselling and external support for carers (e.g. EAP)	No	Yes	No

#Harm Prevention

Harm Prevention - Sexual harassment, harassment on the grounds of sex or discrimination

Key Definitions

Sexual harassment is when a person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed; or engages in other unwelcome conduct of a sexual nature in relation to the person harassed; in circumstances in which a reasonable person, having regard to all the circumstances, would have

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anticipated the possibility that the person harassed would be offended, humiliated or intimidated.

Harassment on the ground of sex is when a person engages in unwelcome conduct of a demeaning nature of another person by reason of their sex or a characteristic that generally relates to or is attributed to their sex. This also takes into account circumstances relating to an individual's sex, age, sexual orientation, gender identity, intersex status, marital or relationship status.

Discrimination happens when a person is treated less favourably, in circumstances that are the same or are not materially different, than a person of a different sex, sexual orientation, gender identity, or on the ground of the person's intersex status, marital or relationship status, pregnancy or potential pregnancy, breastfeeding, or family responsibilities.

Legal obligations

The Sex Discrimination Act 1984 makes it unlawful to discriminate against a person on the basis of gender identity, intersex status, sexual orientation, marital or relationship status, family responsibilities, pregnancy or potential pregnancy or breastfeeding. It also prohibits sexual harassment in many areas of public life including all work-related activity. The Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 created a positive duty requiring employers to implement measures to prevent sexual harassment, hostile work environments and victimisation. This is in addition to the duty of care employers have under WHS legislation to provide a safe workplace and to eliminate and minimise identified risks to health and safety.

Under the Sex Discrimination Act 1984 it is also unlawful for a person to subject another person to a workplace environment that is hostile on the ground of sex.

For more information, refer to Safework Australia or your State or Territory Work Health and Safety regulatory body. More information about harassment on the ground of sex or discrimination can also be found at the Australian Human Rights Commission website.

Disclaimer

This section is not an exhaustive description of, or advice regarding the legal obligations attaching to employers. Employers are responsible for understanding the scope of rights and obligations attaching to employees and the workplace.

***5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?**

The provisions in a '**policy**' and/or '**strategy**' for prevention and management of sexual harassment is important for setting workplace culture and achieving a safe, respectful and inclusive workplace. Policies/Strategies alone will not prevent harassment and discrimination; however, they can help to set clear expectations, particularly about behaviours at the workplace and during work-related activities.

Yes

Policy

***5.1a Do the formal policies and/or formal strategies include any of the following?**

A statement on the positive duty of the employer to provide a safe workplace, free of sexual harassment; Leadership accountabilities and responsibilities for prevention and response to sexual harassment; Expectations of manager and non-manager training on respectful workplace conduct and sexual harassment; Process to disclose, investigate and manage any sexual harassment; Process for parties to agree on the investigator of an incident; Expectations and management of personal/intimate relationships; Processes relating to the use of non-disclosure or confidentiality agreements; Expectations of safety, respect and inclusive conduct in recruitment materials, contracts and performance management; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Inclusive and respectful behaviour is part of regular performance evaluation; How risks will be identified and assessed, and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups; A system for monitoring outcomes of sexual harassment and discrimination complaints, including employment outcomes for complainants and accused perpetrators

Provide Details:

***5.2 (If you have answered no at question 5.1, please go to question 5.3.) Have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?**

	Yes	No
By the Governing Body	Yes	No
By the CEO (or equivalent)	Yes	No

***5.3 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	Yes	No
All non-managers	Yes	No	Yes	No

The governing body	Yes	No	No	No
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***5.3a Does the training program delivered to the above groups include any of the following?**

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; Diverse experiences and needs of different people, including women, LGBTIQ+ workers, CALD workers and workers with a disability; Self-care and vicarious trauma training for employees, witnesses and responding staff

5.4 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Culture is set and role modelled by leaders – the tone from the top of the organisation should promote an organisation that is respectful, safe and inclusive, and should be backed up by action.

Examples of communication could include:

- Regular agenda items at meetings between the governing body and CEO or equivalent
- Statements from the governing body or CEO in annual reports
- Statements at events or prior to large events (such as work Christmas parties or conferences)
- Regular email communication to staff

Members of the governing body

Yes

The expectations of the governing body is made explicit to new staff at induction

Chief Executive Officer or equivalent

Yes

The CEO or equivalent has made explicit the expectation of line managers in communicating on respectful workplace behaviour

***5.5 Does your workplace health and safety risk management process include any of the following?**

Sexual harassment is a workplace hazard that is known to cause psychological and physical harm. Managing the risks of sexual harassment should be part of your approach to work health and safety. For more information about sexual harassment as a work health and safety risk, please refer to Safework Australia's Guide for preventing workplace sexual harassment

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share a premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

Provide Details:

***5.5a What actions/responses have been put in place as part of your workplace sexual harassment risk management process?**

Make workplace adjustments; Train people managers in prevention of sexual harassment; Train identified contact officers; Train staff on mitigation and control measures

***5.6 From the following list, what do you provide to support workers involved in and affected by sexual harassment?**

Trained, trauma-informed support staff/contact officers; Confidential external counselling (E.g. EAP); Information provided to all workers on external support services available; Reasonable adjustments to work conditions

***5.7 From the following list, what options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?**

Disclosure refers to a formal or informal complaint of workplace sexual harassment

Process for disclosure to human resources or other designated responding staff; Process to disclose after their employment has concluded; Process to disclose anonymously; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

Provide Details:

***5.8 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?**

No

***5.9 Does your organisation report on sexual harassment to the governing body and management (CEO, HOB, KMP) and how frequently?**

Sexual harassment, harassment on the ground of sex or discrimination should be monitored by governing bodies and management. Reports may include prevalence risks, and nature of workplace sexual harassment; organisational action taken to prevent and respond to sexual harassment; outcomes and effectiveness of responses, including consequences for perpetrators; and analysis of trends and data in the workplace and broader industry.

Head of Business (HOB):

- the CEO or equivalent of a subsidiary organisation within your corporate group
- an employee who has strategic control and direction over a substantial part of the business, but whose responsibilities do not extend across an entire corporate group, such as the head of a brand within a group.

Key Management Personnel (KMP):

- in line with Australian Accounting Standards Board AASB124, **KMPs** have the authority and responsibility for planning, directing and controlling the activities of an entity, directly or indirectly. This includes any director (executive or otherwise) of that entity.

Date Created: 29-05-2024

- a defining feature of KMPs is their influence is at the entity level. KMPs are likely to direct the strategic function of their section and are often functional heads, such as head of operations or head of finance. They represent at least one of the major functions of an organisation and participate in organisation-wide decisions.
- for corporate groups, KMPs will have authority and responsibility across the entire structure.

Cohort	Regularly / At every meeting	Multiple times per year	Annually
Governing Body	No	Yes	No
CEO, HOBs	No	Yes	No
KMPs	No	Yes	No
All managers	No	No	No

5.9a Do your reports on sexual harassment to governing body and management include any of the following?

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment

Harm Prevention - Family or domestic violence

***5.11 Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?**

This question asks if you have a formal policy or strategy to support employees experiencing this kind of violence. If you answer yes, you will either have a standalone formal policy or strategy, or include this item in another formal policy or strategy.

Date Created: 29-05-2024

Family or domestic violence involves violent, abusive or intimidating behaviour from a partner, carer or family member to control, dominate or instil fear. It can be physical, emotional, psychological, financial, sexual or another type of abuse. If measures to support employees experiencing family or domestic violence are not available in your organisation, you will have the opportunity to indicate why.

Yes

Policy

***5.12 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	No
Confidentiality of matters disclosed	No
Training of key personnel	Yes
Flexible working arrangements	Yes
Workplace safety planning	no
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	No
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Offer change of office location	Yes
Emergency accommodation assistance	Yes

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***5.13 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?**

Access to paid domestic violence leave

Yes

Is it unlimited?

No

How many days of paid domestic violence leave?

5

Access to unpaid domestic violence leave

Yes

Is it unlimited?

No

How many days of unpaid domestic violence leave?

10

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