FINANCIAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

ABN 80 135 905 154

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DIRECTORS' REPORT

Directors' Report

Your Directors present this report on the company for the financial year ended 31 December 2022.

Directors

The names of each person who was a Director during the reporting period and at the date of this report are –

Mr Paul Ryan - Chair

Mr Michael Kaine

Mr Laurie D'Apice

Emeritus Professor Michael Quinlan

Mr Richard Olsen

Mr Arthur Tzaneros

Mr Nick McIntosh

Ms Elizabeth Ferrier (Resigned 8th June 2022)

Ms Jo Hammond

Ms Heidi Beck (Appointed 22nd June 2022)

Company Secretary

Simon Earle held the position of Company Secretary at the end of the financial year:

Operating Results

The surplus of the company for the year was \$109,048 (2021: Surplus \$260,324)

Review of Operations

Bluecard revenue decreased by \$67,957 to \$321,200.

Principal Activity

The principal activities of the company are to promote vocational training; occupational health and safety training; safer work practices; and knowledge of workplace laws and entitlements; and to perform other services for the benefit of workers in the transport industry.

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DIRECTORS' REPORT (continued)

Likely Developments and Expected Results of Operations

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

Environmental Issues

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

Impact of COVID-19

After the outbreak of COVID-19 in early 2020, a series of precautionary and control measures have been and continue to be implemented across the company. The company will pay close attention to the development of COVID-19 and will evaluate its impact on the financial position and operating results of the company. As at the date on which this set of financial statements are authorised for issue, the company is not aware of any material adverse effects on the financial statements as a result of the COVID-19 outbreak.

After Balance Date Events

Other than the impact of COVID-19 described above, no matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

Dividends Paid or Recommended

No dividend has been paid or is recommended since the start of the financial year. No recommendation for payment of dividend has been made.

Directors Benefits

The directors have received no benefits during the financial year.

Information on Directors at 31st December 2022

Mr Paul Ryan – Previously Industrial Advisor, Victorian Transport Association, consented to act as a Director from 18th October 2011.

Mr Michael Kaine – National Secretary, Transport Worker's Union of Australia, consented to act as a Director from 10th November 2010. As required under the Constitution, Mr. Michael Kaine resigned as a director on 22nd June 2022. He was subsequently re-elected on that date.

Emeritus Professor Michael Quinlan– Director Industrial Relations Research Centre, University of New South Wales, consented to act as a Director from 14th December 2010.

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DIRECTOR'S REPORT (continued)

Information on Directors

Mr Laurie D'Apice – President Human Resources, Linfox, consented to act as a Director from 17th March 2009. As required under the Constitution, Mr. Laurie D'Apice resigned as a director on 14th December 2021. He was subsequently re-elected on that date.

Mr Richard Olsen – Secretary, Transport Workers Union NSW, consented to act as a Director from 15th December 2016.

Mr Arthur Tzaneros – CEO Australian Freight Container Services, consented to act as a Director from 28th November 2017.

Mr Nick McIntosh – National Assistant Secretary TWU, consented to act as a Director from 27th November 2018.

Ms Jo Hammond – Head of Logistics, Coles, consented to act as a Director from 15th February 2021.

Ms. Heidi Beck – Chief People Officer, Global Express consented to act as a Director from 22nd June 2022.

Meetings of Directors

During the reporting period, six meetings of Directors were held. Attendances were:

Number eligible to attend		Number attended	
Paul Ryan - Chair	6	6	
Michael Kaine	6	5	
Laurie D'Apice	6	5	
Emeritus Professor	Michael Quinlan 6	5	
Richard Olsen	6	5	
Arthur Tzaneros	6	4	
Nick McIntosh	6	5	
Elizabeth Ferrier	2	1	
Jo Hammond	6	4	
Heidi Beck	3	2	

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Indemnification of Officer or Auditor

Directors and Officers Insurance has been taken out by the company. Deeds of Access. Indemnity and Insurance have been signed by the Directors.

Proceedings on Behalf of the Company

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings. The Company was not a party to any such proceedings during the period.

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity.

Auditor's Independence Declaration

The auditor's Independence Declaration for the year ended 31 December 2022 has been received and can be found on page 7.

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

C11011

Dated at Sydney this 10 day of April



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Directors: D A Trood A J Spratt

TRANSPORT EDUCATION AUDIT COMPLIANCE HEALTH ORGANISATION (TEACHO) LIMITED

ABN 80 135 905 154

AUDITOR'S INDEPENDENCE DECLARATION UNDER S 307C OF THE CORPORATION ACT 2001 TO THE DIRECTOTS OF TRANSPORT EDUCATION AUDIT COMPLIANCE HEALTH ORGANISATION (TEACHO) LIMITED

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2022 there has been:

- i no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

TROOD PRATT AUDIT & ASSURANCE SERVICES PTY LTD

D.A.TROOD Director

Dated at Sydney this 10th day of May 2023

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Statement of Profit or Loss and Other Comprehensive Income for the Year Ended 31 December 2022

	\$	\$	
	2022	2021	
Bluecard revenue	321,200	389,157	
Other revenue	153,007	99,419	
Consultants	(296,535)	(138,542)	
Insurance	(3,420)	(3,800)	
Depreciation	(2,912)	(2,645)	
Other expenses	(62,292)	(49,574)	
Sub-Contractors	7 / 2 	(33,691)	
Net current year surplus	109,048	260,324	
Other comprehensive income	-	·	
Total comprehensive income attributable		21	
to members of the entity	109,048	260,324	

The accompanying notes form part of this financial report.

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Statement of Financial Position As at 31 December 2022

	Note	2022	2021
		\$	\$
Assets			
Current Assets			
Cash at bank	3	732,952	628,504
Trade and other receivables	4	13,060	9,395
Other current assets	5	1,360	1,447
Total Current Assets	2	747,372	639,346
Non-Current Assets			
Plant and equipment	6	3,797	6,709
	-	3,797	6,709
Total Assets		751,169	646,055
Liabilities			
Current Liabilities			
Sundry creditors	7	14,403	18,337
Total Current Liabilities		14,403	18,337
Total Liabilities		14,403	18,337
Net Assets		736,766	627,718
Equity			
Retained surplus		736,766	627,718

The accompanying notes form part of this financial report.

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Statement of Changes in Equity For the Year Ended 31 December 2022

	Accumulated Funds	
	\$	
Balance at 1 January 2021	367,394	
Surplus for the year Other comprehensive surplus/(deficit)	260,324	
Balance at 31 December 2021	627,718	
Surplus for the year	109,048	
Other comprehensive surplus/(deficit)		
Balance at 31 December 2022	736,766	

The accompanying notes form part of these financial statements

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Statement of Cash Flows For the Year Ended 31 December 2022

	Note	2022 \$	2021 \$
Cash flows from operating activities			
Receipts from industry group		465,606	480,702
Payments to suppliers and employees		(366.094)	(223,713)
Interest received	12	4,936	389
Net cash provided by operating activities	8 _	104,448	257,378
Cash flows from Investing Activities Payments for property, plant and equipment		_	(2,539)
	-		
Net cash (used in) by operating activities	-		(2,539)
Net increase in cash held		104,448	254,839
Cash at beginning of the financial year	ş. 	628,504	373,665
Cash at end of the financial year	3	732,952	628,504

The accompanying notes form part of these financial statements

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Notes to the Financial Statements For the Year Ended 31 December 2022

The financial statements cover Transport Education Audit Compliance Health Organisation (TEACHO) Limited as an individual entity incorporated and domiciled in Australia. Transport Education Audit Compliance Health Organisation (TEACHO) Limited is a company limited by guarantee.

The financial statements were authorised for issue on 10th May 2023 by the directors of the company.

Note 1 - Summary of Significant Accounting Policies

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the Australian Charities and Not-for-profits Commission Regulations 2022. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under Australian Charities and Not-for-profits Commission Regulation 2022 and the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with those of previous periods unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The amounts presented in the financial statements have been rounded to the nearest dollar.

Accounting Policies

(a) Income tax

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

(b) Cash and cash equivalents

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

(c) Revenue and other income

Revenue from the rendering of services is recognised upon the delivery of services to customers.

Interest revenue is recognised as it accrues using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

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

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Notes to the Financial Statements For the Year Ended 31 December 2022

Note 1 – Summary of Significant Accounting Policies (continued)

(d) Goods and services tax (GST)

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

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

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

(e) Comparative figures

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

(f) Impairment of assets

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

g) Accounts receivable and other debtors

Accounts receivable and other debtors include amounts due from customers. Receivable expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

h) Accounts payable and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amount being normally paid within 30 days of recognition of the liability.

i) Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and any impairment losses.

The carrying amount of plant and equipment is reviewed annually by the directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable

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Notes to the Financial Statements For the Year Ended 31 December 2022

Note 1 – Summary of Significant Accounting Policies (continued)

i) Plant and equipment (continued)

amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

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Notes to the Financial Statements For the Year Ended 31 December 2022

	Note	2022	2021
		\$	\$
Note 2: Profit before income tax			
a. Expenses			
Audit - fees		4,950	4,750
Bad debts		440	155
Printing and stationery		3,939	15,247
Rent		12,000	14,525
b. Significant revenue			
Training income		321,200	389,157
Sundry income	_	153,007	99,419
N. 2.C. I. I. I. I. I. I.			
Note 3: Cash and cash equivalents		256 594	254 700
Cash at days sit		256,584 476,368	354,799 273,705
Cash at deposit	_	732,952	628,504
Note 4: Trade and other receivables	=	132,332	020,301
Trade debtors		10,043	9,361
Interest Receivable		2,307	34
GST		710	=0.
	-	13,060	9,395
Note 5: Other current assets	_		
Prepayments	_	1,360	1,447
Note 6: Property, plant and equipment			
Plant and equipment – at cost		19,067	19,067
Less: Accumulation Depreciation		(15,270)	(12,358)
	-	3,797	6,709

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Notes to the Financial Statements For the Year Ended 31 December 2022

	Note	2022 \$	2021 \$
Note 7: Accounts payable and other payables			
Trade Creditors		411	1,919
Other creditors and accruals		13,992	-
GST		-	16,418
	-	14,403	18,337
Note 8: Cash flow information			
Reconciliation of cash flows from operations with profit after income tax:			
Profit for the year		109,048	260,324
Depreciation		2,912	2,645
Changes in assets and liabilities:			
(Increase)/decrease in trade receivables and			
other receivables		(3,665)	(7,485)
(Decrease)/increase in payables		(3,934)	1,894
Decrease in other assets	_	87	=
		104,448	257,378

Note 9: Related party transactions

Directors:

The name of people who were directors of the company at any time during the financial year are:

Mr Michael Kaine

Mr Laurie D'Apice

Emeritus Professor Michael Quinlan

Mr Paul Ryan

Mr Richard Olsen

Mr Arthur Tzaneros

Mr Nick McIntosh

Ms Elizabeth Ferrier – (Resigned on 8th June 2022)

Ms Jo Hammond

Ms Heidi Beck (appointed 22nd June 2022)

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Notes to the Financial Statements For the Year Ended 31 December 2022

Note 9: Related party transactions (continued)

There were no transactions between the company and its directors.

There were no transactions between the company and its members or any entity associated with the members.

Note 10: Key management personnel compensation

The directors have received no benefits during the financial year.

Note 11: Impact of COVID-19

After the outbreak of COVID-19 in early 2020, a series of precautionary and control measures have been and continue to be implemented across the region. The company will pay close attention to the development of COVID-19 and will evaluate its impact on the financial position and operating results of the company. As at the date on which this set of financial statement are authorised for issue, the company is not aware of any material adverse effects on the financial statements as a result of the COVID-19 outbreak.

Note 12: Company limited by guarantee

Transport Education Audit Compliance Health Organisation (TEACHO) Limited is a company limited by guarantee.

The liabilities of the members are limited in accordance with the constitution.

Note 13: Entity details

The registered office and principal place of business of Transport Education Audit Compliance Health Organisation (TEACHO) Limited is:

TEACHO Limited Suite 2 CB3 Level 3 321 Pitt Street SYDNEY NSW 2000 AUSTRALIA

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Directors' Declaration

In accordance with a resolution of the directors of Transport Education Audit Compliance Health Organisation (TEACHO) Limited, the directors declare that:

- The financial statements and notes as set out on pages 8 to 17, are in accordance with the Australian Charities and Not-for-profits Commission Regulations 2022 and:
- (a) comply with Australian Accounting Standards applicable to the company; and
- (b) give a true and fair view of the financial position of the company as at 31 December 2022 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
- 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.

Paul Ry Chair

Dated at Sydney this 10 day of April 2023

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Directors: D A Trood A J Spratt

TRANSPORT EDUCATION AUDIT COMPLIANCE HEALTH ORGANISATION (TEACHO) LIMITED

ABN 80 135 905 154

Independent Auditor's Report to the Members of Transport Education Audit Compliance Health Organisation (TEACHO) Limited

Opinion

We have audited the financial report, of Transport Education Audit Compliance Health Organisation (TEACHO) Limited, which comprises the statement of financial position as at 31 December 2022, the statement of comprehensive income, statement of changes in equity and cash flow statement 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 Transport Education Audit Compliance Health Organisation (TEACHO) Limited is in accordance with the Australian Charities and Not-for-profits Commission Regulations 2022, including:

- giving a true and fair view of the company's financial position as at 31 December 2022 and of its performance for the year then ended; and
- complying with Australian Accounting Standards to the extent described in Note 1.

Basis for Opinion

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

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Independent Auditor's Report to the Members of Transport Education Audit Compliance Health Organisation (TEACHO) Limited

Emphasis of Matter - COVID-19 Outbreak

We draw attention to Note 11 of the financial report, which describes the impact of the COVID-19 outbreak on the company. Our report is not modified in respect of this matter.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the directors' financial reporting responsibilities under the Australian Charities and Notfor-profits Commission Regulations 2022. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Director 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 and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Australian Charities and Not-for-profits Commission Regulations 2022 and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a 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 relating 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.

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

Identify and assess the risk of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

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- Obtain an understanding of internal control relevant to the audit in order to design audit
 procedures that are appropriate in the circumstances, but not for the purpose of
 expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the
 entities or business activities within the Company to express an opinion on the financial
 report. We are responsible for the direction, supervision and performance of the
 Company audit. We remain solely responsible for the audit opinion.

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

TROOD PRATT AUDIT & ASSURANCE SERVICES PTY LTD

D.A.TROOD Director

Dated at Sydney this 11th day of May 2023