



WAFIC
FISHING • PEARLING • AQUACULTURE



2024-25 ANNUAL REPORT

Protecting, promoting and supporting
the development of Western Australia's
fishing community.

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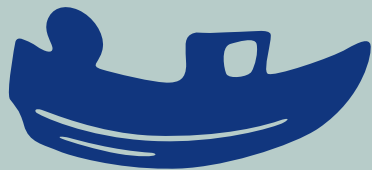
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Our Mission

WAFIC is the recognised peak body to protect, promote and support development of the commercial fishing industry.



Commercial fisheries

Supporting WA's food security and providing world-class seafood to the WA community



WESTERN AUSTRALIA'S MSC CERTIFIED FISHERIES

- 1 Western Rock Lobster
 - 2 Mackerel Icefish
 - 3 Heard Island & McDonald Island Toothfish
 - 4 Exmouth Gulf Prawn
 - 5 Shark Bay Prawn
 - 6 Peel-Harvey Blue Swimmer Crab
 - 7 Mandurah Sea Mullet
 - 8 Deep Sea Crab fishery
 - 9 South Sea Pearls
 - 10 Abalone
 - 11 Abalone – Wild Enhanced fishery
 - 12 Sea Cucumber
 - 13 Octopus
 - 14 Abrolhos & Mid-West Scallop
- Abalone
 - Abalone – Wild Enhanced Fishery
 - Abrolhos Scallop
 - Crab
 - Finfish
 - Octopus
 - Patagonian Toothfish/ Mackerel Icefish
 - Prawns
 - Scallops
 - Sea Cucumber
 - Shark
 - South Sea Pearls
 - Southern Rock Lobster
 - Swordfish/Tuna
 - Western Rock Lobster

- North Coast
- Gascoyne Bioregion
- West Coast
- South Coast

Message from the Chair



A year of transformation and strategic renewal

The past 12 months have marked a pivotal chapter for WAFIC, one defined by significant change and renewed purpose.

The year began with a significant leadership transition as Melissa Haslam stepped into the role of Chief Executive Officer. Taking the helm during a complex and challenging period leading up to the South Coast Marine Park announcement, Melissa demonstrated the industry's resilience and determination under pressure. Now nine months into her tenure, Melissa continues to build her industry knowledge and develop relationships across the commercial fisheries sector.

Recognising the ongoing challenges and emerging opportunities facing our sector, the Board initiated a comprehensive strategic review of WAFIC's core values and service offerings, which resulted in the development of WAFIC's new Strategic Plan 2025-2030.

Built around four strategic pillars – Protect, Promote, Represent, and Develop – the plan provides a framework for action with clear timelines, that will assist WAFIC to better focus on proactive, long-term solutions that align

with broader fisheries management objectives while providing fishing families with the support they need.

The revised direction will include greater sharing of social license messaging, increased awareness of the role of commercial fishing as an economic pillar, regional development driver and platform for food security and local seafood supply. We also need to ensure the development of an operating environment that supports sustainable co-existence for all stakeholders.

Membership reform and enhanced stakeholder engagement with industry and members have also emerged as priorities and have encouraged the Board to explore new opportunities and structures to foster stronger connections and accessibility with industry members, and to ensure local fishing voices are heard and valued. In coming months, WAFIC will consult with members on how best to achieve this.

The heavy burden of our operational workload over the year continues to be further compounded by a tight fiscal environment, with WAFIC's finances still heavily

impacted by the economic slowdown that followed China's trade disruption. This funding shortfall is expected to persist through the next funding period, which makes a tough job even more difficult. WAFIC will need to explore new options to supplement its income and ensure we are resourced to meet the many challenges confronting our industry.

Following the announcement of the government's decision on the South Coast Marine Park, the Minister established a dedicated working group to examine how compensation frameworks could be strengthened and better aligned with the impacts on industry. WAFIC has undertaken targeted consultation with affected fishing families across each fishery to ensure their circumstances, assets and long-term viability are accurately represented in this process.

"The new strategic plan provides a framework for action and long-term solutions"

We understand the revised Kimberley Voluntary Fisheries Adjustment Scheme (VFAS) is expected to open before the end of the year. The South Coast process is anticipated to commence in early 2026.

We continue to strongly advocate for an industry support package to assist impacted fishing families and other businesses in the supply chain through this challenging period.

Following the State Government's decision not to proceed with the Aquatic Resources Management Act 2016 (ARMA), WAFIC has worked closely with WA Fisheries Council members and targeted working groups to explore pathways within existing legislation to deliver much-needed flexibility and security for the commercial fishing industry. Our goal remains clear and unchanged: To strengthen resource security for fishers, deliver key promised policy objectives of ARMA and advocate for timely compensation legislation reform.

The year concluded with the appointment of a new Minister for Fisheries, which saw fisheries now aligned under the portfolio of Primary Industries and Regional

Development. This alignment makes sense and has the potential to open opportunities for cross-sector collaboration in areas such as biosecurity, export marketing, downstream value-adding and innovation.

While the year has brought more than its share of challenges, it has also been one of consolidation, renewal, change and strategic momentum. As we move into the new financial year, we do so with greater determination and a positive vision to advance and develop WA's fishing industry and its fishing families.

I extend my sincere thanks to the WAFIC Board and staff for their dedication, resilience and unwavering support throughout the year. Together, we are building a stronger, resilient and more sustainable future for our industry and for Western Australian communities.

Adele Farina
WAFIC Chair



Message from the CEO



It's been a busy 10 months since I stepped into the CEO role in September, dealing with several significant industry challenges, with a small team in WAFIC and a tight operational budget.

Early in the year came the announcement of the South Coast Marine Park, which was quickly followed by discussions about compensation for impacted commercial fishers and the inevitable challenge of capturing the detail of the marine park and the fisheries changes.

The commercial fishing industry has its own specific compensation legislation, which over the years has been viewed as both a blessing and a curse.

Working within the existing legislative framework the Minister invited WAFIC to join a Compensation Working Group to incorporate key recommendations from the FRDC report, 'Review of approaches for determining commercial fishers compensation', as a tool to seek process improvements. With this in mind, we put our shoulder to the wheel, meeting with many licence holders across 17 fisheries both from the South Coast and the Greater Kimberley marine parks, several times throughout the year.

While this is a demanding and challenging process, many fishers appreciated the effort and landed an agreed position to take forward to the Minister, who will now consider the working groups recommendations before referring the matter to the independent Voluntary Fisheries Adjustment Scheme (VFAS) committee.

While still dealing with the fallout of the South Coast and Greater Kimberley marine parks the State Government announced the Exmouth Marine Park, stating there would be no adverse impacts to commercial fishing.

While this is a far superior starting position for industry, there is still a road to be travelled, and WAFIC will need to be at the table early with the Department of Primary Industries and Regional Development (DPIRD) and the Department of Biodiversity, Conservation and Attractions (DBCA) to consider the potential impacts of sanctuary zones within the marine park boundaries. The devil is always in the detail.

While a declared windfarm area off Geographe grabbed headlines and startled fishers early in the year, no proponent has yet been able to convert interest into an economically viable project. This is no time to rest on our laurels though, as there have been plenty of other onshore and offshore proposed developments to threaten the livelihoods of commercial fishers.

A collective effort saw the proposal to put a desalination plant in Albany's King George Sound quashed. Similarly, the K+S solar salt project in the Pilbara has been scrapped after nine years of industry and community objections. None-the-less BCI Minerals plan to proceed with its Maride Salt Project, which will see significant dredging to create a trans-shipment port north of Onslow. This project is a major concern to WAFIC due to the dredging of a significant area of commercially valuable coral reef. Worse is the fact they are now seeking environmental approvals to dump the dredge spoil at sea.

Pilot Energy continues to make plans to proceed with seismic surveys south of Dongara, despite WAFIC's strong objections and concerns about impacts to Western Rock Lobster, Western Rock Octopus and juvenile Dhufish.

Closer to Perth, Westport continues to push ahead, despite numerous environmental concerns combining all the impacts of dredging, sea dumping, construction and disruption to snapper spawning areas all in one project. WAFIC will continue to voice commercial fishing industry concerns on all these projects, and several others. We will also continue to advocate for oversight of the cumulative impacts of marine developments on the commercial fishing sector, demonstrating once again the need for an Ocean Planning Policy.

The March 2025 election resulted in a returned Labor Government, and a new fisheries Minister, Jackie Jarvis. WAFIC has been working constructively with the new Minister and her policy advisors to ensure the challenges and opportunities for our industry are well understood.

The Minister has indicated a renewed focus on a targeted FRMA review, prioritising

Individual transferable quota and other rights-based commercial fishing and aquaculture resource and access entitlements are secured by registration, enduring, unable to be diluted, assignable and protected at law. It is also hoped the process will deliver an updated Fisheries Policy Statement.

With further legislation amendments to follow, WAFIC will continue to engage in the reform agenda through the FRMA Industry Reference Group.

As outlined in the Chair's report, we look to address a number of Strategic Priorities into the coming financial year, without dropping the ball on everyday operations. We also hope to embrace opportunities to promote the value of our seafood sector.

Anyone who has worked in the commercial fishing industry knows there will never be an end to our challenges, but I would like to also thank those in the industry who have reached out and stepped up to support WAFIC, and myself, throughout the year. Fishing is a people industry and it's important that we keep our people engaged, connected and working as one.

I would also like to acknowledge the commitment and efforts of WAFIC staff throughout this challenging period. There have been so many moving parts and competing priorities this year and yet the team have performed professionally and delivered some exceptional outcomes for industry.

Melissa Haslam

WAFIC Chief Executive Officer



Year at a Glance

We protected



5% reduction

of the sanctuary zone in the South Coast Marine Park on behalf of our South Coast industry

23

oil and gas environmental plans reviewed and consulted



9 industry submissions

on coastal and offshore development proposals delivered



We developed



we supported the industry through **4 MSC audits** and **1 Client Action Plan**

We promoted

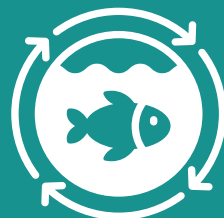


10 hours recorded

of our new Back on Dry Land podcast to promote better mental health

\$90,000

bycatch mitigation grant
successfully obtained to allow
the introduction of new gear
technology within the South
Coast Purse Seine fishery



supported the amalgamation
of **3 different fisheries under 1**
MSC certification in Shark Bay

We represented



100 licence holders

in attendance at the inaugural
WAFIC and DPIRD hosted South
Coast Fisheries Conference

40 industry members



met the new minister Jackie
Jarvis at our breakfast event



490,565 views

on Facebook from people who
aren't subscribed to WAFIC



601,600 views

on our Facebook page



Our Board

The WAFIC Board is made up of nine directors, including an independent chair. The Board meets six times per year, with additional meetings held for sub-committees or extraordinary issues.

Three Board seats are vacated each year at the Annual General Meeting (AGM), with new Board members elected through a process of membership voting at the AGM.

In the 2023-24 Financial Year, the seats of Manue Daniels, Matt Benson-Lidholm and Vice-Chair Anthony Haygarth became vacant. Anthony resigned and stepped down due to work commitments. The Annual General Meeting saw Adele Farina retained as Chair. Long-term Board members Manue Daniels and Matt Benson-Lidholm were re-elected, while Anthony was replaced by Paul Catalano. The Chair noted Anthony's

contribution to WAFIC during his time on the Board and his role as Vice-Chair, and thanked him for his service.

During the year, Adam Radford also stepped down from the Board due to increased work commitments and was replaced by Ms. Kym Coffey who will fill the role as a temporary vacancy until the next AGM in November 2025.



Adele Farina

WAFIC Chair and Chief Executive Officer of the Forest Industry Federation of WA. Adele is a former Legislative Council member for the South West region, and has an active engagement with regional industries.



Manue Daniels

Manue sits as Vice-Chair of WAFIC and is also a member of numerous boards, committees, fishing industry associations and regional representative bodies. Manue is based in Esperance and is heavily involved in commercial fishing.



Wayne Scheggia

Wayne is a business and regional development consultant, with a successful record of business management, restructuring and transitioning. Wayne has served on the WAFIC Board since 2020.



Kym Coffey

Kym has worked in the commercial seafood industry since 2002 and has experience with a diverse range of commercial fishing, pearling and aquaculture industries in Western Australia and the Northern Territory.



Phil Clark

Phil has a lifelong passion for seafood and is an outspoken advocate for local seafood supply. Phil has worked in almost every aspect of seafood and food service, from sales, through wholesale and even the occasional bit of fishing.



Nicholas Tee

From humble beginnings in seafood retail to the open ocean, Nick's career is a testament to his lifelong passion. His ultimate goal is to showcase the unparalleled quality of WA's seafood on a global stage.



Matt Benson-Lidholm

Matt is a former State Parliamentarian with experience in regional development and fisheries administration (FRMA review Chair). He has a long family involvement in fishing on the South Coast and is the former Chair of SSPWA.



James Brown

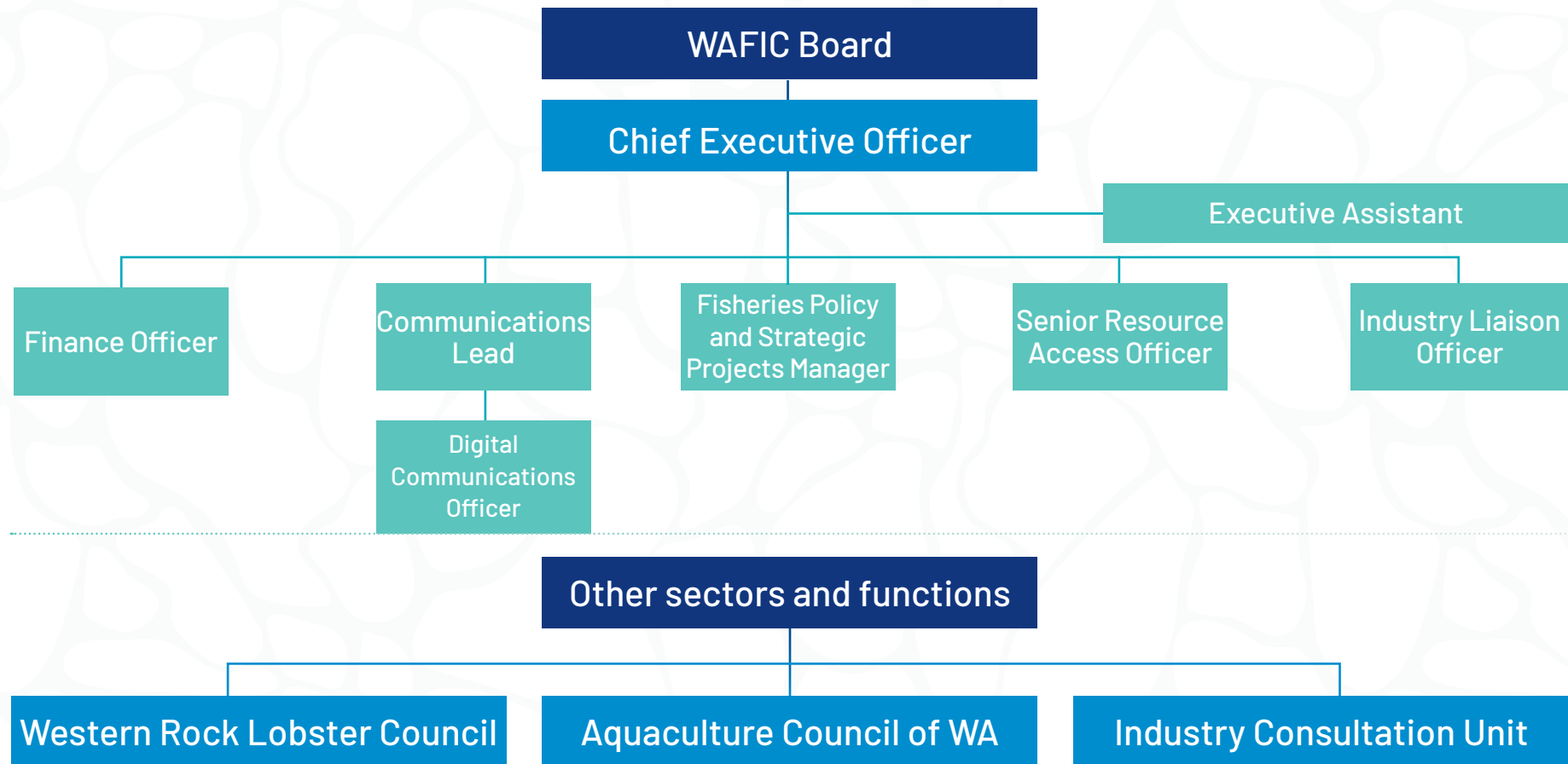
James Brown has an extensive background in pearling as well as regional development and leadership. He was named Australian Farmer of the Year in 2021 and continues to work at the frontline of the fishing industry.



Paul Catalano

Paul boasts extensive experience in post-harvest processing, international markets, supermarket drivers and direct retail.

Organisation structure



New strategic plan sets bold new direction

The WAFIC Board used the review of its Strategic Plan 2020-2025 to refocus the organisation's operational objectives and increase engagement opportunities for the WA seafood industry.

Four key strategic pillars

The Strategic Plan 2025-2030 builds upon the success of the previous plan and its foundation on four pillars – Protect; Promote; Represent, and Develop, with a goal to maximise the viability of the commercial seafood sector; develop a structure that will provide long-term confidence for investment and operations; promote the socio-economic merits of commercial fishing, and enhance community understanding of the value of fisheries as an economic driver and regional employer, as well as a key contributor to food security.

As the peak industry body, WAFIC must demonstrate strong leadership and navigate industry through a challenging operating environment.

To deliver on our priorities, WAFIC has commenced the development of a research program to define the socio-economic contribution made by the WA commercial fishing industry, along with a broader Ocean Planning Policy that will provide a roadmap for co-existence with other industries also working in the marine estate.

The synergies from these documents will underpin the future direction of the commercial seafood sector in Western Australia, while establishing a platform to build long-term confidence in the industry. Success in this program will re-position commercial fishing as an essential industry for food security while unlocking the industry's potential as a sustainable regional economic driver and employment powerhouse.

As part of the process, it was recognised that WAFIC required a renewed website and digital presence to keep all stakeholders informed of industry developments, sustainability status and environmental achievements, as well as timely updates on projects, stock assessments and other industry news we deliver.

Whilst there have been challenges, there are now opportunities for industry and we have made it our priority to help promote the growth and expansion of our existing fisheries, identify new technology and innovation opportunities and increase the value of every single seafood product caught, processed, and packaged here in WA.



"The new strategic plan sets a bold vision for future fisheries management and stakeholder engagement"

Strategic pillars

There are four strategic pillars that provide the foundation of the strategic plan. These four pillars encompass everything WAFIC stands for in representing the commercial aquatic harvest and production industry.



PROMOTE

We will demonstrate the sustainability, contributions, threats and opportunities relevant to the industry



PROTECT

We will fight for access rights and certainty to support investment and the delivery of local seafood



DEVELOP

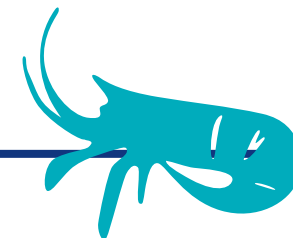
We will advocate for opportunities to develop aquatic harvest and associated activities to grow our contribution to the economy and food security



REPRESENT

We will speak with a strong voice on key issues, informed by strong industry engagement and evidence-based science.

Promote: Mental health awareness



Supporting the mental health and welfare of our fishing communities.

The growing need for mental health support is a rising concern across Western Australia's fishing communities.

The rapid rollout of expansive new marine parks is coming at a very real and personal cost to regional fishers.

The closure announcements are being delivered at a much faster rate than the clarity of management plans, or details on a model to deliver fair and equitable compensation to fishers impacted by the marine park changes and sanctuary zone exclusions.

In recognition of this issue, the Department of Primary Industries and Regional Development (DPIRD) is working with the WA Fishing Industry Council (WAFIC) on a wide range of activities to increase awareness of mental health support services into the most impacted regions.

DPIRD has allocated \$250,000 to WAFIC to develop and manage a mental health support plan to help fishers, businesses and communities that are struggling.

The strategy employs a multi-layered approach with four key goals: to raise awareness, identify channels for support, train a network of mental health support advocates, and build social license so communities better understand the role fishers play in food security and the economy.

Much of the program relies on the delivery of mental health information and support tools, as well as ensuring impacted fishers have access to qualified mental health support organisations.

The WAFIC program utilises a team of established mental health experts to deliver the program, including Seafood Industry Australia's Stay Afloat team and other established regional mental health initiatives.

The program structures industry meetings to include opportunities for mental health conversations into its agenda, while also hosting informal gatherings and events to bring local fishers together to share their stories and experiences.

A podcast series has been launched featuring mental health discussions, as well as regular stories in newsletters, online blogs and media.

WAFIC's strategy is developed to align with Stay Afloat to reduce duplication and maximise reach across the regional communities.

It is designed to promote mental health first aid training courses and the expansion of its network of trusted advocates across the State, so locals have a known point of contact that can be discreetly connected.

You can find more information at www.stayafloat.com.au



Promote: Growing our audience

Improving our engagement and reach through our media streams

WAFIC is committed to visiting regional fishing communities as much as possible, with the chief executive and senior managers travelling tens of thousands of kilometres over the last year to meet with regional members and stakeholders.

The new communications strategy and toolbox will offer a platform that allows us to share core messages that are common across all fisheries, while overlaying specific messages that are relevant to targeted fisheries and communities.

Some of these messages include:

- The role of commercial fishers in supplying seafood to shops and restaurants
- Security of resource access
- Food security: The need for WA to be able to feed itself in times of emergency
- The need for Country of Origin labelling for food service outlets
- Marine sustainability and fish for the future
- The need for co-existence between commercial fishing and offshore energy providers, such as offshore wind farms, and oil and gas projects
- The flawed consultation process for the South Coast Marine Park
- The environmental impacts of solar salt projects along the Pilbara coast
- The impacts of shark depredation
- The promotion of lesser-known, yet delicious seafood species
- Marine Stewardship Council certification.

“Sharing our messages with the broader community is increasingly important as they need to understand our commitment to sustainability and the delivery of fresh locally caught fish to Western Australian consumers.”

– **Melissa Haslam, WAFIC Chief Executive Officer**



Promote: Working with government and media

Method in the Media

While communicating with industry members is a core priority, it's also important for WAFIC to inform the broader stakeholder community on the importance of our seafood industry and what it means to WA.

Media has played an important role in WAFIC's communication quiver over the last 12 months, as it has allowed us to share stories, while also providing a channel for us to get feedback from listening communities.

Over the last year, media have shared hundreds of stories about the commercial fishing industry and the issues being faced. These stories vary from topical issues, such as marine park processes and offshore wind farms, through to consumer-focused stories, such as discovering lesser-known seafood species that create delicious meals.

Regional media has proved to be particularly effective in reaching our country audiences, with the regionally-informed journalists providing an independent, third-party voice on key issues impacting their home towns.

Social media: A diverse and growing audience

WAFIC continues to utilise a more traditional communications approach for industry using channels such as email, News Flashes, newsletters and podcasts, as well as face-to-face forums, meetings, and workshops, however we have seen a growing increase in our audience outreach through social media - particularly through Facebook and Instagram.

The ability to deliver instant widespread messaging, that is more interactive and dynamic, whilst facilitating two-way engagement and sharing opportunities, is a really powerful tool, particularly when trying to improve our broader engagement with the public.

Throughout the financial year, we have seen positive uptake in social media activity with Facebook being particularly useful in engaging our seafood industry, while our Instagram page has opened a gateway for the public to buy into our seafood sector and learn about the people involved, and where the seafood they consume comes from. We aren't just spreading updates or sharing Government information, but are

educating the public on the health benefits of seafood, highlighting what a sustainable fishery looks like, and sharing the good news stories from across the state.

Our latest social media stats have demonstrated increases across all our platforms. On Facebook we now have over 8000 followers and increases across all metrics including likes, views, comments and discussion.

On Instagram we now have over 2000 followers and are steadily growing. This is positive news for WAFIC and our wider audience who are engaging more with our WA seafood industry content.

Working alongside government

Western Australia's fisheries are managed by the Department of Primary Industries and Regional Development (DPIRD), so it's important for WAFIC to work closely with DPIRD to ensure we are accurately informed and that all appropriate fisheries data is shared to assist the department to make informed decisions.



490,565 views

on Facebook from people
who aren't subscribed to
WAFIC



601,600 views

on our Facebook page



5.97 million reached

WAFIC stories reached an
audience of 5.97 million
over the year



Protect: Cumulative impacts

Managing the compounding pressures of expanding coastal and offshore development

The rapid expansion of coastal, offshore oil and gas and renewable energy developments continues to present significant challenges for Western Australia's commercial fishing industry.

Genuine and transparent consultation remains essential to negate, or minimise, direct and cumulative impacts on fishing operations, fishers livelihoods and WA's seafood security.

WAFIC actively monitors proposals along the State's coastline and engages with coastal development proponents, oil and gas title holders, and regulators, including the Environmental Protection Authority (EPA) and National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA) to ensure outcomes that are both environmentally responsible and supportive of the commercial fishing industry.

Over the past year, WAFIC has observed growing interest from oil and gas title holders in new decarbonisation technologies, including carbon capture and storage, as well as a rise in decommissioning of oil and gas infrastructure.

WAFIC has actively engaged with titleholders to explore collaborative opportunities, aiming to identify innovative decommissioning solutions that deliver long-term benefits and safeguards for the commercial fishing industry.

These discussions have been focused on ensuring that the evolving offshore landscape can co-exist sustainably with fishing operations, supporting industries and promoting productivity for Western Australia's fisheries.

Through years of facilitating consultation between oil and gas title holders and commercial fishers, WAFIC has found that titleholders who utilise WAFIC's Oil and Gas Consultation Framework demonstrate best-practice engagement and help to minimise consultation fatigue within the industry.

WAFIC has continued its work to facilitate consultation between title holders and fishers by sharing and reviewing information on several environmental plans, ensuring commercial fishing interest are represented and concerns are recognised.

Building on this consultation experience with the oil and gas sector, and in response to the declared offshore wind area off Bunbury, and guidance from the Offshore Infrastructure Regulator (OIR), WAFIC has developed an Offshore Renewable Energy (ORE) Position Statement and accompanying ORE Guiding Principles.

These documents outline expectations for effective consultation and coexistence between renewable energy proponents and the fishing industry. WAFIC expects all ORE proponents to review these documents prior to engaging with industry to ensure a consistent and streamlined consultation process.



In the coastal development space, WAFIC has observed an increase in desalination proposals, particularly in the more heavily populated regional areas of WA, as well as offshore dredge spoil proposals and continued progress in the approvals process of hydrogen, solar salt and port development projects.

WAFIC has prepared several industry-informed submissions, provided to both proponents and the EPA during relevant consultation periods. These submissions were shaped by feedback from potentially impacted fishers and focused on concerns regarding cumulative impacts on nearshore habitats and key commercial species.

Nearshore habitats along WA's coastline are already under considerable pressure from climate-related stressors, and additional development risks further degrading these environments, disrupting critical breeding and feeding grounds, and undermining the resilience of key species that support commercial fishing.

WAFIC continues to advocate for careful assessment and management of cumulative

impacts to ensure these nearshore environments are preserved for long-term ecological and industry sustainability.

Looking forward

While WA's commercial fisheries have operated sustainably for generations, they are increasingly competing for space, as other industries including oil and gas, coastal developments, aquaculture, marine parks and emerging sectors expand without coordinated marine planning.

To address this growing competition, WAFIC is advocating for a comprehensive State Ocean Planning Policy to fill critical gaps in marine management. This policy will provide a strategic, integrated approach to ocean use, developed in collaboration with impacted industries, rather than managing the integration of multiple users on a case-by-case basis.

The policy will also be a vital tool for restoring confidence in marine planning and governance, offering all stakeholders a transparent view of future ocean development, including a mapped overlay of proposed marine park zones.

Without such a framework, WA risks losing access to the marine resources that sustain coastal economies and provide Western Australians with sustainable, fresh, local seafood.



Protect: Our marine estate



South Coast Marine Park highlights environmental planning concerns.

After four years of consultation and debate, Environment Minister Reece Whitby announced the final boundaries of the South Coast Marine Park and its sanctuary zones in November 2024.

While launched with much hype, the announcement was overshadowed by mixed messaging, with the Minister suggesting the boundaries were appropriate because “no one was happy,” a sentiment that has done little to inspire public confidence in the decision-making process.

The Department of Biodiversity Conservation and Attractions’ (DBCA) original 25 per cent sanctuary coverage proposal for the marine park, was reduced to 20 per cent sanctuary zones following rigorous consultation with south coast fishers and detailed industry-informed submissions.

The final zoning also included notable concessions, such as the removal of the proposed Point Hood and Kepa Kurl sanctuaries and reductions to key fishing areas within Cape Pasley, Eastern Group Islands, Salisbury-Cooper Islands, Cape Le Grand and Eucla.

These changes were made in hopes of supporting the viability of important fisheries, including purse seine, abalone, crustacean, octopus, gillnet and longline operations. However, despite these adjustments, the announcement has done little to restore trust in future marine park planning, especially given that South Coast fisheries were already recognised as sustainable and well-managed.

WAFIC has established a compensation working group to support those impacted by the marine park, including operators considering exiting the industry and is now working with government to ensure that the shortcomings of this consultation process are not repeated in future marine park developments.

This includes a more robust assessment of cumulative impacts on fishers operating across multiple zones and the development of a fair, equitable and timely compensation framework for those affected.

There remains a widespread misunderstanding about marine sanctuaries. While they may appear to be a straightforward environmental solution,

the reality is vastly more complex. Locking up vast areas of ocean where sustainable food production once occurred, risks shifting demand to imported seafood from less sustainable sources.

Evidence from Western Australia and beyond shows that lock-out sanctuaries have a capacity to fail to meet their intended environmental goals.

“While marine sanctuaries appear to be a straightforward environmental solution, the reality is vastly more complex and they have a demonstrated capacity to fail to meet their intended environmental goals”



Develop: Industry and environment

Marine Stewardship Council

The Marine Stewardship Council (MSC) program is recognised as the global gold standard for independent, third-party sustainability certification and continues to play a pivotal role within the fisheries management landscape in WA.

Following advice from the Association of Sustainable Fisheries (ASF), of which WAFIC is a member, the MSC duly released Version 3.1 in July 2024, which fixed many of the technical issues, such as ghost gear, unobserved mortality, and Endangered, Threatened and Protected (ETP) in-scope species.

This reversal by the MSC and its acknowledgement that the application of v3 was impractical in well-managed fisheries, was driven due to the increased concern of stakeholders who raised issues around the cost and complexity of meeting the revised requirements. The publication of v3 effectively led to the development of alternate independent approaches to demonstrate sustainability in wild catch fisheries. These v3 concerns were

raised almost exclusively by ASF with support from Conformity Assessment Bodies (CABs) who independently apply the MSC Fisheries Standard to in-scope fisheries.

There are 12 MSC fisheries in Western Australia, with another two in Commonwealth waters operating in the Southern Ocean.

A further two fisheries are currently undertaking the full assessment process to determine if they meet the MSC requirements.

WA's MSC fisheries:

- Western Rock Lobster
- Exmouth Gulf Prawn
- Shark Bay Prawn
- Peel-Harvey Blue Swimmer Crab
- Mandurah Sea Mullet
- Deep Sea Crab fishery
- South Sea Pearls
- Abalone
- Abalone – Rare Foods Australia
- Sea Cucumber
- Octopus
- Abrolhos & Mid-West Scallop (Full Assessment)

Commonwealth waters:

- Heard Island and McDonald Island Toothfish
- Mackerel Icefish



"12 WA fisheries hold MSC certification, which is more than any other state and well above the global average."

The WA Landscape

WAFIC is now the client for five fisheries in WA that include Exmouth Gulf Prawn, Shark Bay Prawn, Abrolhos Island and Mid-West Trawl, West Coast Deep Sea Crustacean and Western Australian Octopus.

Since the start of 2024, WAFIC has been responsible for delivering one client action plan and four audits that included the process of amalgamating three Shark Bay fisheries into one, a first for Western Australia.

Congratulations is in order for the WA Octopus fishery which received MSC re-certification this year, after becoming the first octopus fishery in the Southern Hemisphere to receive the certification back in 2019.

WAFIC, as the client for this fishery, worked alongside DPIRD to finalise the client action plan that will address several minor conditions over the next five years.

As one of Australia's fastest growing fisheries, an FRDC project was also commissioned in August 2024, with a budget of \$650,000 that is looking to explore knowledge gaps, develop pro-active management and economic policy settings to help build prosperity in a fishery that is going from strength to strength.

It was also positive news for Western Australia's sea cucumber fishery, which has successfully renewed its Marine Stewardship Council (MSC) certification, maintaining its position as the world's only MSC-certified sea cucumber fishery at a time when global sea cucumber populations face unprecedented threats from overfishing.

Lastly, changes to market conditions and the emergence of a strong Chinese aquaculture supply, has seen Western Australia's abalone fishers reshape their operations in line with new export opportunities, adjusting their focus onto Roe's abalone while continuing to pursue Marine Stewardship Council (MSC) certification. A positive outcome for the fishery, and for the MSC in WA.

Looking ahead

The next year will see WAFIC host MRAG, the Conformity Assessment body, which will visit WA to carry out the site visits for the re-assessment of Shark Bay and Exmouth. This will be an intensive week of auditing, to ensure our Exmouth prawn fishery, as well as Shark Bay's prawn, scallop and crab fisheries are in an appropriate position to meet the stringent sustainability criteria of the MSC standards for the next five years.

"Independent sustainability monitoring and accreditation are cornerstones to operational transparency and effective environmental management."



Develop: Seafood Supply Chains

“With growing pressure placed on popular wild catch species, WAFIC is working with industry to develop a market for under-utilised species that have enormous dining appeal.”

WA Seafood Showcase highlights industry innovation, research and lesser-known species

WAFIC was thrilled to join forces with WA Seafood Ambassador, Don Hancey, and the Fisheries Research and Development Corporation (FRDC) for an incredible industry showcase in April.

Over 40 experienced, emerging and aspiring Perth chefs gathered to connect directly with Western Australia's seafood producers, discovering the untapped potential of our underutilised seafood species.

This hands-on event gave chefs the opportunity to learn directly from commercial fishers about these lesser-known yet sustainable and delicious options.

The showcase featured a spectacular array of underutilised WA treasures: Jurien Bay Sandbar shark, Albany sardines, Geraldton sea urchins, Australian Herring, Kimberley Mud crabs and more, demonstrating how these species can be transformed into exceptional culinary creations.

By bridging the gap between fishers and chefs, this event aims to diversify seafood options on Perth menus, reduce pressure on popular species, and create new market opportunities for our commercial fishing industry. These connections are vital for promoting sustainable fishing practices while introducing consumers to the full breadth of Western Australia's incredible seafood offerings.

WA Seafood Ambassador, Don Hancey, worked with FRDC and WAFIC to bring together some of WA's top chefs to showcase under-utilised seafood species



Commonwealth threatened and migratory species fisheries bycatch mitigation grant

Improving conservation outcomes for threatened and/or migratory EPBC Act list species that interact with commercial wild-catch fisheries is critical for our seafood industry social licence.

As the spotlight on commercial fishing grows in the public eye, we must be increasing the uptake of bycatch mitigation measures in WA's fisheries, not only to protect our threatened species, but to show leadership and stewardship for our marine environment.

It is important that our Australian commercial wild-catch fisheries become more sustainable by investing in practical solutions that aim to mitigate the bycatch of species listed as threatened and/or migratory under the EPBC Act.

WAFIC supported commercial fishers in Zone 1 of the South Coast Purse Seine Managed Fishery to better understand the practical solutions available to fishers, and to reduce interactions with threatened and/or migratory species.

The \$375,000 grant package was used to trial purpose designed nets with heavily weighted upper portions and upgraded hydraulics to aid in rapid net recovery.

A risk assessment process was undertaken of vessels operating in the fishery to identify where upgraded equipment could potentially have the greatest impact in reducing bycatch interactions.

Industry representatives collaborated with purse seine design experts to prototype two custom net designs to trial in the fishery.

In addition to the purpose designed nets, improvements were made to the hydraulic gear onboard vessels required to set, deploy and recover gear. The upgrades required varied depending on vessel design.

The output included:

- Two purpose-designed purse seine nets (four nets in total) incorporating weighted lines within the top 30 metres to help the net drop quickly and ensure that folds in the net do not develop, which can pose a risk for diving Flesh-Footed Shearwater.
- Hydraulics and power block setups on individual boats upgraded, as appropriate.

An onboard observer program to collect independent data on fishing activity, interactions with listed species and other data to assess the effectiveness of the bycatch mitigation measures was undertaken in 2024 and early 2025, which showed positive results from the modified gear being utilised.

The improved infrastructure has facilitated smoother net retrievals and contributed to reducing the chance of folds developing in the net and the chance of Flesh-Footed Shearwater interactions. A great success for industry and WAFIC.

Country of Origin labelling for seafood to commence in 2026

After years of dedicated advocacy, the Country of Origin Labelling (CoOL) standard for seafood served in hospitality venues has been formally approved and registered on the Federal Register of Legislation.

Starting 1 July 2026, restaurants, cafés, pubs, clubs, and takeaway outlets will be required to clearly label their seafood as Australian (A), Imported (I), or Mixed (M) under the new national AIM model. This aligns hospitality practices with existing labelling requirements for packaged seafood sold in retail settings.

As a founding member of the National Seafood Industry Alliance (NSIA), WAFIC has played a key role in driving this change forward in collaboration with Seafood Industry Australia and other industry partners. This milestone empowers consumers to make informed choices and ensures greater transparency, so when diners pay for Australian seafood, they can trust they're getting exactly that.

WAFIC remains committed to promoting transparency and sustainability for both consumers and Western Australia's hard-working commercial fishing operators. We extend our sincere thanks to all members who supported this initiative and helped achieve this important win for our industry.

The program will make it mandatory for all food service outlets and restaurants to inform the provenance of seafood being served.



Funding model at critical juncture for WA's commercial fisheries

Twice annually, the Fisheries Council meets with the Minister to address strategic priorities, foster collaboration and receive updates on government directions, including the recent decision to abandon the Aquatic Resources Management Act 2016 in favour of repurposing the existing Fish Resources Management Act 1994.

The sector is facing growing pressures from both long-established and emerging industrial developments in the marine environment, including offshore wind farms, marine parks and expansive sanctuary zones.

The need for effective representation, strategic engagement and co-management between government and industry has never been greater, yet the resources to meet these demands are rapidly diminishing.

Funding is essential not only for managing the marine environment sustainably, but also for ensuring co-existence among stakeholders and safeguarding the future of regional coastal fishing communities.



Inaugural South Coast Fisheries Conference

After three days of workshops and meetings from 5-7 November 2024, the inaugural South Coast Fisheries Conference was hailed a popular success, with positive feedback from stakeholders who attended.

Day One saw fishers pack into the Stirling Club for a workshop series on the latest science and updates on fisheries management, which was followed by two days of targeted management meetings.

The event was jam-packed with fishers and provided an opportunity for stakeholders to workshop and discuss the impacts of the final South Coast Marine Park plans following the park's announcement on the 5 November 2024.

The conference was a joint event by WAFIC, the Department of Primary Industries and Regional Development and the Industry Consultation Unit.

The conference provided a great opportunity for newly-appointed WAFIC Chief Executive, Melissa Haslam, to get out and meet some of the fishers.

The conference provided three days of briefings and Annual Management Meetings, as well as some time for networking and socialising.

The event was a major success and brought together generations of fishers, scientists, managers and the peak industry body to address common goals. The shared learnings will help shape the future of the South Coast fishing industry.

The inaugural South Coast Fisheries Conference has been hailed a success and will become a template for future fisheries events.



Industry breakfast with newly appointed Fisheries Minister



WAFIC secured a fantastic opportunity for industry members and license holders to meet the new Minister of Fisheries, the Hon. Jackie Jarvis, at a Corporate Industry Breakfast in June at Fraser's in Kings Park.

This was a great event that provided industry with the opportunity to meet the new minister and discuss a range of relevant topics and issues facing the seafood industry. There was a real buzz and energy around the room with over 40 representatives from the sector enjoying the sunrise over the city, and using the opportunity to network and catch up with friends.

This event showcased the ability WAFIC has in bringing industry together and facilitating events for industry at short notice. WAFIC looks forward to hosting more industry gatherings in the future.

WA seafood shines at national awards

WA's seafood industry shone brightly at the National Seafood Industry Awards in October 2024.

Category winners of each State's Seafood Industry Awards are elevated for national selection and shortlisting, with nine WA winners named as national finalists.

The gala national awards ceremony, which was held in Hobart in September 2024, saw three Western Australian seafood businesses take home national trophies.

Albany's **Hooked on Middleton Beach** took home gold in one of the most popular categories, when it was celebrated for providing Australia's best takeaway fish and chips.

Brett McCallum received the national trophy for Health and Safety in recognition of his 40 years of dedicated service shaping all facets of work health and safety for the seafood industry. **Sophie Sharland**, manager and director of Endeavour Foods received the Young Achiever award for her commitment to driving positive change and empowering future leaders in the seafood industry.

A highlight of the award presentations was the Hall of Fame inductions, which saw WA's **Angus Callander** elevated into the Australian Seafood Industry Hall of Fame.



WAFIC renews call for mandatory catch reporting

The growing pressures on Western Australia's demersal fisheries, particularly the West Coast Demersal fishery, underscore an urgent need for real-time data reporting to support responsive and effective fisheries management.

Stock assessments over recent years have revealed high levels of depletion in key species, however commercial and recreational fishers are reporting an abundance of fish, with the exception of some key indicator species including dhufish and baldchin groper.

The imbalance highlights a serious disconnect between reported data and actual conditions on the water. This discrepancy is largely due to outdated recreational catch data, which currently lags by up to three years and reflects fishing activity during the COVID lockdown period, rendering it irrelevant to today's fishing activities.

While commercial fishers are mandated to report catches in near real-time, recreational data collection remains voluntary and is significantly delayed. This imbalance hampers the ability of fisheries managers to make timely, evidence-based decisions in fisheries already under stress.

Despite substantial government investment in a smartphone app designed to streamline recreational reporting, its use remains voluntary, even in high-risk fisheries, and uptake among fishers is low.

To safeguard the future of WA's marine resources, mandatory real-time reporting must be urgently considered as a core component of sustainable fisheries management.



"Fisheries managers need to know what is being caught, when and where to effectively manage our fisheries."

Fishers call for Sea Organ Memorial to commemorate fishing lives lost

A group of dedicated volunteers from Western Australia's fishing industry is calling for the creation of a unique memorial to honour the courage and sacrifice of commercial fishers, and to commemorate those who have tragically lost their lives at sea.

Originally envisioned as a traditional statue, the WA Fishers Lost at Sea Memorial Association (FLatSea) has now proposed an innovative and deeply symbolic concept: a Sea Organ memorial, inspired by the renowned structure in Zadar, Croatia.

This interactive monument would harness the natural movement of the ocean to produce hauntingly beautiful melodies through a series of pipes built into the shoreline. As waves push air through the structure, the sea itself becomes a musical instrument, offering a gentle, reflective soundscape that evokes voices carried across the water.

FLatSea believes this concept would serve as a powerful tribute to the hundreds of fishers who have lost their lives while working along WA's rugged coastline.

The Sea Organ would be a place of remembrance, reflection, and connection, where the ocean sings in honour of those who never returned.

You can find out more at www.flatsea.org.



Research opportunities

WA Research Advisory Committee (WARAC)

As part of their 2020-2025 Research and Development Plan, the Fisheries Research and Development Corporation (FRDC) established a network of Research Advisory Committees (RACs) located in each state, territory and the Commonwealth.

The WA Research Advisory Committee comprises a mix of expertise and representatives that assist FRDC in the identification, collation and prioritisation of R&D needs of Western Australia's commercial fishing, pearling, aquaculture, recreational and indigenous stakeholders.

The RACs have an extremely important role in maximising the efficiency of the FRDC's planning and investment funding process by providing a pathway to identify and address the research, development and extension needs of the jurisdictions through project funding.

The RAC engagement has been strengthened with FRDC appointing an "extension officer" to each state. The WA extension officer is well-known industry identity Felicity Horn (contact details below).

Felicity has used her experience and network to circulate across the state, assisting stakeholders develop ideas into project priorities for consideration by the WARAC and keep them up to date with FRDC's various current and completed research projects.

The WARAC has also developed open online workshops and access to RAC meetings during which stakeholders can describe their issues or needs as they relate to the five outcomes set out in the FRDC's R&D Plan 2020-2025.

The RAC meets twice a year to consider project priorities submitted for consideration as well as out-of-session consideration of priorities deemed with some urgency for funding.

Industry Partnership Agreements (IPAs)

In addition to the WARAC, Western Australian investment is also informed by the priorities and advice of Industry Partnership Agreements (IPAs). IPAs are between the FRDC and a specific fishery to manage a suite of targeted projects over a specified time period against an agreed, industry endorsed, strategic R&D plan. Current IPAs affecting WA industry sectors include western rock lobster, pearls, abalone, oysters and prawns.

Some IPAs manage the entire FRDC contribution for that particular sector (e.g. WRL, abalone and pearls), whilst others manage part of their contribution within the IPA (e.g. prawns) with the balance managed within the RAC project funding process.

Brett McCallum,
WARAC Chair

Further information:

Further information on RACs can be found at:
www.frdc.com.au/frdc-stakeholders/research-advisory-committees

Further information on the FRDC Research and Development Plan can be found at:
www.frdc.com.au/research/rde-planning-and-priorities

FRDC Contacts:

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M: 0419 852 723

Felicity Horn, WA FRDC Extension Officer
felicity.horn@frdc.com.au
M: 0419 981 832

FRDC Research and Development Plan 2025/2030

Throughout 2024/25 FRDC has held extensive consultation with fishing and aquaculture, government and research stakeholders to review and build a new Research and Development Plan – 2025/2030.

Feedback called for continuity of stakeholder-driven themes from the previous FRDC R&D Plan 2020-25, to deliver decadal-scale impact by addressing trends and drivers aligned to key '2030' frameworks such as the National Fisheries Plan.

An independent review highlighted positive changes implemented during the FRDC RD&E Plan 2020-25, including new business units for capacity, extension and adoption and novel investment approaches to address complex national challenges and continue the FRDC important role in providing robust research and innovation to support the needs of our fishing and aquaculture sectors and benefit the community.

Go to: <https://www.frdc.com.au/strategic-planning-and-priorities/rd-plan-2025-2030>

Example of projects funded in 2024/25 benefiting WA.

Project Number	Title	Provider
2025-020	Workshop to determine fisheries management needs related to marine heatwave impacts FRDC https://www.frdc.com.au/project/2025-020	Thalassa Consulting (inc DPIRD)
2024-055	BioInnovation Festival Aquaculture Research Development and Extension Workshop FRDC https://www.frdc.com.au/project/2024-055	Aquaculture Council WA
2024-051	Capability and Capacity: International Artificial Reef Study Tour FRDC https://www.frdc.com.au/project/2024-051	Recfishwest
2024-022	Researching a multi-sector approach to seafood exports focusing on market access and market development needs FRDC https://www.frdc.com.au/project/2024-022	Seafood Industry Australia
2024-009	Exploring new resources for the West Coast Deep Sea Crustacean Managed Fishery in Western Australia FRDC https://www.frdc.com.au/project/2024-009	DPIRD

Industry Consultation Unit

The 2024/25 financial year marked a significant period of transition for Western Australia's commercial fishing sector, underscoring the evolving needs of stakeholders and the dynamic nature of the operating environment.

Central to this shift was the government's unexpected decision to discontinue the implementation of the Aquatic Resources Management Act 2016 (ARMA), following eight years of dedicated work on its implementation.

This announcement, delivered to the Fisheries Council WA came as a surprise, particularly given the Fisheries Minister Don Punch's previously limited concerns about the implementation process.

The directive to instead modernise the Fish Resources Management Act 1994 (FRMA) signalled a new chapter, prompting industry to pivot quickly and explore how the FRMA could be reshaped to meet contemporary fisheries management needs.

While the decision was initially met with frustration, the industry has since regrouped with renewed focus. Stakeholders are now actively working to ensure the revised FRMA delivers the resource security and operational flexibility essential for a sustainable future.

This period of change has also exposed deeper challenges.

The Department of Biodiversity, Conservation and Attractions' (DBCA) accelerated marine park planning has created tensions within the sector and between agencies, particularly with the Department of Primary Industries and Regional Development (DPIRD).

The South Coast Marine Park process, in particular, has highlighted a growing disconnect in consultation practices and eroded trust in opaque, government-led planning.

In response, the commercial industry is embracing the need for new approaches that will rebuild confidence in resource access and foster stronger, more transparent relationships with government.

Compounding these challenges are ongoing resource constraints within DPIRD, which have impacted the agency's ability to deliver timely and best-practice fisheries management. However, these constraints

have also revealed opportunities, particularly in leveraging real-time data collected by commercial fishers to support more agile and informed decision-making.

It has also driven a need for fresh thinking, including the inaugural South Coast Fisheries Conference, which was held in Albany in November 2024.

The event was a significant change to previous models and emerged as a beacon of collaboration, bringing together over 100 commercial fishers, scientists, and managers for three days of open dialogue and shared understanding. It laid the groundwork for more cohesive partnerships and demonstrated the value of collective thinking in navigating a pathway for the future.

This evolving operating environment has also underscored the need for a dedicated extension service within the Industry Consultation Unit (ICU).

"Compounding these issues and resource constraints has revealed opportunities and driven a need for fresh thinking."

Drawing inspiration from the Fisheries Research and Development Corporation's (FRDC) own transition, ICU is now exploring a framework to bridge the gap between science and practice, ensuring research outcomes are translated into tangible benefits for fishers on the water.

As the sector moves forward, this period of disruption is also one of opportunity and presents a chance to reshape systems, rebuild trust and re imagine the future of fisheries management in Western Australia.

A significant event during the year included the recovery of the Gascoyne Demersal Fishery, led by long-time Gascoyne interest holders, Phil De Grauw and Wally Zorzi. The groundwork for this outcome was led through the ICU-facilitated Gascoyne Demersal Harvest Strategy Working Group, where both interest holders, along with the DPIRD team, as well as representatives from the recreational and charter sector have, since 2018, worked on a strategy to address issues and return this fishery to a level of sustainability.

This model whereby the commercial, recreational and charter operator sectors, supported by DPIRD and independently facilitated by the ICU, is an example where fisheries management issues can be determined in a harmonious way without the

unnecessary conflicts that generally arise through cross-sectorial self-interest.

The argument could well be made that had the West Coast Demersal Fishery adopted a similar model several years ago, would this fishery be in the situation it is in today?

In closing, the ICU would like to acknowledge Peter Rogers, former WA Director of Fisheries, who has worked with the ICU in an advisory capacity for over ten years. Peter's contribution was undertaken on a voluntary basis, and his input and advice were always invaluable. Peter has decided to cut back on his work associated with the WA Fishing Industry and, at the Western Rock Lobster AGM this year, his near-on sixty years involvement in the commercial fishing industry was applauded.

Peter Rogers certainly sits very comfortably alongside former illustrious Directors, AJ Frazer and Bernard Bowen, as a major contributor to fisheries management in Western Australia.

Angus Callander
Executive Officer



Safety and training

Safety for fishing vessels is regulated under two separate government jurisdictions.

- Marine safety – Across Australia is managed on a national basis under a single jurisdiction through the Australian Maritime Safety Authority (AMSA). AMSA took over full management responsibility on 1 July 2018.
- Workplace Safety – Within WA is managed by Worksafe, under the Work Health and Safety Regulations (2020) and Work Health and Safety Regulations (2022).

Anyone working in the fishing, pearling or aquaculture industry, should ensure they are familiar with their responsibilities under both the occupational health and safety laws that apply in their state or territory, as well as meeting the national marine safety laws under AMSA.

“Training is an especially important link to a vessel's safety management, particularly on-board emergency procedures”

Marine Safety

The ‘National marine safety management system’ delivered by AMSA was the result of a 2012 whole-of-government agreement (state and federal) to ‘harmonise’ transport activities across Australia to reduce red tape, reduce costs and improve safety.

Marine safety refers to the regulatory arrangements applying to:

- Vessel integrity
- Safety equipment
- Search and rescue
- Operational area authorisations, and
- Certificates of competency for masters and crew

The AMSA policy and regulation approach is focused on ‘trust and verify,’ which places greater responsibility on the vessel owner, (including corporate entities) and its operators (skipper and crew) to manage safety on a vessel. Those demonstrating consistent safe vessel operations are rewarded with reduced regulatory

compliance, such as extended survey periods, and the resultant reduction in red tape and reduction in cost.

This approach recognises that safety and training needs to be specific to each and every individual fishing vessel or aquaculture operation. One size does not fit all.

Marine safety legislation requires individual vessel owners and operators to:

- Identify the hazards that can cause safety issues,
- Measure the level of risk from that hazard
- Understand the likelihood of an accident, as well as
- Consequences of an accident.

They then need to know how to mitigate and/or manage that risk through active management measures such as standard operating procedures, training, at-sea-practice drills and emergency procedure drills.

All these aspects need to be formally documented in a ‘safety management system’ (SMS) designed specifically for the vessel.

Training is an especially important link to a vessel's safety management requiring owners to ensure their employees are effectively skilled to safely manage their specific role in a vessel's operations, especially on-board emergency procedures.

Workplace Safety

At the same time as 'marine safety legislation' is applied by AMSA, all fishing vessels and aquaculture sites are classed as 'workplaces' and subject to separate state jurisdiction work health and safety legislation. In WA, this legislation is managed by Worksafe (WA).

Workplace legislation also requires owners and operators to:

- Identify hazards,
- Measure the risk,
- Then mitigate that risk through active safety management measures, such as standard operating procedures, training, at-sea-practice drills, and
- Formally document them in a Safety Management Systems (SMS).

Brett McCallum

WAFIC Safety and Training Consultant



WAFIC's role in Safety and Training

WAFIC is often engaged in the development of new safety policies and then focuses its resources communicating these changes to the fishing and aquaculture industry.

This includes:

- What safety and training issues are currently 'in-play' that will impact the industry?
- How industry can access the necessary information on an issue through direct links to:
 - Government agencies,
 - Websites,
 - Consultation papers,
 - Workshop,
 - Written reports or research,
 - Face-to-face port visits
- How industry can access guidelines, support expertise and legislative requirements to enable owners and operators (skippers and crew) to understand and apply the information to fit their specific vessel operations?

WAFIC is also engaged with informing industry members on opportunities to have their say during consultation periods.

WAFIC provides the following services and communications to industry for marine safety, workplace safety and industry training:

- Analysis of government proposals, consultation with industry and development of submissions on behalf of the WA fishing industry;
- Latest news and important links are regularly published in WAFIC's monthly newsletter as well as through WAFIC's social media channels and on the WAFIC website;
- Fishing industry sector body groups are regularly informed and requested to provide information to their sector members and provide targeted comments for inclusion in submissions;
- Direct email is sent to members, and workshops are convened, on matters of significance;
- Co-ordination between various government agencies and industry, including attending sector body meetings, port visits and annual fishery management meetings.

WAFIC actively participates in high-level consultation through direct representation on a range of state and national advisory groups on marine safety and workplace safety matters to ensure that WA fishing industry interests are clearly enunciated, represented and understood by authorities and decision-makers.

In 2024/25 WAFIC was actively involved in:

- AMSA National Safety Committee
- AMSA Regional Safety Committee (WA)
- AMSA Industry Reference Group – Review of M0505 (Certificates of Competency)
- AMSA Industry Reference Group – Review of M0504 (Operations Standards)
- AMSA Compliance Strategy 2023-27
- IMO Review of Mandatory Marking of Fishing Gear and Reporting Lost Fishing Gear
- Safe Work Australia – Code of Practice for Fatigue Management
- Worksafe – Occupational Diving Guidance Development
- Worksafe – Review of Man Overboard Code of Practice
- Logistics Training Council (WA) / Australian Industry Standards – Maritime Training Package (master/engineer training)
- Food, Fibre and Timber Training Council / Skills Impact – Seafood Training Package (post-harvest)
- Seafood Industry Australia
- Safety and Wellbeing Committee
- SeaSafe (Maritime Safety Initiative)
- Stay Afloat (Mental Health Initiative)



Major issues in 2024/25

In 2024/25 there have been several significant outcomes for industry, or reviews commenced to note:

1. Implementation of changes to AMSA Marine Order 504 (Certificates of operation and operation requirements)

- Phase 1 review
 - Implemented 1 July 2024
 - Concentrating on minimum crewing levels, appropriate crewing levels, fatigue management and emergency procedures
- Phase 2 review
 - Implemented from 1 June 2025
 - Aimed at improving content of safety management systems,
 - Introduced requirements for inclusion of fatigue management plans, and drugs and alcohol policy into individual vessel safety management systems (SMS).
 - Allows for simplified SMS for lower complexity vessels <7.5 metres.

2. Independent review of AMSA

Phase 1 (AMSA legislation - Is it fit-for-purpose?)

- Completed in September 2023.
- Recommended removing grandfathering of vessels' among other findings,
- Still awaiting government response to review.

Phase 2 (AMSA cost recovery arrangements)

- Review completed and report tabled with the Minister in November 2023
- Still awaiting government response to review.

3. Mandatory marking of fishing gear

- International Maritime Organisation (IMO) initiative to tackle ocean plastic litter to be implemented through MARPOL Annex V,
- Includes mandatory reporting of lost fishing gear,
- No clear detail to date regarding level of marking, or reporting, or data collection.

4. Removing barriers to access foreign crew for fishing industry

- The Australian population remains reluctant to enter fishing industry,
- Access to foreign crew remains a limiting factor in operationalising several WA fishing operations,
- Existing visa and migration policies set too high a hurdle to reach,
- Lack of Australian government recognition of near neighbour training levels.

5. Fatigue management

- Now required by regulators to be formally included in vessel safety management systems (see 1 above),
- No rigid rules to date but operators must build fatigue into risk assessment and hazard mitigation management arrangements. Guidance is available from AMSA,
- Industry is seeking stand-alone watchkeeping competency for nominated crew trained on-the-job in line with task book, or online modules.

6. Drug and alcohol testing

- Now required by regulators to be formally included in vessel safety management systems (see 1 above),
- No rigid rules to date, but operators must build drug and alcohol management into risk assessment and hazard mitigation management arrangements. Guidance is available from AMSA.

7. Mandatory incident reporting

- Now a mandatory requirement in [both] marine safety and workplace safety legislation.

8. Occupational diving

- Worksafe has released guidance material for diver checklists
- The website has a new webpage focussed on occupational diving

9. Review of man overboard code of practice

- Review was carried out of Worksafe s53 Man Overboard CoP in line with new WHS legislation introduced 2022\
- Industry working group consulted and a new draft was completed.
- Awaiting Worksafe Commission approval of next consultation draft.

10. Wheelhouse visibility, escape, accommodation and personal safety

- Changes to NSCV C1 / The standard will become mandatory on 1 September 2027. Changes were driven by coronial recommendations into fatalities
- The new standard will apply to new domestic commercial vessels, and existing vessels, modifying wheelhouse, accommodation or personal safety areas.

Financial Statements

Western Australian Fishing Industry Council Inc
For the Year Ended 30 June 2025

ABN 36 814 383 345

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STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025 \$	2024 \$
INCOME			
Income from GVP		1,343,539	1,339,222
Interest Income		87,298	113,155
Member Subscriptions		17,700	19,550
Other income		252,826	955,464
Reimbursements		40,098	40,588
Trading Profit		12,535	175,519
General Income		24,815	117,093
Total Income		1,778,811	2,760,590
EXPENDITURE			
Depreciation expenses		18,583	35,049
Employment benefit expenses		1,184,721	1,363,315
Other expenses	9	1,166,868	2,100,376
Rental property expenses		12,540	19,461
Total Expenses		2,382,712	3,518,201
Profit (loss) before Taxation		(603,901)	(757,611)
Net Profit After Tax		(603,901)	(757,611)
Net Profit after Dividends Paid	6	(603,9012)	(757,611)

The accompanying notes form part of these financial statements.

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2025

	Notes	2025 \$	2024 \$
ASSETS			
Current Assets			
Cash and Cash Equivalents	2	2,301,560	2,747,671
Receivables	3	111,897	66,063
Financial assets GST	4	956,206 847	651,313 13,530
Total Current Assets		3,370,509	3,478,577
Non-Current Assets			
Receivables	3	6,257	16,996
Property, plant and equipment	5	68,892	72,182
Total Non-Current Assets		75,149	89,178
Total Assets		3,445,658	3,567,756
LIABILITIES			
Current Liabilities			
Bank overdraft	2	2,642	2,642
Deferred income	6	446,078	-
Payables	7	154,120	200,778
Provisions	8	143,507	157,150
Total Current Liabilities		746,348	360,570

	Notes	2025 \$	2024 \$
Non-Current Liabilities			
Payables	7	17,133	37,885
Total Non-Current Liabilities		17,133	37,885
Total Liabilities		763,481	398,455
Net Assets		2,682,177	3,169,301
EQUITY			
Retained earnings		2,682,177	3,169,301
Total Equity		2,682,177	3,169,301

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025 \$	2024 \$
Equity			
Opening balance		3,169,301	-
Increases			
Profit for the Period		(603,901)	(757,611)
Retained Earnings			3,259,977
Other Increases		116,778	666,935
Total increases		(487,124)	3,169,301
Total Equity		2,682,177	3,169,301

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

Western Australian Fishing Industry Council Inc for the year ended 30 June 2025

1. Basis of Preparation

In the opinion of the board, the association is not a reporting entity since there are unlikely to exist users of the financial report who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the Act.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and AASB 1054 Australian Additional Disclosures.

The Association is transiting to prepare consolidated financial statements. Consolidation is the incorporation of both internal and external financial statements as if they had operated as a single operation. The transition period is between 1 July 2024 and 30 June 2026. As such, consolidated financial statements prepared during this period may have varying balances due to the re-categorisation of specific line items that make up the consolidated account.

Material Accounting Policy Information

a) Income Tax

The association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(b) Revenue and Other Income

Revenue Recognition Policy. Revenue is recognised when the amount can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Association, and specific criteria relating to the type of revenue, as noted below, have been satisfied. Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts, and rebates. All revenue is stated net of the amount of Goods and Services Tax (GST).

Subscriptions

Revenue from the provision of membership subscriptions is recognised on a straight-line basis over the financial year.

Other Income

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

(c) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payable are stated inclusive of GST.

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

Revenues, expenses, and assets are recognised net of the amount of GST, except where the GST incurred is not recoverable from the Australian Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an expense item. Receivables and payables in the Statement of Financial Position are shown inclusive of GST.

(d) Property, Plant and Equipment

Each class of property, plant, and equipment is carried at cost or fair value, less, where applicable, any accumulated depreciation and impairment. Items of property, plant, and equipment acquired for nil or nominal consideration have been recorded at the fair value on the acquisition date.

(e) Cash and Cash Equivalents

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

(f) Leases

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

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

The right-of-use asset is depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the Impairment of Assets Accounting Policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease.

The discount rate is the rate implicit in the lease; however, where this cannot be readily determined, the Association's incremental borrowing rate is used.

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

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

(g) Employee Benefits

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

2. Cash and Cash Equivalents	2025	2024
Bank Accounts	\$	\$
General Cash Reserve	136,214	415,355
General Cheque Account	30,892	49,924
General Term Deposit #1	299,358	1,108,958
Internal Cash Reserve	44,817	142,399
Internal Cheque Account	44,212	61,363
Operation Expenses Reserve	1,000,000	-
Petty Cash	92	72
West Coast Demersal Scalefish Bank Balance	(2,642)	(2,642)
Total Bank Accounts	1,522,943	1,775,429
Other Cash Items		
External Projects Cash Reserve	80,790	30,790
External Projects Cheque	8,437	32,062
Westpac Term Deposit #1	456,748	906,748
Westpac Term Deposit #2	200,000	-
Total Other Cash Items	745,975	969,600
Total Cash and Cash Equivalents	2,298,918,	2,745,030

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

3. Receivables	2025	2024
Current	\$	\$
Accrued Interest	24,164	2,124
ATO Client Account	2,707	-
Prepaid Insurance	11,151	13,543
Reimbursement (CA)	-	139
Trade Debtor	73,875	50,257
Total Current	111,897	66,063

4. Financial Assets	2025	2024
Current	\$	\$
AL & LSL Term Deposit	149,030	214,374
General Term Deposit #2	100,000	-
Internal Term Deposit #1	207,176	436,939
Internal Term Deposit #2)	500,000	-
Total Current	956,206	651,313
Total Financial Assets	956,206	651,313

5 Property Plant and Equipment	2025	2024
	\$	\$
Plant and Equipment		
Plant and Equipment at cost	68,892	72,182
Total Plant and Equipment	68,892	72,182
Total Property Plant and Equipments	68,892	72,182

6 Deferred Income	2025	2024
Current	\$	\$
Grant funding - Unspent	446,078	-
Total Current	446,078	-
Total Deferred Income	446,078	-

7 Payables	2025	2024
Current	\$	\$
Export Marketing Bursaries (IDU)	-	16,410
Fisheries Improvement (IDU)	-	26,379
PAYG Withholding Payable	31,000	41,315
Provision - PPA GVP + Water Lease Fee	12,421	37,421
Provision Creditor Expenses	6468	-
Rounding	-	-
Superannuation Payable	12,783	20,196
Trade Creditor	91,450	59,057
Total Current	154,120	200,778

Non Current		
Provision - Long Service Leave Non-Current	17,133	37,885
Total Non Current	17,133	37,885
Total Payables	171,254	238,663

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

8 Provisions	2025	2024
Current	\$	\$
Annual Leave Provision	16,339	18,346
Current LSL Provision	31,402	28,788
Provision - Accrued Wages	15,497	-
Provision - Annual Leave	47,596	67,673
Provision - Long Service Leave - Current	32,674	42,343
Total Provisions	143,507	157,150

9 Other Expenses	2025	2024
	\$	\$
Accounting and Audit Fees	4,500	4,500
Accounting fees	4,433	-
Advertising and Marketing	14,549	-
Advertising and Promotion	7,405	22,445
Audit Fees	10,500	10,500
Bank Charges	1,477	1,732
Cleaning	7,617	10,175
Computer Expenses	40	-
Computer Maintenance	22,569	16,840

	2025	2024
	\$	\$
Consultant	170,426	395,724
Consultant Fees	39,350	61,608
Electricity	7,521	7,702
Equipment	-	1,357
Equipment Rental	-	23,822
Insurance Assoc Liability	3,368	3,071
Insurance Corporate Travel	1,548	1,718
Insurance Cyber Liability	1,373	2,149
Insurance Workers Comp	9,009	10,804
Workers Compensation Insurance	-	228
Insurance New Office Pack	3,418	2,933
Legal fees	18,581	11,176
Meeting Catering	21,790	17,771
Meeting Expenses	10,006	15,481
Meeting Registration	723	86
Membership	13,056	12,102
Office Equipment Repair and Maintenance	78	73
Office Operation	2,626	13,311

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
Recruitment Expense	-	32,674
Telephone and Internet	8,538	12,960
Travel and Accommodation Expenses	228	-
Accommodation / Meals - Travel	13,425	17,582
Admin Overhead and Charges	52,633	39,977
Air Fares - Travel	7,062	3,614
Airfare	2,398	12,414
Bank Fees	1	75
Board Meeting Catering	1,692	1,330
Board Mileage	3,082	6,423
Board Sitting Fees	49,000	53,000
Board Training	11,400	-
Board Travel and Other Expenses	6,757	8,732
Board Travel Air Fare	4,793	6,772
Business Insurance	-	450
Car Hire	491	-
Chair's Honorarium	50,000	35,000
Chef	-	6,805
Computer Software	372	692
Courier (60754)	-	684
Customs Charges	5,304	12,052
Decoration (61570)	-	1,490

	2025 \$	2024 \$
Event Entertainment	-	1,995
Eventbrite charges	-	29
Event Catering and Other Meals	-	18,766
Filing Fee	49	98
Fuel	248	-
Graphic Design	-	2,191
IT Software and Licenses	23,434	26,954
Judge expense	-	3,604
Labour	15,379	-
Loss on Disposal Asset	1,504	-
MC for Events	-	1500
Meals - Travel	2,538	3,501
Mileage	2,513	2,013
Mileage Claims	2,238	3,355
Paid Parental leave Expenses	18,316	-
Parking Expenses	19	-
People Development	2,945	3,955
Photocopier lease	2,592	2,592
Photocopy Costs	615	1,033
Photographs	-	632
Postage	231	269
Printing	-	3,212

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
Promotion (Expense)	5,560	4,999
Provision Creditor Accruals	6,468	-
Provision for Project Expense - Non-Current	116,778	281,935
Provision for Long Service Leave	(30,420)	4,042
Provision for Long Service Lea	2,614	-
Provision for PPA GVP & Water Lease Fees	(25,000)	-
Public Liability Insurance	-	323
Publication	7,240	6,395
Removalist	-	8,881
Rent & Outgoings	109,422	183,023
Repair and Maintenance	1,684	1,169
Sector Body Payments	25,000	-
Signage	-	422
Sponsorship	500	9,573
Stationery	2,785	4,028
Storage	2,170	1,084
Sub-Committee Sitting Fees	-	900
Subscription	21,386	20,219
Sundry Expenses	648	-
Superannuation	137,939	160,762
Transport	4,763	21,703
Transport/Other	3,808	1,330

Trophy	-	1,159
Uniform	-	162
Venue Hire	2,415	4,392
Vessel Hire	6,621	
Website	-	3,981
Project Equipment	9,795	291,790
Salary - Projects	88,122	106,150
TFR End of Project Balance	812	47
Return of Excess Project Funds	-	6,175
Total Other Expenses	1,166,868	2,100,376

10 Net profit of WAFIC (Internal)

The net profit of the WAFIC (internal) for the year ended 30 June 2025 was \$43,318.

STATEMENT BY MEMBERS OF THE BOARD

Western Australian Fishing Industry Council Inc for the year ended 30 June 2025

The board has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in note 1 to the financial statements.

The members of the Board declare that:

1. The financial statements and notes, present fairly the company's financial position as at 30 June 2025 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements; and
2. In the opinion of the members of the board, 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.:



Western Australian Fishing Industry Council Chair

Dated 14 November 2025

INDEPENDENT AUDIT REPORT WESTERN AUSTRALIAN FISHING INDUSTRY COUNCIL INC. FOR THE YEAR ENDED 30 JUNE 2025

To the Members of the Western Australian Fishing Industry Council Inc

We have audited the financial report of Western Australian Fishing Industry Council Inc. ('The Association'), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, appropriation statement and statement of cash flows for the year 30 June 2025 then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion the financial report of Western Australian Fishing Industry Council Inc . has been prepared in accordance with the Associations Incorporation Act (WA) 2015, including:

- (a) giving a true and fair view of the Association's financial position as at 30 June 2025 and of its financial performance for the year ended 30 June 2025; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1, and the Associations Incorporation Act (WA) 2015.

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

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 registered entity's financial reporting responsibilities under the Associations Incorporation Act (WA) 2015. 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 Management and Those Charged with Governance

The directors of the Association 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 Associations Incorporation Act (WA) 2015 and the needs of the members. The Associations' responsibility also includes such internal control as the responsible entities 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 Association'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 Association or to cease operations, or have no realistic alternative but to do so. The directors are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the 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 risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by responsible entities.
- Conclude on the appropriateness of responsible entities' 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 registered entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with responsible entities 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.

Name of Firm: Stirling Auditors

Name of Director: En Khong

Address: Suite 5, 216 Stirling Highway, Claremont WA 6010

Date: 29 October 2025

The logo for Stirling Auditors, featuring the company name in a stylized, handwritten script font.





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