

CAMP**BELL**
PAGE

BE SEEN IN 2017

OUR ANNUAL REPORT

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THIS YEAR WE CALLED ON OUR TEAM, OUR CUSTOMERS, EMPLOYERS AND COMMUNITIES TO BE SEEN

Campbell Page would like to show our respect for the traditional custodians of this land in which we work and meet. We also acknowledge and respect Elders both past and present.

Campbell Page is a not-for-profit organisation dedicated to making a difference in our communities. The people we work with are from all different backgrounds and walks of life. Our ambition is to support them into great jobs and a brighter future. We believe that everyone deserves a chance to be seen, a chance to be heard and a chance to thrive.

This year our focus has been to help our customers, employers and partners to **Be Seen**:

- for their potential in the workplace and not just what they have been through or where they have come from;
- for their abilities as employees;
- as meaningful contributors to the community;
- as employers who champion diversity in the workplace; and;
- as a team that fulfils our values to dare to be different, to never give up and that we're in it together.



01

A MESSAGE FROM OUR CHAIR & CEO



Nirmal Hansra
Chair



Dale Cleaver
Chief Executive Officer

A MESSAGE FROM OUR CHAIR & CEO

Chair and CEO Report

We would like to thank our staff, funders, partners, employers, customers and supporters for another successful year for Campbell Page. This year Campbell Page prepared for the future. We reviewed our strategy in preparation for the upcoming changes in government policy, while remaining focused on helping disadvantaged people into employment.

As part of this change, we invested heavily into our Disability Employment Services team, including implementing international evidence-based models of assessment and intervention, and developing innovative approaches to staff training to enhance their interactions with our customers. This investment is already leading to better employment outcomes for our customers.

Operational performance

Campbell Page performed consistently (with average Department ratings of above 3) in our key service programs: Disability Employment Services, jobactive, and the Community Development Programme. Our Green Army program also achieved solid results throughout the year, in particular host and participation satisfaction; indigenous engagement and Work Health & Safety audits.

To continue this success, we invested significantly in people and processes throughout the year. Changes to our information technology and marketing resourcing are helping us embed an innovative customer-centric service model. We are currently recruiting for senior roles in these two key areas. Campbell Page also proudly contributed to the Australian Government's Disability Employment Services Review. The results of the report have informed a more client-

focused governmental policy in disability employment.

Our work on Palm Island is especially important to us. We engaged Social Ventures Australia to identify ways we could assist an even greater number of people into employment through the setting up of small businesses on the Island. We are currently working with the Palm Island community, the local council, the economic development corporation and government departments to finalise and commence an innovative pilot program. The outstanding work being carried out across our jobactive and Community Services programs is commendable as we touch and change in a really positive way the lives of many of our customers.



A MESSAGE FROM OUR CHAIR & CEO CONTINUED

Financial year performance

2017 saw us investing in the company's business strategies, particularly in relation to Disability Employment Services. Our revenue was reduced as a result of both the Government's termination of the Green Army program and the residual winding-up of the Job Service Australia contract.

Although Campbell Page posted a loss of \$1.69 million, EBITDA before allowing for strategic investments ended in a surplus of \$780,588.

The Board and Leadership Team

We welcomed the appointment of Charles Weiser to the Board in 2017. Charles brings strong strategic technology skills to the organisation.

Our CEO, Dale Cleaver, resigned after the end of the financial year. We thank Dale for his significant contribution to Campbell Page over the last six years and wish him well in his new role.

We are very excited to announce Natalie Turmine as Campbell Page's new CEO. Natalie brings extensive experience in employment, disability, and training services to our organisation.

It's all about People

We are thrilled to report that over the past year, Campbell Page has assisted 7,611 people into jobs, work experience, and education (through our employment programs including jobactive, Disability Employment Services, Community Development Programme and Work for the Dole). This is a powerful testament to the delivery of results to our customers. You can connect with their stories via our website, our social media pages and our newsletters.

Finally, thanks must go to all those within the organisation for their contribution to Campbell Page's success this year. We look forward to supporting our customers into a brighter future in the year ahead.

Nirmal Hansra (Chair) and Dale Cleaver (CEO)

"We are thrilled to report that over the past year, Campbell Page has assisted 7,611 people into jobs, work experience and education".

02
OUR BELIEF

OUR BELIEF



MISSION

We believe that no-one should be denied the opportunity of secure employment because of where they live or the circumstances into which they are born. To move people out of poverty, everyone must have access to the opportunity of sustainable employment.



HOW

We bring together individuals, partnerships and communities in a movement that transforms lives in Australia's most disadvantaged communities through widespread access to sustainable employment.



PURPOSE



We transform people's lives by securing long-term employment for the most disadvantaged.

GOALS



- Community impact
- Community support
- Financial strength
- Aligned & engaged staff

03

OUR YEAR

OUR YEAR

OUR TOTAL NUMBER OF CUSTOMERS THIS YEAR

The number of people we have serviced through our employment programs are outlined below.

JOBACTIVE

7138

GREEN ARMY

588

DISABILITY EMPLOYMENT

5670

COMMUNITY DEVELOPMENT

865

Of the above people we assisted,
the following number of customers
were of Aboriginal or Torres Strait
Islander backgrounds:

INDIGENOUS CUSTOMERS

2118



OUR YEAR

WE SUPPORTED

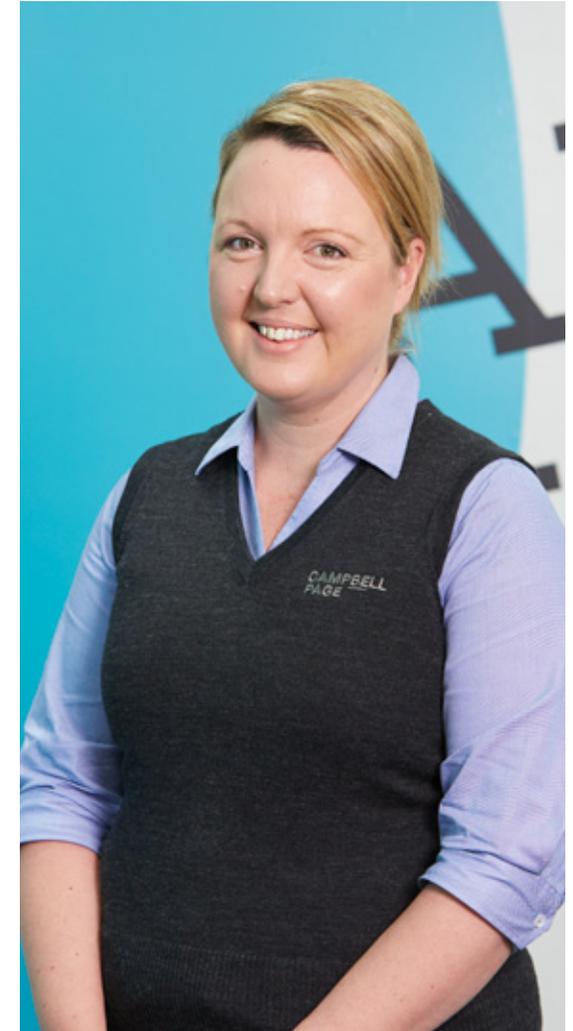
7,611 PEOPLE

INTO JOBS, WORK EXPERIENCE AND EDUCATION

achieved through our employment programs including jobactive, Disability Employment Services, Community Development Programme and Work for the Dole

“The people we’ve worked with this year have been able to transform their lives by finding long term employment”.

DALE CLEAVER,
CEO



04

OUR PEOPLE

OUR PEOPLE

At Campbell Page nothing would be possible without our people. This includes our team, our communities, our partner employers and our funders.

OUR COMMUNITY PARTNERSHIPS

This year we developed over 50 Community Partnerships delivering a range of services. From mental health support and housing services right through to family and financial counselling – we aim to provide our customers with the best support possible so they can move into work confidently.

OUR EMPLOYERS

At Campbell Page, it isn't enough to find someone a job – we want to build relationships with our employers and work towards creating socially inclusive and diverse workforces.

This year we have connected with 52 new employers with a goal to reach 500 potential employer partners by 2020. We are currently working with employers such as McDonalds, Tip Top Bakeries, AHS Hospitality and the Commonwealth Bank of Australia.

OUR TEAM

Our purpose is important to our team. A recent survey showed that our employee alignment with purpose was benchmarked to be in the top quartile compared with other not-for-profit organisations. This survey also demonstrated that our people are highly engaged with the work they do. Our front line workforce make us proud every day, and our support teams provide great customer service to our business units.

We recognise our work heroes and role models at our annual BEST Awards. Janine Hutton was awarded the CEO Award in 2016 for her leadership within our Community Services and her commitment to our customers over the past 18 years.

The Green Army team won the Community Impact Award hands down for their community and environmental outcomes and for providing valuable skills and qualifications to young Australians.

We again invested in our managers and leaders. This year our Emerging Leaders program was introduced to support internal promotions. It was a resounding success with 100% of participants being promoted in their respective roles.

OUR FUNDERS

We would not be able to help as many people as we do without the support of our funders. Thank you to our funders and grantors for your support throughout the 2016-2017 Financial Year.

- Department of Employment
- Department of Social Services
- Department of the Prime Minister and Cabinet
- Department of the Environment and Energy
- Department of Family and Community Services (NSW)
- Department of Industry (NSW)
- Department of Education and Communities (NSW)
- Department of Education and Child Development (SA).

05

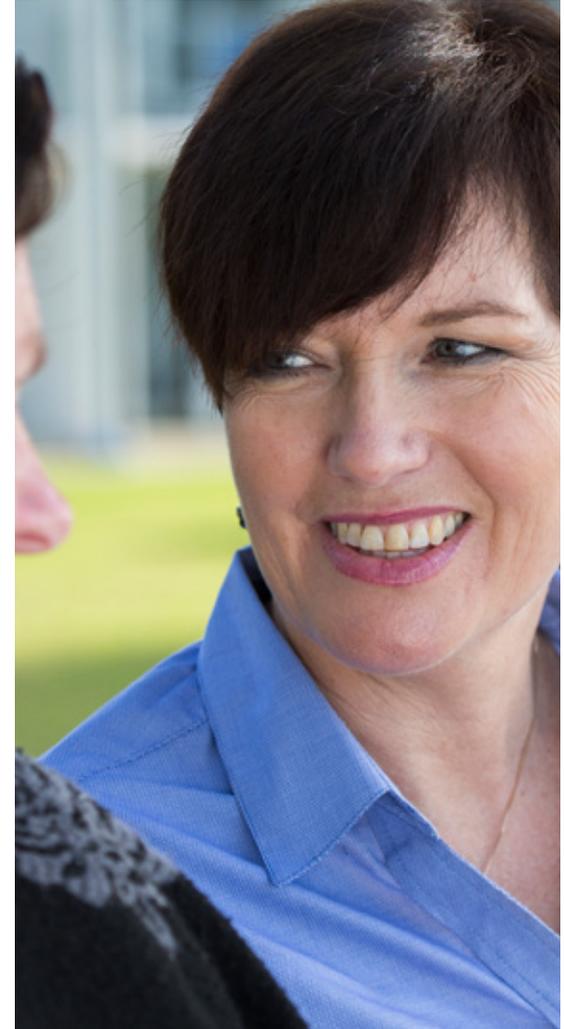
OUR CUSTOMER SERVICE

OUR CUSTOMER SERVICE

We believe that everyone deserves a chance to be seen, a chance to be heard and a chance to thrive. Our vision to support people into great jobs means that great customer service is important to our team. Our service focus is all about making customers feel welcome, safe and respected in our hubs. It's also about doing what we say we will do.

"When your goal is to help people be the best they can be, the customer experience is everything".

TRACEY BALAZ,
Quality & Customer Service



1700

PEOPLE COMPLETED
SURVEYS AT OUR HUBS

91%

OF PEOPLE SURVEYED ARE
CONFIDENT THAT WE DO
WHAT WE SAY WE WILL DO

12,000+

PHONE CALLS WERE
RECEIVED BY OUR
CUSTOMER CONTACT
CENTRE THIS YEAR

06

**DISABILITY
EMPLOYMENT
SUPPORT**

DISABILITY EMPLOYMENT SUPPORT

Our Disability Employment Services (DES) are provided to people in 27 communities across New South Wales, South Australia and Victoria.

Our team of Employment Consultants and Occupational Assessors aim to support people with specific medical conditions, mental illness (anxiety or depression), physical injury or illness to find long-term employment.

We help our customers by:

- helping them identify their skills and building on their strengths;
- providing ongoing support, mentoring and career counselling both before and during employment; and;
- staying with them for the long term through our In-Work Support program.

5,670

PEOPLE WITH DISABILITIES PARTICIPATED IN OUR SERVICE THIS YEAR

1,619

OF THESE PEOPLE WERE HELPED INTO WORK OR EDUCATION

2 IN EVERY 3

OF OUR HUBS* ACHIEVED A 4 OR 5 STAR RATING THROUGH THE DEPARTMENT OF SOCIAL SERVICES

*3 OF OUR HUBS DID NOT RECEIVE RATINGS BEING NEW TO THE PROGRAM



“With one in five Australians living with a disability, we believe that everyone deserves the opportunity to participate in the workforce. More and more Australian companies are recognising people for their abilities rather than their disabilities and are seeing the benefits of investing in a diverse workforce”.

ROSS MCLATCHIE,
National Program Manager –
DES



UMIT'S SUCCESS

WHEN FINDING WORK SEEMED IMPOSSIBLE

Umit had struggled with his mental health, in addition to physical challenges, for many years and believed that no one would hire him. Unemployed, bored and a little bit lost, he came to Campbell Page Broadmeadows and discovered that he did have something to offer.

Umit felt that he had no work skills, and that even if he got to an interview, his communication skills would let him down.

Over a two-year period, Umit's Employment Consultant worked with him to develop not only his skills but also to help build up his confidence. When Umit felt ready within himself, he began applying for jobs and was selected to interview.

He was excited, but nervous because the job involved regular interaction with customers. Umit was over the moon when he was successful in getting the job.

Working regularly and interacting with customers helped Umit in many ways – from growing his self-esteem and confidence, right through to learning new skills.

07

EMPLOYMENT SERVICES

EMPLOYMENT SERVICES

In 2016-2017, Campbell Page provided our jobactive employment service across 15 communities on the east coast of New South Wales. Our jobactive program provides our customers with support and guidance to find work.

At Campbell Page, we know that finding work is sometimes easier said than done. That's why as we support people on their journey into work, we take the time to get to know their skills, goals and previous experience. Our Employment Specialists also stay with our customers for the long haul through our In-Work Support program.

7,138

**PEOPLE WERE ENGAGED
IN OUR JOBACTIVE
PROGRAM THIS YEAR**

2,259

**OF THESE PEOPLE WERE
HELPED INTO WORK OR
EDUCATION**

**2 IN
EVERY 3**

**OF OUR HUBS ACHIEVED A
4 OR 5 STAR RATING
THROUGH THE DEPARTMENT
OF EMPLOYMENT**

**OVER
35**

**JOBACTIVE CUSTOMERS
WERE HELPED BY OUR
RECRUITFLEX* SERVICE
INTO CASUAL EMPLOYMENT**

*Recruitflex is a NSW-based Campbell Page recruitment service which focuses on providing casual recruitment positions. Our team works closely with jobactive, providing the opportunity to place customers who are ready to start gaining valuable work experience.

“The dedicated jobactive team strive to support our customers however they can. They are determined to help our customers find meaningful, long term employment and to support them in this journey”.

NATALIE FITZGERALD,
Program Manager – jobactive.



EMILY SUCCESS

LEARNING HOW TO START THE PATHWAY TOWARDS A CAREER

Emily had always found a job by herself, so when she first came to Campbell Page she wasn't exactly thrilled to be here. She wasn't sure what she wanted to do, but together with her Employment Consultant, Emily was able to narrow down her skills and decide that a customer facing role was perfect for her.

Emily and her Employment Consultant prepared job applications together, ensuring they met job application requirements but also reflected Emily's goals and personality. Not long after, Emily was asked to interview for a job at a local bank. Before her interview, Emily and her Employment Consultant prepared for the interview together, and began practising interview questions to ensure she was well prepared.

It all paid off because one week later Emily got the job. Emily is now happy and confident in her new job as a full-time Customer Service Officer at St George Bank.

“Campbell Page actually cared and even went so far as to purchase me a new pair of shoes, making sure I gave a polished first impression in my interview” - Emily.

08

COMMUNITY
DEVELOPMENT
PROGRAMME

COMMUNITY DEVELOPMENT PROGRAMME

The Palm Island Community Development Programme (CDP) helped over 865 customers this year and has six community activities in place. The CDP team helps unemployed customers become engaged and motivated through meaningful activities which up skill them and place them in the best position for finding work.

Ensuring a strong future for our customers means building partnerships and ensuring that we are Closing the Gap in the key areas of employment, education and training. The past year has seen CDP work together with many service providers on the Island to help Close the Gap on Indigenous disadvantage.

OVER 865

PEOPLE ENGAGED IN
OUR PALM ISLAND CDP

116

OF THESE PEOPLE
WERE HELPED
INTO WORK

OUR OUTCOMES

WE RECORDED THE BEST 13 WEEK AND 26 WEEK
OUTCOMES IN THE PROGRAM'S HISTORY

*(59 people in 13 weeks and 39 people in 26 weeks)



“Not only are we proud of our achievements as a team this year, but we are excited about the future”.

NATHAN VINSON
Program Manager – CDP



SELINA'S AND KEITA'S STORY

FINDING WORK IN AN EXCITING FIELD

Selina Hughes and Keita Obah-Lenoy were participants of Campbell Page's Community Development Programme activities on Palm Island – now they are both excelling as Advanced Care Paramedics (ACPs).

Selina and Keita trained in Brisbane for several months under the Queensland Ambulance Service and have returned to

Palm Island to assist in the care of their community.

“We want to build a closer relationship between Queensland's Indigenous Communities and the Ambulance Service that can help us to get a better understanding of the health needs of Aboriginal and Torres Strait Islander people” - Selina.

Both ladies believe that they can help the health care system better understand the needs of Indigenous Australians by incorporating local and cultural knowledge to enhance the level of service they provide.

The whole Palm Island community is extremely proud and cannot wait to see them around the Island.

09

**YOUTH, FAMILY
& INDIGENOUS
SUPPORT**

YOUTH, FAMILY & INDIGENOUS SUPPORT

Community has always been at the heart of what we do at Campbell Page. As part of our commitment to transform lives, we believe that everyone deserves an opportunity and the help to overcome challenges so that they can be the best they can be.

Our youth, family and Indigenous support services include 10 programs that operate across our Bega, Eden, Mogo and Moruya community hubs in New South Wales as well as the SMYLE program in Oaklands Park, South Australia.

YOUTH

Our Youth programs include our **Eden Youth Centre, Eurobodalla Youth Homeless Support Service**, our **NSW South Coast Youth Services** and our **SMYLE (Supporting and Mentoring Youth in Learning and Earning)** program in South Australia. The **Eden Youth Centre** offers a safe place for young people, keeping them connected with their community through a number of events and opportunities.

The **Eurobodalla Youth Homeless Service** was able to support over 170 young people between the ages of 16-24 this year. This support included help with life skills, education, mental health, drug and alcohol problems, housing and finances - among many other things. Our **South Coast Youth Service** helps young people aged 12-18 years old and their families through our **Eden Youth Centre, Moruya Youth Services** and the **Eurobodalla Aboriginal Youth Project**.

The **SMYLE** team had 126 enrolments through their Flexible Learning Programs, including help with English, Maths and a range of special research projects.

COMMUNITY & FAMILY

Through the **Eden Hub Community Builders** service, our team are able to support people with social and financial challenges to connect with their community. **Reconnect** (Bega, Eden and Eurobodolla) is also a community focused program which supported over 215 young people and their families this year. The program provides early intervention and prevention support for young people who are homeless or at risk of homelessness. The program works by supporting young people and their families into stable living conditions and engaging them with work, training and education.

We also provide community support for young children (aged 0-8 years old) through our **Community Capacity Building Program** by providing training, group sessions, events and transition to school projects. Our **Mogo Aboriginal Preschool** offers a positive learning environment for children aged 3-6 years old, through a number of learning, play and family activities.

INDIGENOUS SUPPORT

The **Indigenous Advancement Strategy (IAS)** works in collaboration with our NSW community partners to support Aboriginal and Torres Strait Island people and their families. The aim of the program is to connect people with the resources they may need to eventually find suitable work or education.

The program works with the community to strengthen family relationships and to improve the overall health and social wellbeing of participants. Our **New Careers for Aboriginal People (NCAP)** program also assists Aboriginal and Torres Strait Island people, by providing the right training and education to help find great jobs. The program helped 83 participants this year.



YOUTH, FAMILY & INDIGENOUS SUPPORT

OVER 170

YOUNG PEOPLE
WERE HELPED BY THE
EUROBODALLA YOUTH
HOMELESS CENTRE

OVER 215

FAMILIES AND YOUNG
PEOPLE HAVE BEEN
ASSISTED THROUGH OUR
RECONNECT PROGRAM

.....

299

SERVICES WERE
COORDINATED THROUGH
THE EDEN HUB COMMUNITY
BUILDERS PROGRAM

1,000+

PEOPLE ATTENDED OUR
COMMUNITY CAPACITY
BUILDING EVENTS



“Providing support to young people and families is important to ensure our communities thrive. We want to give all young people and families the best start in life”.

JANINE HUTTON,
National Program Manager - Indigenous, Youth & Family Services

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GREEN ARMY

Together with Skillset, the Campbell Page Green Army provides personal skill development for young people aged 17-24 across NSW and QLD. Over the course of this year Green Army engaged with 362 new entrants to the program, servicing 588 participants overall (new and existing) throughout the financial year.

These participants were provided with an opportunity to receive hands on conservation experience and to contribute to their community's environmental strategies. This year we also commenced a further 46 projects across NSW and QLD. While funding will cease, and as a result the program will end in 2018, operations are still at full capacity with continued high achievement in key result areas for partners, community groups, the Department and of course our participants.



“We are extremely proud of the results we continue to achieve, especially when the Department has confirmed we are one of the top two Green Army Providers leading the way in Indigenous engagement levels.

The team continues to perform as strongly as ever to ensure the high standards we established in the formative years are continually achieved, ensuring Green Army's success is long remembered”.

KRISTIE KELLY,
National Program Manager - Green Army

GREEN ARMY

362 YOUNG PEOPLE ENROLLED IN THE GREEN ARMY

87% OF THOSE PARTICIPANTS WHO DID NOT EXIT FOR EMPLOYMENT OPPORTUNITIES, COMPLETED THE PROGRAM IN FULL

345 COMMUNITY ENGAGEMENT EVENTS

21 COMMUNITY PARTNERS SPONSORED GREEN ARMY PROJECTS THIS YEAR

360,246 TREES WERE PLANTED OVER 5,135 HECTARES



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OUR BOARD & LEADERSHIP TEAM

OUR BOARD



Nirmal Hansra
Chair



Pamela Catty GAICD
Director



Jane Schwager
Director



Peter Bennett
Director



Charles Weiser
Director



David Nathan
Director



Nell Anderson
Director



Phil Armstrong
**Director (Resigned as
Director 21.11.2016)**

OUR LEADERSHIP TEAM



Dale Cleaver
Chief Executive Officer



Gail O'Donnell
Chief Financial Officer
(Commenced as CFO
22.02.2017)



Rachael Harvey
Head of People & Culture



Sotir Kondov
**Head of Current &
Expanding Business**



Tamsen Marriott
**Head of Disability
Employment Services**

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OUR ACCREDITATIONS

OUR ACCREDITATIONS

Campbell Page is a registered charity with the Australian Charities and Not-For-Profits Commission.

Campbell Page meets the standards set out by Quality Assurance Framework to deliver jobactive and by the National Standards for Disability Services to deliver Disability Employment Services.



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FINANCIAL REPORT

CAMPBELL
PAGE

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2017

Campbell Page Limited
ACN 120 363 635



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Directors' Report

30 June 2017

The Directors of Campbell Page Limited have pleasure in submitting the following report for the financial year ended 30 June 2017.

Directors

The names and details of the Company's Directors in office during the financial year and up to the date of this report are set out below. Directors were in office for the entire period unless otherwise stated:

Current Directors

Nirmal Hansra	
Qualifications	MComm, FAICD, FCA, FCPA
Experience	Appointed to the Board October 2012 and elected Chair November 2015. Previously Chair of the Audit and Risk Committee for three years. Nirmal has over 30 years of executive management experience and over 10 years board and corporate advisory services experience. During his career Nirmal has held roles as CFO / Finance Director of both listed and unlisted companies covering operations in Australia and overseas. Nirmal is a director of Eureka Group Holdings Ltd, Have A Voice Pty Ltd, Kuringai Financial Services Ltd, Council on the Ageing (COTA) New South Wales, Children's Tumour Foundation Australia Limited and Campbell Page Group Ltd.
Pamela Catty	
Qualifications	DIJ, GAICD
Experience	Appointed to the Board January 2010, Chair of the Governance, Board Development and Remuneration Committee. Pamela has experience in executive leadership roles at Ansett, National Australia Bank and Coles Myer. She is now a non-executive director and executive mentor and coach, and is a Director of Circus Oz, the Australian Rail Track Corporation and Campbell Page Group Ltd.
Jane Schwager	
Qualifications	AO, BA, Dip Ed, Acc. M. Leader
Experience	Appointed to the Board March 2010, Chair of the Philanthropy Committee and member of the Governance, Board Development and Remuneration Committee. Jane has executive leadership experience in government departments and not-for-profit organisations and is currently working independently as a member of the NSW Civil and Administrative Tribunal. Jane is an accredited Mediator, consultant and board director, primarily in the field of not-for-profits and philanthropy.
Peter Bennett	
Qualifications	BEcon, Dip Ed, MBA, GAICD, FCPA, SA Fin.
Experience	Appointed to the Board October 2013, Chair of the Audit and Risk Committee and Member of the Philanthropy Committee. Peter has over 30 years experience in accounting and finance including senior executive positions in the finance industry and the consumer goods industry in the Asia Pacific region. Peter is currently a director of Insearch Ltd, Campbell Page Group Ltd and a member of the University of Technology Sydney Council. Peter has been a long time member of the executive committees of several not-for-profit local organisations.

Directors (continued)

David Nathan	
Qualifications	BSc, LLB, FAICD
Experience	Appointed to the Board June 2016, member of the Philanthropy Committee and Governance, Board Development and Remuneration Committee. David has extensive experience in executive leadership in both the private and not-for-profit sectors. He is a qualified lawyer and former CEO of two major law firms, including as the CEO of the Australian offices of global law firm Baker & McKenzie. Most recently David was CEO of the largest professional indemnity insurer for Australia's doctors. His not-for-profit activities include being a director of the Australasian Foundation of Plastic Surgery.
Nell Anderson	
Qualifications	BSc (Hons), Grad Dip Bus Admin (UTS), GAICD
Experience	Appointed to the Board June 2016, member of the Audit and Risk Committee. Nell has extensive senior executive experience in the pharmaceutical and tourism industries, with a focus on strategy development and implementation, marketing and stakeholder management. Nell is the Chair of The Ascham School Council and a Director of The Ascham School Foundation and The MedicAlert Foundation.
Charles Weiser	
Qualifications	Appointed 13 March 2017 MBA, FFin, FRSA, MAICD, ODE
Experience	Appointed to the Board in March 2017, member of the Audit & Risk Committee. Charles has held senior executive and board positions globally across a range of industries, including telecommunications, financial services and aviation. Charles is presently an Advisory Board Member of Silverfern Group, a U.S. based investment firm; a Board Member of DealMax.com.au; Ambassador for Opportunity International, a world leader in micro-finance; and leads Customer Experience and the CX Innovation Labs at Optus.
Retired Directors:	
Phil Armstrong	
Qualifications	Resigned 21 November 2016 FNIA
Experience	Member of the Governance, Board Development and Remuneration Committee. Until his recent retirement, Phil was the Chief Executive Officer of Residential Aged Accommodation Organisation Banksia Villages. He is currently a Director of Australian Rotary Health, one of the largest non-government providers of medical research funds in Australia.

Company Secretaries

Catherine Officer (resigned 15 December 2016)
Dale Cleaver (appointed 22 November 2016)
Christopher Mowday (resigned 23 January 2017)
Cheryl Sefton (appointed 15 June 2017)

Directors (continued)

Directors' Meetings

The number of meetings of the Board, meetings of Committees of the Board, and the number of meetings attended by the Directors and Committee members respectively during the financial year is set out below.

	Directors' Meetings		Audit & Risk Committee		Governance, Board Development & Remuneration Committee		Philanthropy Committee	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Nirmal Hansra	7	7	-	-	-	-	-	-
Pamela Catty	7	7	3	3	4	4	-	-
Jane Schwager	7	7	-	-	4	4	6	6
Peter Bennett	7	7	4	4	-	-	6	6
David Nathan	7	6	-	-	2	2	6	6
Nell Anderson	7	7	4	4	-	-	-	-
Charles Weiser (appointed 13 March 2017)	2	1	-	-	-	-	-	-
Phil Armstrong (resigned 21 November 2016)	2	2	-	-	2	2	-	-

The Chair of the Board attends Board Committee meetings by invitation. All Board members have access to Board Committee meeting documents and may attend any Board Committee meeting.

Principal activities

The company's short term and long term objectives are centred on the delivery of the organisation mission as follows:

- *We transform people's lives by securing long-term employment for the most disadvantaged;*
- *We believe that no-one should be denied the opportunity of secure and sustainable employment because of where they live or the circumstances into which they are born; and*
- *We bring together individuals, partnerships and communities in a movement that transforms lives in Australia's most disadvantaged communities through widespread access to sustainable employment.*

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

- *a high performance internal culture with strong governance and capability development;*
- *customer experience that reflects operational integration with product and service alignment;*
- *be the "go to" organisation for government, industry and customers;*
- *recognised as a thought leader with profile and reputation; and*
- *commercially strong and financially independent organisation.*

No significant changes in the nature of the Company's activities occurred during the financial year.

Operating Results

Total revenue declined in 2017 by \$3.5m due to the residual income from the closure of Job Services Australia contract received in the prior year and lower income from the Green Army contract resulting from the Government's announcement in winding down and closing this project funding.

Financial year 2017 was a year of planned and significant investment in the company's future business strategies, particularly in relation to the Disability Employment Services 2018 contract.

As a result of this investment, the company posted a loss of \$1,685,870 (2016: \$929,861 surplus). However, EBITDA in 2017 before allowing for strategic investment was a surplus of \$780,588.

During the year, the company consistently averaged above 3 star ratings in its key service programs - Disability Employment Services, jobactive and Community Development Program. The Green Army program also achieved solid results for host and participant satisfaction, Work Health & Safety audit results and indigenous engagement.

As a result of the above, the company is well positioned for the new tenders due in 2018.

Auditor's independence declaration

The auditor's independence declaration in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012* for the year ended 30 June 2017 has been received and can be found on page 5 of the financial report.

Signed in accordance with a resolution of the Board of Directors

Director:  Nirmal Hansra

Director:  Peter Bennett

Dated this 17th day of October 2017

Campbell Page Limited

ACN 120 363 635

Auditor's Independence Declaration under section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012 to the Directors of Campbell Page Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2017, there have been:

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

Hales Douglass


Andrew Hare Partner

Dated this 17th Day of October 2017

Ulladulla NSW 2539

Statement of Comprehensive Income
For the Year Ended 30 June 2017

		2017	2016
	Note	\$	\$
Services Revenue from continuing activities	3	42,600,893	46,321,296
Other income	3	298,731	115,398
Employee Expenses		(23,408,436)	(23,062,887)
Green Army Project Expenses		(7,086,725)	(7,940,539)
Occupancy expense		(2,679,501)	(2,736,483)
Communication expense		(1,534,999)	(1,715,354)
Travel expense		(860,768)	(931,062)
Campbell Page Group management fee		(21,730)	(27,358)
Other expenses from continuing activities		(7,844,286)	(7,197,294)
Depreciation and amortisation expense	4	(1,100,546)	(818,279)
Finance costs	4	(48,503)	(43,658)
Campbell Page UK Loan Impairment		-	(1,033,919)
Surplus/(Deficit) before income tax		<u>(1,685,870)</u>	<u>929,861</u>
Income tax expense		-	-
Surplus/(Deficit) for the year		<u>(1,685,870)</u>	<u>929,861</u>
Other comprehensive income, net of income tax			
Other comprehensive income, net of income tax		-	-
Total comprehensive income/(loss) for the year		<u>(1,685,870)</u>	<u>929,861</u>

The accompanying notes form part of these financial statements.
6

Statement of Financial Position
30 June 2017

		2017	2016
	Note	\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	7,259,965	10,808,976
Receivables	6	593,298	516,914
Other current assets	7	1,713,689	1,266,965
TOTAL CURRENT ASSETS		<u>9,566,952</u>	<u>12,592,855</u>
NON-CURRENT ASSETS			
Financial assets	8	7,361	7,361
Property, plant and equipment	9	2,961,679	3,091,156
TOTAL NON-CURRENT ASSETS		<u>2,969,040</u>	<u>3,098,517</u>
TOTAL ASSETS		<u>12,535,992</u>	<u>15,691,372</u>
LIABILITIES			
CURRENT LIABILITIES			
Payables	10	4,739,312	6,088,626
Current provisions	11	1,600,928	1,125,893
TOTAL CURRENT LIABILITIES		<u>6,340,240</u>	<u>7,214,519</u>
NON-CURRENT LIABILITIES			
Non-current provisions	11	395,355	990,586
TOTAL NON-CURRENT LIABILITIES		<u>395,355</u>	<u>990,586</u>
TOTAL LIABILITIES		<u>6,735,595</u>	<u>8,205,105</u>
NET ASSETS		<u>5,800,397</u>	<u>7,486,267</u>
EQUITY			
Accumulated surplus		5,800,397	7,486,267
TOTAL EQUITY		<u>5,800,397</u>	<u>7,486,267</u>

The accompanying notes form part of these financial statements.
7

Statement of Changes in Equity
For the Year Ended 30 June 2017

	2017	2016
	\$	\$
Opening Balance	7,486,267	6,556,406
Total comprehensive income/(loss) for the period	<u>(1,685,870)</u>	<u>929,861</u>
Closing Balance	<u><u>5,800,397</u></u>	<u><u>7,486,267</u></u>
Equity Comprises		
Accumulated surplus	<u><u>5,800,397</u></u>	<u><u>7,486,267</u></u>

The accompanying notes form part of these financial statements.

Statement of Cash Flows
For the Year Ended 30 June 2017

	2017	2016
	\$	\$
	Note	
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	46,245,066	52,133,823
Payments to suppliers and employees	(46,559,162)	(48,393,034)
Interest received	215,085	155,109
GST paid	(2,492,833)	(3,171,284)
Dividends received	347	521
Net cash provided by/(used in) operating activities	12 <u>(2,591,497)</u>	<u>725,135</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Proceeds from sale of property, plant and equipment	44,394	-
Payments for property, plant and equipment	(1,001,908)	(1,472,023)
Net cash provided by/(used in) investing activities	<u>(957,514)</u>	<u>(1,472,023)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Net increase/(decrease) in cash and cash equivalents held	(3,549,011)	(746,888)
Cash and cash equivalents at beginning of year	10,808,976	11,555,864
Cash and cash equivalents at end of year	5 <u><u>7,259,965</u></u>	<u><u>10,808,976</u></u>

The accompanying notes form part of these financial statements.

Notes to the Financial Statements For the Year Ended 30 June 2017

1 Basis of Preparation

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the *Australian Charities and Not-for-Profits Commission Act 2012*. The Directors have determined that the Company is not a reporting entity. The financial report is presented in Australian dollars which is both the presentation and functional currency of the Company.

Campbell Page Ltd is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the following accounting standards as required under the *Australian Charities and Not-for-Profits Commission Act 2012*:

- AASB 101 Presentation of Financial Statements
- AASB 107 Statement of Cash Flows
- AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors
- AASB 1031 Materiality
- AASB 1048 Interpretation of Standards
- AASB 1054 Australian Additional Disclosures

The presentation and classification of items in the financial report has been retained from one period to the next unless it is apparent, following a review of the financial report, that another presentation or classification would be more appropriate having regard to the criteria for the selection and application of accounting policies in AASB 108. Where a change in classification of a balance has been deemed appropriate the comparative balance has also been reclassified to ensure consistency in the financial report between periods.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

Notes to the Financial Statements For the Year Ended 30 June 2017

2 Summary of Significant Accounting Policies

(a) New Accounting Standards and Interpretations

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods. The Company has decided not to early adopt these Standards. The following table summarises those future requirements, and their impact on the Company where the standard is relevant:

Standard Name	Effective date for entity	Requirements	Impact
AASB 16 Leases	Annual reporting period beginning on or after 1 January 2019	AASB 16 will cause the majority of leases of an entity to be brought onto the statement of financial position. There are limited exceptions relating to short-term leases and low value assets which may remain off-balance sheet. The calculation of the lease liability will take into account appropriate discount rates, assumptions about lease term and increases in lease payments. A corresponding right to use asset will be recognised which will be amortised over the term of the lease. Rent expense will no longer be shown, the profit and loss impact of the leases will be through amortisation and interest charges.	Whilst the impact of AASB 16 has not yet been quantified, the entity currently has significant operating leases which we anticipate will be brought onto the statement of financial position. Interest and amortisation expense will increase and rental expense will significantly decrease.

(b) Revenue

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

Interest revenue is recognised on a proportional basis taking into account the effective interest rates applicable to the financial assets. Dividend revenue is recognised when the right to receive a dividend has been established.

Government Grants are not recognised until there is reasonable assurance that all conditions have been complied with and that the grants will be received. Grants are recognised in the income statement over the periods necessary to match them with the related costs which they are intended to compensate, on a systematic basis. Grants related to assets are presented in the balance sheet by recognising the grant as deferred income.

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

(c) Cash

Cash and cash equivalents in the balance sheet comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Notes to the Financial Statements For the Year Ended 30 June 2017

2 Summary of Significant Accounting Policies (continued)

(d) Goods and Services Tax (GST)

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

(e) Investments

Investments are brought to account at valuation. Dividends and interest are brought to account when received.

(f) 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 accumulated impairment losses.

Property

Freehold land and buildings are measured on the cost basis

Plant & Equipment

Plant and equipment is measured on the cost basis.

The carrying amount of plant and equipment is reviewed annually by management to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets' employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amounts.

(g) Make Good Provision

In accordance with the application of the Australian Accounting Standards, a provision has been recorded for the potential cost of returning leased premises to their original state, a provision to make good. This is offset by an asset raised and amortised over the life of the lease.

The balance of the make good asset and accumulated amortisation is reviewed at the end of each financial year.

(h) Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, are depreciated on a straight line basis over their estimated useful lives commencing from the time the asset is held ready for use. Properties held for investment purposes are not subject to a depreciation charge. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The estimated useful life of the specific assets is as follows:

Buildings: 20-25 yrs

Plant and equipment: 3-10 yrs

Notes to the Financial Statements For the Year Ended 30 June 2017

2 Summary of Significant Accounting Policies (continued)

(i) Intangibles

Service Contracts

Service contracts are recorded at cost, less accumulated amortisation and impairment. Amortisation is charged on a straight line basis over the life of the service contract. The contract life and amortisation is reviewed at the end of each financial year.

(j) Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave, long service leave and time in lieu which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on-costs.

Contributions are made by the Company to an employee superannuation fund and are charged as expenses when incurred.

(k) Contingent Liabilities

A contingent liability is recorded as an expense and a liability if it is probable that future events will confirm that, after taking into account any related probable recovery, an asset has been impaired or a liability incurred and a reasonable estimate of the amount resulting from the loss can be made.

(l) Events after Balance Date

Assets and liabilities are adjusted for events occurring after balance date that provide evidence of conditions existing at the balance date.

Notes to the Financial Statements
For the Year Ended 30 June 2017

2 Summary of Significant Accounting Policies (continued)

(m) Significant Accounting Judgements, Estimates, and Assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements and estimates on historical experience and on other various factors it believes to be reasonable under the circumstances, the result of which form the basis of the carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates under different assumptions and conditions. Further details of the nature of these assumptions and conditions may be found in the relevant notes to the financial statements.

Key Estimates

Impairment

The company assesses impairment at the end of each reporting period by evaluating conditions and events specific to the company that may be indicative of impairment triggers.

Make Good Provision

Provisions for future costs to return certain leased premises to their original condition are based on the company's past experience, with similar premises and estimates of likely restoration costs determined by the company's property manager. These estimates may vary from the actual costs incurred as a result of conditions existing at the date the premises are vacated.

3 Revenue and Other Income

	2017	2016
	\$	\$
- Services revenue	42,600,893	46,321,296
Other income		
- Gain/(Loss) on sale of fixed assets	(5,637)	(102,779)
- Dividend received	347	521
- Interest received	215,085	217,656
- Gain/(Loss) on transfer of business	88,936	-
	<u>298,731</u>	<u>115,398</u>
Total Revenue and Other Income	<u>42,899,624</u>	<u>46,436,694</u>

Notes to the Financial Statements
For the Year Ended 30 June 2017

4 Profit from Continuing Activities

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

	2017	2016
	\$	\$
Finance costs		
Financial liabilities measured at amortised cost:		
- Interest expense	48,503	43,658
Total Finance Costs	<u>48,503</u>	<u>43,658</u>

The result for the year includes the following specific expenses:

Other expenses:

- Bad and doubtful debts	6,422	9,982
- Depreciation of property, plant and equipment	839,234	608,857
- Amortisation expense	261,313	209,422
Total Other Expenses	<u>1,106,969</u>	<u>828,261</u>

5 Cash and Cash Equivalents

Cash in hand	24,420	20,231
Cash at bank	7,216,023	10,781,288
Deposits at call	19,522	7,457
Total Cash and Cash Equivalents	<u>7,259,965</u>	<u>10,808,976</u>

6 Receivables

CURRENT		
Trade & other debtors	593,298	526,914
Provision for doubtful debts	-	(10,000)
Total Receivables	<u>593,298</u>	<u>516,914</u>

7 Other Assets

CURRENT		
Prepayments	132,091	187,865
Rental bonds	80,667	86,764
Sundry accounts receivable	1,500,931	992,336
Total Other Current Assets	<u>1,713,689</u>	<u>1,266,965</u>

Notes to the Financial Statements
For the Year Ended 30 June 2017

8 Financial Assets

	2017	2016
	\$	\$
NON-CURRENT		
Shares	7,361	7,361
Total Financial Assets	<u>7,361</u>	<u>7,361</u>

9 Property, Plant and Equipment

NON-CURRENT

LAND AND BUILDINGS

Land

At cost	210,000	210,000
Total Land	<u>210,000</u>	<u>210,000</u>

Buildings

At cost	1,588,559	1,588,559
Accumulated depreciation	(598,545)	(565,555)
Total Buildings	<u>990,014</u>	<u>1,023,004</u>

Total Land and Buildings

	<u>1,200,014</u>	<u>1,233,004</u>
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PLANT AND EQUIPMENT

Plant and Equipment

At cost	3,549,284	3,467,115
Accumulated depreciation	(3,410,169)	(3,353,352)
Total Plant and Equipment	<u>139,115</u>	<u>113,763</u>

Motor Vehicles

At cost	170,884	245,202
Accumulated depreciation	(142,141)	(175,564)
Total Motor Vehicles	<u>28,743</u>	<u>69,638</u>

Information Technology

At cost	1,212,412	679,005
Accumulated depreciation	(562,041)	(277,596)
Total Information Technology	<u>650,371</u>	<u>401,409</u>

Leasehold Improvements

At cost	3,255,435	2,914,367
Accumulated depreciation	(2,472,788)	(2,056,184)
Total Leasehold Improvements	<u>782,647</u>	<u>858,183</u>

Notes to the Financial Statements
For the Year Ended 30 June 2017

9 Property, Plant and Equipment (continued)

	2017	2016
	\$	\$
Leasehold Improvements: Make good		
At cost	600,105	637,412
Accumulated depreciation	(439,316)	(222,253)
Total Leasehold Improvements: Make good	<u>160,789</u>	<u>415,159</u>
Total Plant and Equipment	<u>1,761,665</u>	<u>1,858,152</u>
Total Property, Plant and Equipment	<u>2,961,679</u>	<u>3,091,156</u>

(a) Movements in carrying amounts of Property, Plant and Equipment

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

	Land	Buildings	Plant and Equipment	Motor Vehicles	Information Technology
	\$	\$	\$	\$	\$
Year ended 30 June 2017					
Balance at beginning of year	210,000	1,023,004	113,763	69,638	401,409
Additions	-	-	101,603	-	533,407
Disposals	-	-	(11,280)	(10,958)	-
Depreciation & Amortisation	-	(32,990)	(64,971)	(29,937)	(284,445)
Balance at the end of the year	<u>210,000</u>	<u>990,014</u>	<u>139,115</u>	<u>28,743</u>	<u>650,371</u>

	Leasehold Improvements	Leasehold Improvements: Make good	Total
	\$	\$	\$
Year ended 30 June 2017			
Balance at beginning of year	858,183	415,159	3,091,156
Additions	366,898	18,779	1,020,687
Disposals	(15,543)	(11,836)	(49,617)
Depreciation & Amortisation	(426,891)	(261,313)	(1,100,547)
Balance at the end of the year	<u>782,647</u>	<u>160,789</u>	<u>2,961,679</u>

Notes to the Financial Statements
For the Year Ended 30 June 2017

9 Property, Plant and Equipment (continued)

(a) Movements in carrying amounts of Property, Plant and Equipment (continued)

	Land	Buildings	Plant and Equipment	Motor Vehicles	Information Technology
	\$	\$	\$	\$	\$
Year ended 30 June 2016					
Balance at beginning of year	210,000	1,055,995	61,715	114,222	234,769
Additions	-	-	97,159	5,970	385,781
Disposals	-	-	-	-	-
Depreciation & Amortisation	-	(32,991)	(45,111)	(50,554)	(219,141)
Balance at the end of the year	<u>210,000</u>	<u>1,023,004</u>	<u>113,763</u>	<u>69,638</u>	<u>401,409</u>

	Leasehold Improvements	Leasehold Improvements: Make good	Total
	\$	\$	\$
Year ended 30 June 2016			
Balance at beginning of year	232,555	110,779	2,020,035
Additions	983,115	520,154	1,992,179
Disposals	(96,427)	(6,352)	(102,779)
Depreciation & Amortisation	(261,060)	(209,422)	(818,279)
Balance at the end of the year	<u>858,183</u>	<u>415,159</u>	<u>3,091,156</u>

10 Payables

	2017	2016
	\$	\$
CURRENT		
Trade creditors	1,614,514	1,635,044
Grants in advance	1,263,306	2,601,484
Other payables	1,861,492	1,852,098
Total Payables	<u>4,739,312</u>	<u>6,088,626</u>

Notes to the Financial Statements
For the Year Ended 30 June 2017

11 Provisions

	2017	2016
	\$	\$
CURRENT		
Annual leave	878,230	981,301
Long service leave	56,264	51,998
Provision for make good	603,965	20,513
Other provisions	62,469	72,081
Total Current Provisions	<u>1,600,928</u>	<u>1,125,893</u>
NON-CURRENT		
Long service leave	279,739	314,796
Provision for make good	115,616	675,790
Total Non-Current Provisions	<u>395,355</u>	<u>990,586</u>

(a) Movement in Provision for Make Good

Opening balance	696,303	591,014
Interest Expense	48,499	43,658
Increase in provision during the year	18,779	520,156
Make good expense incurred	-	(305,548)
Write back of provision	(44,000)	(152,977)
Closing Balance	<u>719,581</u>	<u>696,303</u>

12 Cash Flow Information

(a) Reconciliation of result for the year to cash flows from operating activities

	2017	2016
	\$	\$
Reconciliation of net income to net cash provided by operating activities:		
Profit from continuing activities after income tax	(1,685,870)	929,861
Non-cash flows in profit:		
Net loss/(gain) on disposal of property, plant and equipment	5,637	102,779
Net loss/(gain) on transfer of business	(88,936)	-
Amortisation expense	261,313	209,422
Depreciation expense	839,234	608,857
Changes in assets and liabilities, net of the effects of non cash movements:		
- (increase)/decrease in receivables & other current assets	(542,301)	911,352
- increase/(decrease) in provisions	(31,260)	(1,141,996)
- increase/(decrease) in payables	(1,349,314)	(895,140)
Cash flow from operations	<u>(2,591,497)</u>	<u>725,135</u>

Notes to the Financial Statements
For the Year Ended 30 June 2017

12 Cash Flow Information (continued)

(b) Reconciliation of cash

	2017	2016
	\$	\$
Cash at the end of the financial year as shown in the Cash Flow Statement is reconciled to the related items in the Statement of Financial Position as follows:		
Cash and cash equivalents	7,259,965	10,808,976
Total cash and cash equivalents	<u>7,259,965</u>	<u>10,808,976</u>

13 Remuneration of Auditor

Amounts received or due and receivable by the auditor	<u>58,200</u>	<u>66,000</u>
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Notes to the Financial Statements
For the Year Ended 30 June 2017

14 Capital and Leasing Commitments

(a) Operating Lease Commitments

	2017	2016
	\$	\$
Minimum lease payments under non-cancellable operating leases:		
- not later than one year	3,347,756	3,291,085
- between one year and five years	1,854,333	3,820,925
	<u>5,202,089</u>	<u>7,112,010</u>

Operating leases have an average lease term of one to three years. Assets that are the subject of operating leases include Motor Vehicles, Premises, and Plant & Equipment.

(b) Capital Commitments

At reporting date the company has not entered into contracts for capital expenditure which have not been provided for in the financial statements.

15 Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2017 (30 June 2016:None).

16 Events Occurring After the Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

17 Corporate Information

The financial report of Campbell Page Limited for the year ended 30 June 2017 was authorised for issue in accordance with a resolution of the directors on 17 October 2017.

Campbell Page Limited is a Company limited by guarantee incorporated and domiciled in Australia.

The registered office of the Company is located at:

1 Museum Place

Batemans Bay NSW 2536

Notes to the Financial Statements
For the Year Ended 30 June 2017

18 Information to be furnished under the Charitable Fundraising Act 1991 (NSW)

(a) Details of aggregate gross income and total expenses of fundraising appeals.

	2017	2016
	\$	\$
Gross Proceeds from fundraising appeals		
General Donations	-	7,198
Less total direct costs of fundraising appeals		
General Expenses	-	(595)
Net surplus from fundraising appeals	<u>-</u>	<u>6,603</u>

(b) During the year members of the governing body received the following remuneration:

Name	Position	Type	2017	2016
			\$	\$
Nirmal Hansra	Chair	Director's fees	67,014	43,177
Jane Schwager	Director	Director's fees	38,982	30,047
Pamela Catty	Director	Director's fees	38,982	30,047
David Hawdon	Chairperson (resigned 24 November 2015)	Director's fees	-	19,647
Peter Bennett	Director	Director's fees	38,982	30,047
Phil Armstrong	Director (resigned 21 November 2016)	Director's fees	13,103	10,950
David Nathan	Director (appointed 27 June 2016)	Director's fees	33,507	-
Nell Anderson	Director (appointed 27 June 2016)	Director's fees	33,507	-
Charles Weiser	Director (appointed 13 March 2017)	Director's fees	9,120	-
Total			<u>273,197</u>	<u>163,915</u>

Directors' Declaration

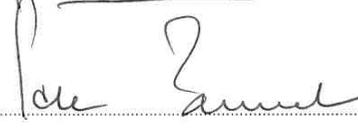
The directors have determined that the Company is not a reporting entity and that these special purpose financial statements should be prepared in accordance with the accounting policies described in Note 1 of the financial statements.

The directors of the Company declare that:

- The financial statements and notes, as set out on pages 6 to 21, are in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012* and the *Australian Charities and Not-for-profits Commission Regulation 2013* and:
 - comply with Australian Accounting Standards as stated in Note 1; and
 - give a true and fair view of the financial position as at 30 June 2017 and of the performance for the year ended on that date in accordance with the accounting policy described in Note 1 of the financial statements.
- In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director  Nirmal Hansra

Director  Peter Bennett

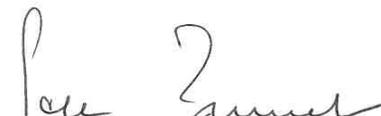
Dated this 17th day of October 2017

Declaration under the Charitable Fundraising Act 1991 (NSW) for the year ended 30 June 2017

The Directors of Campbell Page Limited declare that the company is the holder of an authority under the *Charitable Fundraising Act 1991 (NSW)*. The Directors further declare that in their opinion:

1. the statement of comprehensive income gives a true and fair view of all income and expenditure of the organisation with respect to fundraising appeals;
2. the balance sheet gives a true and fair view of the state of affairs with respect to fundraising appeals conducted by the organisation;
3. the provisions of the Act, the regulations under the Act and the conditions attached to the fundraising authority have been complied with by the organisation; and
4. the internal controls exercised by the organisation are appropriate and effective in accounting for all income received and applied by the organisation from any of its fundraising appeals.

Director  Nirmal Hansra

Director  Peter Bennett

Dated this 17th day of October 2017

Campbell Page Limited

Independent Audit Report to the members of Campbell Page Limited

Opinion

We have audited the accompanying financial report, being a special purpose financial report of Campbell Page Limited (the Company), which comprises the statement of financial position as at 30 June 2017, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012* including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2017 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 2 and the *Australian Charities and Not-for-Profits Commission Regulation 2013*.

Reporting under the *Charitable Fundraising Act 1991 (NSW)*

In our opinion:

- (a) the financial report gives a true and fair view of the Company's financial result of fundraising appeal activities for the financial year ended 30 June 2017;
- (b) the financial report has been properly drawn up, and the associated financial records have been properly kept for the period ended 30 June 2017, in accordance with the *Charitable Fundraising Act 1991 (NSW)* and Regulations;
- (c) money received as a result of fundraising appeal activities conducted during the period ended 30 June 2017 has been properly accounted for and applied in accordance with the *Charitable Fundraising Act 1991 (NSW)* and Regulations; and
- (d) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Australian Charities and Not-for-Profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We 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 directors' financial reporting responsibilities under the *Australian Charities and Not-for-Profits Commission Act 2012*. 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 Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-Profits Commission Act 2012* and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine 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 the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance 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.

Hales Douglass

Andrew Hare
Partner

Batemans Bay, NSW 2536

Date this 17th day of October 2017

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