

AMES Australia ANNUAL REPORT 2024 – 2025





AMES Australia acknowledges the Traditional Custodians of the lands that our many offices are built upon and on which we meet and work.

We extend our respects to the Elders who have walked and cared for this land for tens of thousands of years, and the descendants who maintain a spiritual connection to country, land, waters, sky, and cultures.

We are committed to our reconciliation journey, because at its heart, reconciliation is about bringing healing and flourishing relationships between First Nations and non-First Nations Peoples, for the benefit of all.

This artwork called “The Journey” was a wonderful creation by malu.bajigal (Brenda Mau) a proud Torres Strait Islander, Mandubarra, Kalkadoon, Wuthagi, Ngadjonjii woman.

“The Journey” represents the ongoing journey of AMES clients from the time that they arrive in Australia to when they settle and integrate into the community.

Photo cover page: Luminous Festival, Melbourne 2024

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PART A: REPORT OF OPERATIONS

Declaration in Report of Operations

In accordance with the *Financial Management Act 1994*, I am pleased to present the AMES Australia Annual Report for the year ending 30 June 2025.



Dr Vanda Fortunato
Board Chair
1 September 2025

Attestation for financial management compliance with Standing Direction 5.1.4

AMES Australia Financial Management Compliance Attestation Statement

I, Vanda Fortunato, on behalf of the Board of AMES Australia (Responsible Body), certify that AMES Australia has no material compliance deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.



Dr Vanda Fortunato
Board Chair
1 September 2025

Statement from the Board Chair of AMES Australia

My first full year as Chair of AMES Australia has been instructive, productive and a real privilege. I have seen first-hand the important work being done across the organisation to support newly arrived families begin their new lives in Australia.

We continue to align our core settlement, employment, education, social participation, community capacity building and aged care services with relevant United Nations' Sustainable Development Goals (SDGs) for Health and Wellbeing, Quality Education, Decent Work, Economic Growth, Gender Equality and Partnerships. Each of these SDG's correlates closely with successful settlement outcomes for migrants.

Australia's rich tapestry of multiculturalism is critical to our ongoing social and economic success as a society. We play an important role in bolstering social cohesion, something we must be vigilant about at a time when we are seeing growing populism and xenophobia across the globe.

One way we promote social cohesion is through engaging with, and supporting, diverse communities. This engagement was highlighted by the Heartlands Project which this year took the form of a book titled 'At the Heart of Identity', a collection of reflections from Australians who share their families' settlement journeys and their own search for identity.

These are the stories of the children of migrants and refugees and included reflections from South Australian Premier, Peter Malinauskas, federal MP Cassandra Fernando, and former Soccerroo, Archie Thompson.

At the heart of AMES Australia's connection to community is the Melbourne Multicultural Hub, a central place for the city's diverse cultural, language and faith communities to meet, interact and collaborate in a respectful and supportive

environment. In 2024-2025 the Hub welcomed 120,000 visitors, representing 450 groups; hosted 4,000 events and meetings, and conducted 30 community consultations.



AMES Australia was recognised for our work engaging with diverse communities. This included an Australia Day Award from the regional city of Mildura recognising the multicultural soccer tournament; and our personal and home care partner, Kare ONE, awarded the 'Most Outstanding Personal Care Provider in the World 2024' at the Global Housing, Healthcare and Enablement Awards held in London.

At this juncture, we are farewelling our CEO Cath Scarth, who is retiring after 17 years. Cath has steered us through some difficult times while cementing AMES' reputation as a leading settlement agency and source of knowledge and expertise.

At the same time, the AMES Board has appointed Ms Melinda Collinson as our CEO. Ms Collinson brings considerable senior leadership experience within government and the broader public sector.

Finally, I would like to thank my fellow Board members and the Executive team for their support and commitment over the past year.

Over the history of modern Australia, migration and multiculturalism have been critical to the nation's success as a prosperous and harmonious society. AMES Australia will continue to contribute to our nation's social and economic success.

Vanda Fortunato
Board Chair

Statement from the CEO of AMES Australia

The dedicated team at AMES Australia has made a significant impact on the lives of countless individuals over the past year. With global conflicts causing unprecedented displacement, our work in helping families start new lives in Australia has never been more vital.

We have had the privilege of supporting migrants and refugees in finding employment and improving their English skills, which has opened doors to further education and job opportunities. Our humanitarian efforts have continued to provide essential support to refugees from Afghanistan, Ukraine, Gaza, and other regions.

A highlight of the past year has been the remarkable increase in students participating in our Skills for Education and Employment (SEE) program. It's encouraging to see that 92% of students have shown measurable improvements in their language, literacy, or numeracy skills. This program has been particularly impactful in addressing the need for language assistance in Melbourne's south-eastern suburbs.

Through our Workforce Australia contract, we have helped nearly 2,000 jobseekers find sustainable employment and supported clients in starting their own businesses.

Our work as a Community Hubs Australia support agency continues with school-based hub leaders providing support to newly arrived women and carers in Dandenong, Casey, Wyndham, Brimbank and Greater Geelong.

We are proud to partner with over 200 organisations, to deliver significant results in women's health and wellbeing, including cancer screening and violence prevention.

Our partnership with Beyond Blue has improved access to mental health support for communities.

Additionally, collaborations with Parks Victoria and Life Saving Victoria have offered park-based activities and water safety sessions for new arrivals.

Important partnerships in NSW and South Australia, with organisations like Merana Aboriginal Corporation and Adelaide United Football Club, continue to thrive.

All this happens due to the combined efforts of our employees and in the knowledge that 87% consider AMES Australia a truly great place to work.

Integrated immigration, employment, and humanitarian programs are crucial for Australia's future prosperity and social cohesion.

In my last statement as CEO, I want to express my heartfelt gratitude to our dedicated employees, selfless volunteers, and the Executive team and Board members. Your commitment has been instrumental in delivering the services that support our clients' journeys.

I am confident that, as I retire, AMES Australia is well-positioned to continue its impactful work and seize new opportunities to make a positive difference in the lives of new arrivals and the nation.

Catherine Scarth
Chief Executive Officer



About AMES Australia

AMES Australia is a Victorian statutory authority operating under the *Education and Training Reform Act 2006* and originally established under the *Education Act 1958*. As a specialist provider of services for refugees, migrants, and multicultural communities, working with people from the earliest phase of their settlement journey through to their settlement independence, we understand that each settlement journey is unique. Our vision is targeted and clear - *full participation for all in a cohesive and diverse society* – and sets the direction for our organisational priorities, activities, and responses.

Within this context, AMES Australia demonstrates public value:

- through client-led integrated servicing that offers seamless end-to-end settlement support and services. It addresses the challenges and gaps that other specialist and mainstream services do not provide. We know this because our clients tell us.
- in how we work in partnership and share expertise with government, multicultural communities, corporates, and other organisations to drive development and innovation.
- through research and discovery, participation in networks to generate new knowledge about our clients, their communities, and the settlement ecosystem, providing credible evidence to underpin service development and practice. These insights inform policies that impact the settlement of individuals and communities.

AMES Australia's vision and aspiration, aligned to our *Social and Economic Participation Framework* (the Framework), supports settlement success through our multicultural clients learning, working, and connecting with others and accessing mainstream services. In applying measures for, and with, the people and communities we serve, we aim to reduce disadvantage; increase social, civic, and economic participation; and enable a greater voice, combined with increasing personal responsibility and independence.

The Framework's four domains – health and wellbeing, education, employment, and safety and security – provide an evidence-informed basis to classify the settlement needs and outcomes of newly arrived, and more established individuals and multicultural communities, building from their individual strengths and aspirations. Our client-facing programs and services are reported against the four domains in this annual report.

From the vision and aspiration to the operational, AMES Australia's strategic and enabling priorities, identified in the diagram below, cascade to portfolio and corporate services' business plans. Actions to address objectives are assigned to individual employees and work teams, and outcomes from these plans are reported to AMES Australia's Board. This directly informs what we do and how we work.



Achievements and outcomes

aligned to AMES Australia's Social and Economic Participation Framework domains
and AMES Australia's strategic and enabling priorities

Fostering good health and wellbeing



4,352 recently arrived clients completed settlement orientation health-related modules



84 NDIS and **40** My Aged Care clients serviced



14 podcasts on health topics, in **13** languages, accessed by **644** community members



77,647 direct care hours delivered to Kare ONE clients



41 women from multicultural backgrounds attended the annual three-day Women's Retreat

Purposeful education pathways



78% student satisfaction in national AQTF survey



7,819 enrolments in foundational and vocational education programs

135 students completed industry-based placements in vocational courses



89,600 hours of learning delivered via the MyAMES digital LMS



170,340 user login sessions delivered through online education platforms

2,945 active users of the MyAMES Chat app

Collaborating for satisfying employment



17,951 clients serviced through Workforce Australia employment services at **20** locations



1,533 sustainable employment outcomes, of which:

- **118** were for Aboriginal and Torres Strait Islander Peoples
- **1,137** were for clients from culturally and linguistically diverse backgrounds



Settling into Work (SiW) social enterprise supported **6** refugee clients into a cadetship in transport infrastructure projects and **43** Wyndham jobseekers with **25%** achieving employment outcomes

Building safe and cohesive communities



6,656 clients / **1,777** families from **34** countries serviced in the Humanitarian Settlement Program



922 families comprising **4,176** clients provided with on-arrival accommodation



1,556 long-term leases secured for **6,605** recently arrived clients, averaging **30** properties per week



54,161 Multicultural Hub users across **2,511** events supporting intercultural connections with **30,941** users from multicultural and emerging communities



8 community consultations reached **213** individuals addressing topics including education pathways, scams, and the supermarket enquiry

Achievements and outcomes

addressing AMES Australia's strategic and enabling priorities



AMES Australia's employees and volunteers

87% of employees rate AMES Australia as a truly great place to work

83% of employees know about the strategic priorities; and their role in implementing the priorities

295 volunteers from **50** countries, speaking more than **70** languages; **62%** women; and **13%** from a refugee background



Social media engagement

5 social media channels

140,710 engagements

3,439 new followers

303,000 website sessions



Diversity and Inclusion Plans

AMES Gender Equality Action Plan 2021-2025 activity example: Lunch & Learn: National Week of Action Against Bullying and Violence

Reconciliation Action Plan (RAP): activity examples: NAIDOC week and Reconciliation week recognition and partnership development

AMES Australia's Accessibility and Inclusion Plan 2024-2028 launched November 2024. Activity examples: Mental Health Lunch & Learn; Big Blue table fundraiser (Beyond Blue); R U OK? day



Publications and events

8 responses to government inquiries and discussion papers covering regional migration; domestic violence; migration amendment; food security; unfair trade practices; and Victorian Multicultural review

673 positive print and online articles published

11 Impact editions published

2,451 broadcast and online coverage pieces

14 corporate and promotional events

Awards



Kare One awarded the 'Most Outstanding Personal Care Provider in the World 2024' Global Housing, Healthcare and Enablement Awards

AMES Australia's Prevention of Violence Against Women Leadership Program honoured in the annual Victorian Multicultural Awards for Excellence

Partnerships



200+ partnerships with community organisations to deepen and strengthen place-based reach through health and sporting events

77 Memorandums of Understanding with industry partners for work placements

Fostering good health and wellbeing

Health and wellbeing – encompassing both physical and mental dimensions - are critical determinants of successful settlement. Promoting good health and wellbeing sets the foundation for individuals and communities to thrive, fostering improved outcomes, greater health equity, and enhanced resilience. Access to good health and well-being is both an integral element of, and a prerequisite for, effective learning, meaningful employment, and active participation in broader society.

AMES Australia recognises that good health and feelings of wellbeing are vital to positive settlement outcomes. Research indicates that multicultural community members often experience barriers to accessing mainstream health services.

Our work focuses on addressing those barriers with our programs and services across social participation, education, employment and settlement services including elements of information, awareness, or direct delivery of health-related content.

As a National Disability Insurance Scheme (NDIS) service provider in Victoria and South Australia, and a multicultural specialist for the My Aged Care (MAC) program, 84 NDIS, and 40 MAC participants received support and services. Our Home and Community Care (HACC) provider, Kare One Pty Ltd, delivered more than 77,000 care hours in supporting client health and wellbeing.

Collaborative initiatives have provided 644 community members access to 25 health related topics in 13 languages. New podcasts developed in collaboration with: Beyond Blue *Bullying and Harassment*; and *Mental Health*; IPC Health *Gambling Harm*; and Scam Watch *Online Safety: Understanding and Protecting Yourself from Scams* have been added to the podcast list.

In partnership with the Australian Multicultural Health Collaborative, 10 cervical cancer information sessions were conducted across Victoria and South Australia. Of 174 women attending, 65% had a basic level of English and interpreters supported the sessions. At the conclusion of the sessions 97% of attendees reported that they knew where to obtain a cervical cancer screening and find further information.

The most popular episode was *Cultivating Healthy Food Eating Habits and Food Preservation*, in Dari, heard by 90 community members; followed by mental health related podcasts.

Through the Humanitarian Settlement Program (HSP), 9,665 clients were assisted with achieving their health outcomes. All new arrivals were registered for Medicare and linked to mainstream medical services. People with additional and specialist medical servicing needs were referred appropriately, with 271 identified as requiring intensive medical support. Mobility aids and equipment were sourced for 61 clients on arrival.

First language speaking Orientation Guides provided assistance in 20 languages for clients accessing and attending maternal and child health appointments, medical appointments and vaccination sessions.

Events supported that inform and promote good health and wellbeing, such as the Women's Retreat, continue to have a lasting impact. The 3-day excursion in November to Mt Eliza attended by 41 recently arrived women from 12 countries, provided information sessions on female health, emergency services, and online safety. Feedback was overwhelmingly positive with one attendee reporting "there is no word to describe our thanks to AMES for giving us this opportunity".



Purposeful education pathways

Connected, targeted, and integrated learning for life strengthens settlement success and unlocks migrant talent for Australia's economy. Delivering education services focused on long-term, successful settlement, employment and career pathways supports Australia's workforce demands and growing access to a skilled workforce.

Education is at the core of AMES Australia's identity, with more than a 70-year history of delivering English language programs to diverse communities of newly arrived people from migrant and refugee backgrounds, in place-based settings. Through our integrated service delivery model, formal and informal learning opportunities are embedded in the programs and services delivered to support social participation, vocational skills, and employment outcomes.

AMES Australia's **Education Services strategic plan – Creating Pathways** enabled student aspirations to be met, with pathways to employment, further education, and social and civic participation. Our **Board of Studies** continued to oversee the quality of course offerings; and student satisfaction remained high for training quality at 80.9%.

Acknowledging our expertise and capability, our programs are supported by federal and state government funding through Adult Migrant English Program (AMEP), Skills for Education and Employment (SEE), Skills First, and Adult, Community, and Further Education (ACFE).

As a **Learn Local** pre-accredited training to develop core skills for study, work, and life through supporting pathways and broad skill development was offered. In addressing gaps in service, under the ACFE Stronger by Design framework, our Education team delivered a 40-hour pronunciation module to address pronunciation as a barrier to employment for our multicultural jobseekers.

AMES Skills for Education and Employment (SEE) initiative **Work Placement Connect** continues to expand as host organisations benefit from the shared commitment to delivering well-supported placements for **100 students** who have consistently been commended for their strong work ethic, initiative, and enthusiasm for learning. The program is a key steppingstone to build practical skills, confidence, and local workplace experience.

In the reporting period **7,819 enrolments** across **15 delivery sites** which included **850 students** in **vocational courses** with **industry-based placements**.

AMES Australia continues to innovate to ensure our **program delivery is flexible** and **accessible** with options available in place-based, hybrid and online modes promoting digital learning and skills, critical for today's economy. Student digital development was enabled through **89,600 hours of learning** delivered via the MyAMES digital Learner Management System, and **2,945 active users** engaged with the MyAMES Chat app enhancing English and employability skills development.

AMES Australia is recognised in the Australian Responsible AI Index 2024 in the top 5% of organisations nationally that have implemented an AI strategy; and are part of 20% of Registered Training Organisations (RTOs) with a clear AI integration strategy, as reported in the 2025 Voice of VET Report.

Education pathways are embedded across our services. The HSP team assisted **2,179 new arrival clients** with school enrolment; **3,500** clients with AMEP enrolment; **429** clients into other education and training programs, including TAFE; and **22** clients with recognition of overseas qualifications.

A further initiative to build awareness of English language opportunities for **regional and remote students** saw a mobile billboard successfully engage new students in the Wimmera-Mallee region.



Photo: Heartlands, Adelaide 2024

Collaborating for satisfying employment

Supporting people into securing sustainable, long-term employment is instrumental in breaking cycles of economic dependence, reduces unemployment, increases productivity, and enhances both personal and familial health and wellbeing. Meaningful employment is also closely tied to educational achievement and fosters a sense of safety and community security.

To achieve our vision of sustainable, enduring, and fulfilling employment for all, AMES Australia forges collaborative partnerships with jobseekers, employers, industry leaders, and service providers. Through these relationships, we help individuals develop and leverage skills, secure meaningful work, and advance along their chosen career paths.

In recognition of our expertise and capability as a **Workforce Australia contract provider**, AMES Australia holds two of only three **Refugee Specialist Licences** nationwide, as well as **CALD** and **Indigenous licences**. Services were delivered through Generalist licences at **20 locations** in Victoria, New South Wales, and the Northern Territory.

During the reporting period, we proudly serviced **17,951 clients**. Of these, **1,533 individuals secured sustainable employment**, and **1,171 achieved a 26-week employment milestone**.

As specialists in employment services, AMES Australia's **Employment Mentors** are committed to providing individual assistance, helping clients address personal and systemic barriers. From initial case management, ongoing support, job-readiness and skills development training was provided. Once employed, strategic guidance and onboarding support was offered through tools such as Integrated Pathway Plans for sustained career progression.

Additionally, **135 students** successfully completed VET work placements providing

AMES Australia's unique **SEE Your Path** marketing and communications **internship partnership with the Telstra Foundation** is achieving positive outcomes. The internship has so far provided practical experience for 4 multicultural young people to work for 16 weeks on media and marketing activities giving them real work experience.

real workplace experience in early childhood, aged care and disability settings.

AMES Australia's social enterprise **Settling into Work (SiW)** recruitment and employment service for skilled migrant and refugee jobseekers operated in south-east Melbourne and Wyndham. The City of Melbourne has partnered with SiW to host refugee and migrant professionals into paid internships within council.

AMES Australia's **Indigenous Mentoring Program** in NSW supports Aboriginal and Torres Strait Islander clients by connecting them with trained mentors and other participants who provide culturally sensitive guidance, practical support, and pathways to employment, education, and community. This strengths-based initiative has continued to grow in reach and impact over the past year, with participants reporting increased confidence, improved job readiness, and stronger social connections. Through close collaboration with local Indigenous organisations and ongoing mentor training, the program has achieved significant outcomes in fostering resilience, empowerment, and long-term success for participants.

Our Humanitarian Settlement Program (HSP) team assisted **479** clients with Centrelink employment appointments; **891** clients with employment strategies; and **100** clients with establishing a new business. At exit from the HSP, **567** clients were in employment.



Photo: Parklife Metro pre-employment program, Sydney 2025

Building safe and cohesive communities

Building safer and more socially cohesive communities results in positive community impacts and improved perceptions of personal, family, and neighbourhood safety. Intercultural social cohesion is closely linked to enhanced health and wellbeing. Community participation and social cohesion are both built upon, and contribute to, a sense of safety and security.

Social inclusion requires individuals to have opportunities to access services, connect with family, friends, work, and the local community, manage personal crises, have their voices heard, and secure employment. This strengthens social cohesion and community participation and contributes to feeling safe and secure.

For newly arrived refugees, the journey to building safer and more cohesive communities begins with support provided by AMES Australia's Humanitarian Settlement Program (HSP) lead provider role in Victoria, South Australia, and Tasmania. In the reporting period 6,656 refugees from 34 countries commenced and were supported on their settlement journey across 18 locations.

Our holistic and integrated settlement servicing model provided 4,176 clients with immediate, short-term accommodation. Through tenancy training and liaising with real estate agents, 6,605 clients were supported into long-term accommodation; and 6,594 clients received basic household goods packages.

The Multicultural Hub in Melbourne's CBD continues to be a social cohesion epicenter promoting inclusivity and a celebration of multiculturalism. It provides programs, meeting spaces and events for all communities including migrant and refugee communities, faith-based organisations, LGBTQI+ communities and those experiencing homelessness.

AMES Australia with Community Hubs Australia supports 23 school-based hubs to meet the needs of newly arrived families and community, particularly women and carers of children. Hubs provide a proven place-based and people-centered model for building connections and social and economic capital within communities.

independent consultant to provide strategic guidance on the future direction of its Prevention of Violence Against Women (PVAW) program. The review highlighted the program as a leading community-led model of primary prevention, with the potential to redefine standards for equity and inclusion in violence prevention. The report recommended strategic investment to extend the program's reach across Australia.

Heartlands is an annual initiative to exhibit and celebrate the artistic and cultural perspectives of refugees and migrants' journey. The 2024 theme, 'At the Heart of Identity', brought together the collected memories and stories of first-generation migrants and their own families' journeys and was showcased in Parliament House, Canberra.

Multicultural communities were supported in accessing mainstream recreation and community activity through social, health and sporting events including the Lantern Festival in Melbourne's CBD, the Mildura Multicultural Cup, Parks Victoria, Welcome Walks and Beyond Blue Coastrek.

Volunteers play a critical role in supporting clients as community guides, tutors and facilitating activities and events. Of our volunteers, 78% believe their participation had a lasting impact – “Every day as a volunteer at AMES is a positive experience. Serving the community without any monetary expectations gives positive energy, a sense of self-actualisation”.



Photo: AMES Australia Soccer Tournament, Mildura 2024

Environmental reporting

AMES Australia is striving to minimise its environmental footprint and to integrate sound environmental values, principles, and practices in its day-to-day operations. AMES Australia aims to protect and improve the environment by:

- adopting environmentally sustainable practices and performance criteria in purchasing and procurement.
- building environmental sustainability into policies, programs, regulations, investments, and budgets.
- reducing resource consumption and waste.
- making AMES Australia major events environmentally sustainable.
- improving energy efficiency.

AMES Australia continued its greening program, with recycling of mobile phones, batteries, shredded paper, and toner cartridges, purchasing of carbon-neutral paper, and encouraging environmental practices at all sites.

Energy consumption

Indicator	2024–2025
Electricity usage (MJ)	3,796,365
Natural gas usage (MJ)	36,352
Total greenhouse gas emissions from energy consumption (tonnes CO₂-e)	860
- Electricity total tonnes CO ₂ -e	857
- Gas total tonnes CO ₂ -e	3
Percentage of electricity purchased as green power	0%
Electricity used per FTE (MJ/FTE)	67,67
Natural gas used per FTE (MJ/FTE)	9.71

Note: MJ is mega joules. FTE is full-time equivalent employee. Electricity data consumption represents 67% of office-based sites and natural gas data at approximately 15%. FTE for electricity usage (270.9) and gas usage (66.23) represents included sites only. AMES Australia is continuing to develop systems to collect more comprehensive data. Note that from 1/7/2025 all large sites (those who use over 40MWh per year) are mandated to purchase electricity from SEC Victoria, and that electricity will be 100% renewable.

Waste and recycling

Indicator	2024–2025
Total units of waste disposed of by destination stream (kg/year)	26,000
- Landfill	16,848
- Comingled recycling (cans, plastic containers, bottles, etc.)	4,210
- Paper and cardboard	4,027
- Secure documents (paper)	0
- Organics (food scraps)	915
Total units of waste disposed of per FTE by destination	46.35
- Landfill	30.03
- Comingled recycling (cans, plastic containers, bottles, etc.)	7.50
- Paper and cardboard	7.18
- Secure documents (paper)	0
- Organics (food scraps)	1.63
Recycling rate	35.20
Greenhouse gas emissions associated with waste (tonnes CO ₂ -e)	10.95

Note: Data derived through a waste audit conducted by the waste collection contractor. The audit was conducted at AMES Australia's Box Hill, Dandenong and Noble Park sites and indicators are based on 156.97 FTE across these sites. AMES Australia is continuing to develop systems to collect more comprehensive data.

Paper consumption

Indicator	2024-2025
Total units of A4 equivalent copy paper used (reams)	4,626
Units of A4 equivalent copy paper used per FTE (reams/FTE)	8.25
Carbon-neutral 100% recycled content	99.49%
Carbon-neutral 50% recycled content	-
Carbon-neutral 20% recycled content	-
Carbon-neutral 0% recycled content	0.51%
Carbon-neutral 0% recycled 100% content	

Note: Data based on total ream purchases across 483.62 FTE. Carbon Neutral 100% recycled copy paper from a Supply Nation certified Indigenous enterprise (Muru) is the default subject to supply availability.

Water consumption

Indicator	2024-2025
Total water consumption (kilolitres)	3,326
Units of office water used per FTE (kilolitres/FTE)	26.94
Units of office water used per office area (kilolitres/m ²)	0.44

Note: Data represents 22% of office-based sites. Billing information for excluded sites was not available as it was incorporated into rental outgoings. FTE (180.21) and office area (7,564 m²) were calculated for included sites only. AMES Australia is continuing to develop systems to collect more comprehensive data.

Electricity energy usage for 12 of 18 commercial office space sites – approx. 67%

Sites	Amount	Total KWH	Greenhouse Emissions Tonnes	Area M2	Mega Joules (1kwh=3.6MJ)	CO2 1MJ=0.363kg
Commercial sites data	\$235,305	1,075,023	898	13,158	3,870,083	267,036

Note: Commercial sites not included in electricity usage data: Craigieburn, Sunbury, Blacktown, Parramatta, Liverpool, Adelaide.

Note: Note that from 1/7/2025 all large sites (those who use over 40MWh per year) are mandated to purchase electricity from SEC Victoria, and that electricity will be 100% from renewable sources.

Gas usage for 2 commercial sites

Energy Usage	Total MJ	Area M2	CO2 (1MJ=0.069kg)
Gas	33,528	3,352	2,313

Note: No gas connection at the following commercial office sites: Mildura, Werribee, Dallas, Dandenong, Box Hill, Preston, Craigieburn, Sunbury, Epping, Lonsdale St (Melbourne CBD), Liverpool, Adelaide, Salisbury, Little Collins St (Melbourne CBD)

Water usage for 4 commercial sites out of 24 office space sites –approx. 15%

Energy Usage	Total KL	Sewerage disposal (KL)	Area M2
Water	3,326	2,749	7,564

Note: Commercial sites included: Box Hill, Noble Park, Little Collins Street, Multicultural Hub

Vehicle categories

Vehicle category	Petrol	Diesel
Light Passenger	9	-
Small Passenger	16	-
Medium Passenger	1	-
Passenger Hybrid	1	-
Medium SUV AWD	1	-
People Mover 2WD	1	-
Light Commercial	1	-
Total	30	-

Note: 30 vehicles including 1 hybrid vehicle.

Transportation

Indicator	2024-2025
Total fuel consumption by fleet vehicles (litres)	16,955
Total distance travelled by fleet vehicles (km)	179,304
Total greenhouse gas emissions from fleet vehicles (Tonnes CO ₂ -e)	39.166
Greenhouse gas emissions from fleet vehicles per 1,000 km travelled (kilograms CO ₂ -e)	218.43

Note: Data 30 vehicles including 1 hybrid vehicle.

Corporate governance

Establishment and enabling legislation

From teaching English to new arrivals in makeshift classrooms in 1951, AMES Australia has grown to be recognised as a pre-eminent service provider supporting multiculturalism and helping hundreds of thousands of people build new lives in Australia.

AMES Australia was established under the *Education Act 1958* and reconstituted under the *Council of Adult Education Act 1981*. On 1 March 2001, the *Council of Adult Education Act 1981* was repealed, and the institution continued as Adult Multicultural Education Services under the *Adult, Community and Further Education Act 1981*. Since 1 July 2007, AMES Australia has operated under the *Education and Training Reform Act 2006 (the Act)*. In August 2015, the Governor in Council made an order to change the name of Adult Multicultural Education Services (AMES) to AMES Australia.

Objectives and functions

The objectives of AMES Australia in accordance with the Act are:

- a) to perform its functions for the public benefit by:
 - i. operating its businesses, delivering educational services, and using assets that it manages on the State's behalf as efficiently as possible; and
 - ii. ensuring that it is sustainable in the medium to long-term; and
 - iii. ensuring that its procedures, policies, and practices are consistent with prudent commercial practice; and
 - iv. endeavouring to maximise its contribution to the economy and wellbeing of the State; and
- b) to provide the community served by AMES Australia (including migrants, refugees, and asylum seekers) with efficient and effective adult, community and further education, vocational education and training, employment and other associated programs and services responsive to the needs of that community; and
- c) to facilitate adult, community and further education, knowledge acquisition and skills for employment through excellent teaching, innovation and educational leadership that delivers quality outcomes; and
- d) to monitor the structure, reach and accessibility of AMES Australia services to maximise their availability to new and emerging communities and client groups; and
- e) to make adequate arrangements for persons and groups which have not had or do not have adequate access to programs or services provided by AMES Australia; and
- f) any other objective set out in an Order in Council made under section 3.3.28(1).

AMES Australia may perform all or any of the following functions:

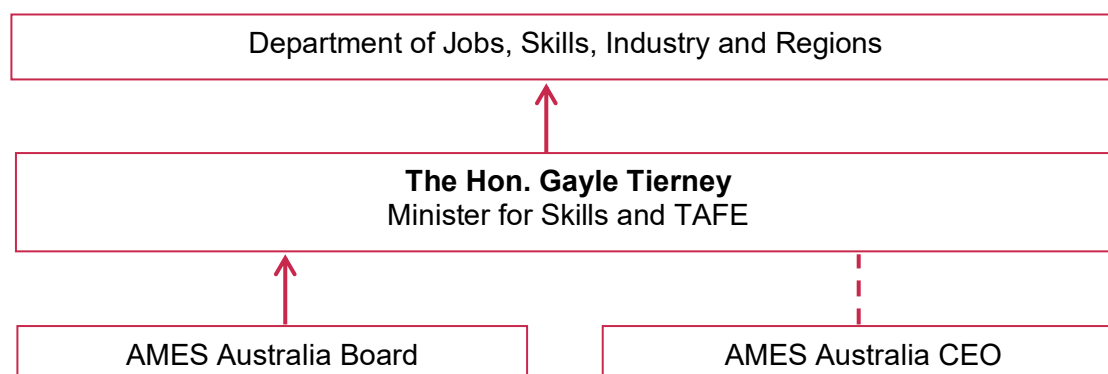
- a) to undertake generally the development and provision of adult, community and further education, vocational education and training, employment and other associated programs and services considered necessary for the objectives of AMES Australia;
- (ab) to develop and provide specialist settlement services for migrants, refugees, and people seeking asylum;
- b) to provide facilities or services for study, research or education;
- c) to undertake research, development, counselling, or other services on a commercial basis for other organisations;
- d) to aid or engage in the development or promotion of research by AMES Australia or the application or use of the results of that research;
- e) to prepare, publish or distribute or license the use of literary or artistic work, audio or audio-visual material or computer software;
- f) to seek or encourage gifts to AMES Australia for the purposes of AMES Australia's objectives and functions;
- g) to provide facilities for use by the community;

- h) to perform any other function conferred on AMES Australia by or under this Act or an Order in Council made under section 3.3.28(1).

AMES Australia may perform any function referred above, within and outside Victoria and outside Australia. Subject to any direction or guideline issued by the Minister, AMES Australia may engage in an activity on a commercial basis if the activity is consistent with, and does not interfere with, the carrying out of any of its functions or its strategic plan.

AMES Australia Board

AMES Australia is a Victorian public entity; a body corporate governed by a board, accountable to the Victorian Minister for Skills and TAFE.



The Board governs and sets the overall strategic direction of AMES Australia. It consists of 9 to 11 members. The Board Chair is appointed by the Governor in Council. Ministerial nominee members and Board nominee members are appointed by the Minister. The CEO is an ex-officio member.

Board Committees

Finance, Audit and Risk Management Committee

The Finance, Audit and Risk Management Committee has governance responsibility for financial and business affairs, and reports to the Board on matters relating to financial risk, program performance and resource management. The committee also monitors and reports to the Board on the effectiveness of risk management strategies. It oversees internal and external audits and reviews the effectiveness and efficiency of internal control structures and compliance systems.

Appointments, Remuneration and Governance Committee

The Appointments, Remuneration and Governance Committee provides advice and recommendations to the Board on matters relating to Board governance, appointment of Board directors, executive remuneration and CEO's performance plan and assessment. The Committee advises the Board on strategies to improve Board governance and effectiveness of Committees.

Investment Committee

The Investment Committee considers and makes recommendations to the Board on matters relating to investment in and expansion of current business in a financially sustainable manner.

Board members

	Appointment term during the reporting period	Committee membership	Board meeting attendance
Dr Vanda Fortunato (Board Chair)	2023 - 2026	# &	6/6
Catherina Toh (Deputy Chair and FARM Committee Chair)	2023 - 2026	+ &	6/6
Tracy Le (Investment Committee Chair)	2024 - 2027	+ &	6/6
Florence Mauwa	2024 - 2027	+	6/6
Bwe Thay	2024 - 2027	#	4/4
Philip Davies	2024 - 2027	# &	6/6
Grace Liang (Appointment concluded on 30 September 2025)	2022 - 2025	+	4/6
Miriam Silva (Appointment concluded on 30 June 2025)	2022 - 2025	#	5/6
Molina Asthana (Appointment concluded on 31 October 2024)	2021 - 2024	#	2/2
Vedran Drakulic (Appointment concluded on 31 October 2024)	2021 - 2024	# &	2/2
Catherine Scarth (CEO, Ex-officio member)	2019 - 2025	Nil	6/6

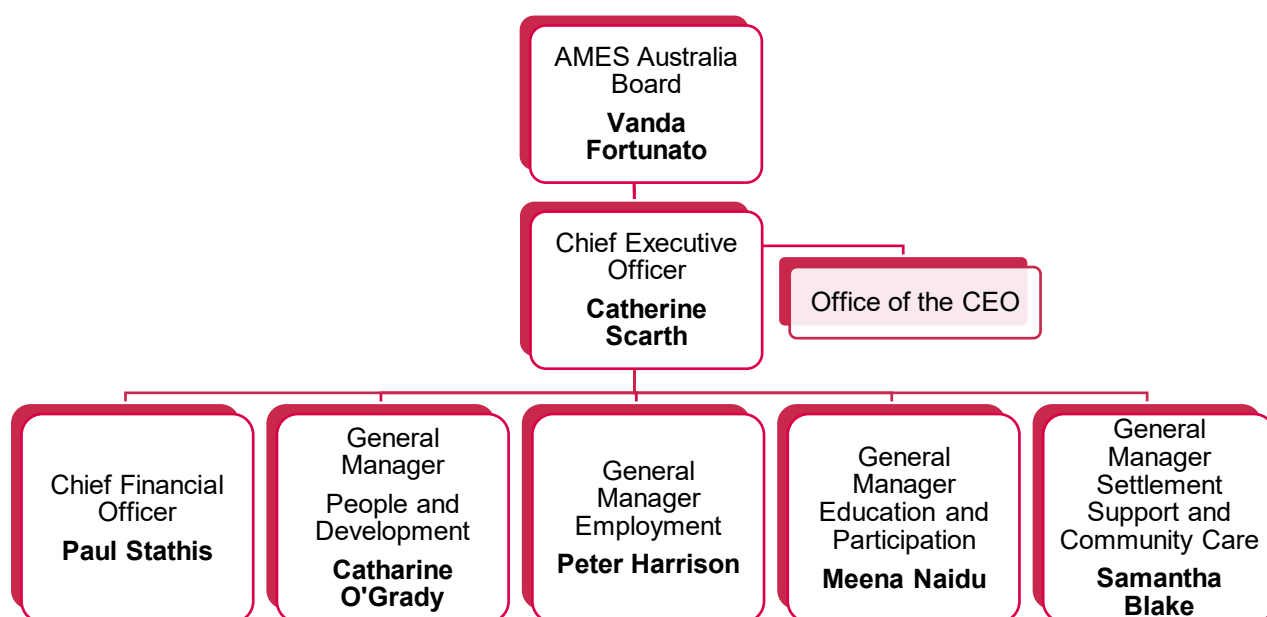
+ Finance, Audit and Risk Management Committee
Appointments, Remuneration and Governance Committee
& Investment Committee

AMES Australia's operational structure and scope

AMES Australia's organisational structure supports our way of working to deliver programs and services that provide operational rigour and quality in meeting our strategic priorities and delivering government contracts.

During 2024-2025 our client-centred value proposition saw programs and services, both alone and with subcontractors, delivered from 57 locations in Victoria, New South Wales, South Australia, Northern Territory, and Tasmania to reach newly arrived migrants and refugees, multicultural students, jobseekers, young people, older migrants requiring care, people living with disabilities, and multicultural community members.

Organisational structure as of 30 June 2025



Organisational functional focus

From our vision and aspiration to the operational, the organisational structure drives shared responsibility and informs what we do and how we work.

	Operational portfolios		
	Settlement Support and Community Care	Education and Participation	Employment
	Facilitates operational delivery of Settlement support; Disability support; and Aged care services	Facilitates operational delivery of community development and social participation; Education services; Migration services social enterprise; and Prevention of Violence against Women (PVaW)	Facilitates operational delivery of Employment Services; and Settling into Work social enterprise
Organisational support	Office of the CEO		
	Office of the CEO	Office of the CFO	People and Development
	Facilitates support to the CEO, Executive, AMES Australia Board and 3 committees; oversees strategic partnerships, development and innovation; information and digital technology; marketing, communications and media; research and policy and Knowledge Centre publications	Facilitates the operations and administration of the finances; procurement and assets of the organisation, supporting facilities for employees; on-arrival accommodation for newly arrived HSP clients; and risk and quality management processes and systems	Facilitates the employee and volunteer experience to enrich our operation and culture through learning and development, volunteer recruitment and training, diversity and inclusion, talent acquisition, industrial relations, payroll systems, HR shared services, and work health and safety

Executive data

Members of the Senior Executive Service (SES) under Part 3 of the Public Administration Act 2004 (PAA) as of 30 June 2025. Refer below for total number of SES for AMES Australia broken down by gender.

Class	Male	Female	Self- described
PESES-3	0	1	0
PESES-2	1	2	0
PESES-1	1	1	0
SES who left during financial year 2024–2025	0	1	0
SES reported as of 30 June 2024	1	5	0

Comparative workforce data

Headcount (H), full-time equivalent (FTE), full-time headcount (FTH) and part-time headcount (PTH) in the last full pay period in June 2025 and June 2024.

Jun-25											Jun-24										
		All employees		Ongoing			Max term & Casual		Sessional				All employees		Ongoing			Max term & Casual		Sessional	
		H	FTE	FTH	PTH	FTE	H	FTE	H	FTE			H	FTE	FTH	PTH	FTE	H	FTE	H	FTE
Gender	Male	210	178.7	67	6	70.6	127	103.8	10	4.29	Gender	Male	167	144.6	70	6	73.2	86	69.66	5	1.7
	Female	447	382.4	91	35	115	269	233	52	34.6		Female	393	339.1	96	30	116	231	202.6	36	20.3
	Self-described	0	0	0	0	0	0	0	0	0		Self-described	0	0	0	0	0	0	0	0	0
Age	15–24	36	26.98	2	0	2	33	23.99	1	1	Age	15–24	27	20.78	2	0	2	25	18.78	0	0
	25–34	174	148.5	23	0	23	126	106.5	25	19		25–34	125	110.1	24	0	24	92	80.91	9	5.16
	35–44	196	167.4	40	17	51	125	108.8	14	7.6		35–44	178	153.5	47	16	57.3	103	89.86	12	6.41
	45–54	134	118.1	40	7	44.8	76	67.91	11	5.4		45–54	106	94.28	36	5	39.2	58	51.42	7	3.66
	55–64	84	76.4	42	12	50.9	23	21.78	7	3.76		55–64	96	84.9	48	11	55.7	29	24.8	8	4.44
	65+	33	23.82	11	5	13.8	13	7.85	4	2.16		65+	28	20.04	9	4	11.2	10	6.47	5	2.37
Admin+	1	0	0	0	0	0	0	0	0	0	Admin+	1	0	0	0	0	0	0	0	0	0
	2	148	99.86	12	10	18.2	126	81.7	0	0		2	123	83.44	15	10	20.6	98	62.87	0	0
	3	282	263.4	76	16	86	190	177.4	0	0		3	233	223	80	12	87.7	141	135.4	0	0
	4	61	58.9	21	7	26.2	33	32.7	0	0		4	59	57.3	21	6	25.6	32	31.7	0	0
	5	41	40	27	4	30	10	10	0	0		5	44	42.03	27	4	29.8	13	12.23	0	0
	6	19	18	14	2	15.6	3	2.4	0	0		6	21	20	15	2	16.6	4	3.4	0	0
	7	3	2.2	2	0	2	1	0.2	0	0		7	3	2.2	2	0	2	1	0.2	0	0
Teaching^	1–2	17	16.6	0	0	0	17	16.06	0	0	Teaching^	1–2	16	14.2	0	0	0	16	15.2	0	0
	3–4	3	3	0	0	0	3	3	0	0		3–4	1	1	0	0	0	1	1	0	0
	5–6	1	1	0	0	0	1	1	0	0		5–6	0	1	0	0	0	0	0	0	0
	7–8	1	1	0	0	0	1	1	0	0		7–8	1	1	0	0	0	1	1	0	0
	9	9	8.5	6	2	7.5	1	1	0	0		9	10	9.1	6	2	7.1	2	2	0	0
	VET Trainer	4	3.77	0	0	0	4	3.77	0	0		VET Trainer	2	1.29	0	0	0	2	1.29	0	0
	Sessional	62	38.9	0	0	0	0	0	62	38.9		Sessional	41	22.04	0	0	0	0	0	41	22
Executive#		6	6	0	0	0	6	6	0	0	Executive#		6	6	0	0	0	6	6	0	0
Other		0	0	0	0	0	0	0	0	0	Other		0	0	0	0	0	0	0	0	0
Total		657	561.1	158	41	185	396	336.8	62	38.9	Total		560	483.6	166	36	189	317	272.2	41	22

Note: Minor discrepancies in FTE are due to figures being rounded to the nearest whole number

Max term is an employment contract with an agreed expiry date

+ Grades are in accordance with the AMES Australia Administrative Staff Agreement 2021

^ Grades are in accordance with the AMES Australia Teachers Enterprise Agreement 2024

Executive includes the CEO

Work health and safety

During the reporting period, AMES Australia's Health and Wellbeing Strategy focused on strengthening leadership and culture, supported by robust structures, technology, and systems to build organisational capability. Risk management efforts prioritised injury prevention and employee engagement, ensuring a proactive approach to workplace health and safety.

A total of 71 health and safety incidents were reported, 36 of which involved employees. Four WorkCover claims were accepted: three in New South Wales, one in Victoria. No workplace fatalities occurred.

WorkSafe Victoria conducted three site visits in 2024-2025. One to AMES Mildura in relation to a Community Project WorkSafe were undertaking, one to Craigieburn, and one to Broadmeadows in relation to a single incident involving an employee injury. The Investigation determined this incident was linked to a pre-existing medical condition and was not work-related. No further action was required.

Work Health and Safety Report	2024-2025
Total number of incidents and injuries reported (employees and clients)	71
Number of incidents and injuries (employees only)	36
Lost time injuries (< 10 days) (LTI)	NSW – 30 days SA – 10 days VIC – 10 days
Work Cover claims accepted 2024/2025	
Victoria – 1 Physical injury (Medical and like Claim)	VIC - 1
New South Wales - 1 Psychological stress	
2 Physical injury	NSW- 3
LTI days (Work Cover)	NSW – 274 days
Work Cover premium (VIC, NSW, SA)	\$591,516

With a strong focus on risk management, workplace relationship obstacles - identified as a psychosocial hazard - were effectively managed to prevent escalation into psychosocial injuries or Work Cover claims. Human Resources Business Partner, in collaboration with the WHS Coordinator, provided early intervention and support to employees and managers.

The period also saw an increase in absences due to non-work-related injuries or illness, with targeted assistance provided to support safe and timely Return to Work (RTW) outcomes.

Site evacuation drills were conducted at 96% of sites during the reporting period.

AMES Australia's Health and Wellbeing Program continued to facilitate activities and support services throughout the year. Influenza vaccinations were provided between March and June 2025.

Health and safety training

Participants	Activity	2024-2025
Health & Safety Representatives	5-day health and safety training	0
Fire Wardens	Fire warden online training	29
Site First Aiders	CPR and First Aid	46
People managers	Management fundamentals, including health and safety	18
	Occupational health and safety/workplace health and safety for managers	All new managers
Key employees	Mental Health First Aid	32
	Building Personal Resilience	10
New starters	Corporate induction, including work health and safety	All new employees
All employees	WHS Refresher	429
	Gender Equity	185
Employees who need conflict- resolution skills to deal with aggressive clients	Predict, assess and respond to aggressive/ challenging behaviours training	111
	Managing conflict through negotiation: - Basic	10

Emergency planning and preparedness

Site management supported monitoring gaps in emergency site teams and training was made available in emergency response for all Wardens and First Aiders taking on roles in 2024-2025.

Other legislative compliance

Employment and conduct principles

AMES Australia applies merit and equity principles when appointing employees. Selection processes assess and evaluate applicants fairly and equitably based on the key selection criteria and other accountabilities without discrimination. Employees have been correctly classified in workforce data collections.

Public sector values and employment principles

AMES Australia abides by the Code of Conduct for Victorian Public Sector Employees, which sets standards for adherence to the public sector values of the Public Administration Act 2004. These standards have been included in all AMES Australia employment contracts and are binding on all employees. Internal policies and procedures aim to maintain high ethical standards, good corporate behaviour, and strong accountability.

AMES Australia implements policies and practices that are consistent with the Victorian Public Sector Commission employment standards, and provide for fair treatment, career opportunities and the early resolution of workplace issues. Employees are advised on how to avoid conflicts of interest, how to respond to offers of gifts, and how the organisation deals with misconduct.

Serious misconduct in the workplace or behaviour inconsistent with AMES Australia's values, Code of Conduct and other relevant policies and procedures are dealt with in accordance with AMES Australia's Disciplinary/Performance Policy. Any employee who suspects that a breach has occurred, or will occur, is encouraged to report the matter to the People and Development Unit. No employee will be disadvantaged or prejudiced if they report in good faith. All reports will be acted on and kept confidential.

Compliance with the *Public Interest Disclosures Act 2012*

AMES Australia aims for transparency and accountability. It does not tolerate improper conduct, or reprisals against persons who disclose such conduct. In accordance with the Public Interest Disclosures Act 2012 and guidelines provided by the Integrity and Oversight Committee and the Independent Broad-based Anti-Corruption Commission (IBAC), AMES Australia:

- encourages and assists people to report improper conduct and detrimental action
- keeps confidential the discloser's identity and the content of a disclosure
- manages the welfare of the discloser or person involved in the investigation
- cooperates with the investigating agency, entity or public bodies and ensures that effective action is taken in response to reports of improper conduct
- implements an appropriate internal process if IBAC decides that the report is not a disclosure of improper conduct or detrimental action and refers the matter to AMES Australia.

Anyone can make a public interest disclosure. This includes individuals either internal or external to the organisation, independent contractors, students, recipients of services and the public. AMES Australia cannot receive and assess a public interest disclosure about AMES Australia, its personnel, or other members of the public sector. In such cases, AMES Australia will advise the discloser to contact the Victorian Department of Jobs, Skills, Industry and Regions (DJSIR) or IBAC via website or phone (1300 735 135).

AMES Australia's Board Secretary:

- is the point of contact for general advice
- is the liaison (under the direction of the CEO) between AMES Australia and investigating government departments or bodies
- is responsible for referring disclosures to DJSIR or IBAC
- takes necessary steps to maintain confidentiality

- manages the welfare of a discloser, or of someone who cooperates or intends to cooperate with an investigation.

The CEO (Principal Officer) must notify IBAC of all instances of suspected corrupt conduct occurring in the organisation, in accordance with AMES Australia's Fraud, Corruption and Other Losses Procedure.

AMES Australia did not receive any disclosures under the Public Interest Disclosures Act 2012 during the reporting period. The AMES Australia Public Interest Disclosure Policy is available on the website: www.ames.net.au/about/corporate-documents

Application and operation of the *Freedom of Information Act 1982*

AMES Australia complies with the *Freedom of Information (FOI) Act 1982* in a fair, objective, and unbiased manner. AMES Australia also ensures that all its statutory requirements are met, and that applicants are kept informed of the process and progress of their requests.

The CEO has delegated responsibility for managing FOI requests to the Board Secretary. Enquiries and requests for information should be made in writing to:

Board Secretary/Freedom of Information Officer
AMES Australia Level 4, 1 Little Collins Street Melbourne VIC 3000 or email
FOI@ames.net.au

An application fee of \$32.70 applied during the reporting period. Access charges may also be payable if the document pool is large and the search for material time consuming. When making an FOI request, applicants should ensure requests are in writing, clearly identifying what types of material/documents are being sought and be accompanied by the application fee to be a valid request. A request for a fee waiver or reduction may be submitted along with evidence of financial hardship.

When an FOI request is received, the FOI Officer will:

- verify the identity and authority of the applicant, where the request involves access to personal information
- acknowledge the FOI request by letter or email and determine whether the request meets requirements
- ensure that a diligent search is conducted for documents (including those in electronic form) covered by the request
- provide a statement of reasons under the FOI Act, if access is refused in respect to any part of a request
- provide written decisions to the applicant within 30 days of application (or later period provided under the FOI Act)
- advise the applicant of their right to seek a review by the FOI Commissioner.

AMES Australia provides access to information outside of the formal FOI process through proactive and informal release or under the Privacy legislation, where possible. During the reporting period, AMES Australia did not receive any requests under the formal FOI process.

Compliance with the *Carers Recognition Act 2012*

AMES Australia recognises the role of carers and the importance of care relationships in the community. AMES Australia endeavours to assist its employees achieve their personal, family and relationship goals by facilitating flexibility in employment and working arrangements to achieve the optimum balance between work and personal responsibilities. These include:

- flexible working arrangements (such as part-time employment, job sharing, transition to

- retirement)
- flexible work location (such as home-based work, multiple locations)
- counselling via the Employee Assistance Program.

AMES Australia's clients with carer responsibilities or those with disability are also supported through provision of flexible arrangements to enable participation.

Compliance with the *Disability Act 2006*

AMES Australia complies with our obligations under the *Disability Act 2006* by actively implementing actions in our Accessibility and Inclusion Plan. The Plan documents our actions to provide access and equity for all AMES employees, clients, and volunteers with disabilities to be part of a workplace free from barriers, and where people with disabilities feel safe, welcome, and empowered to reach their full potential.

Compliance with the *Building Act 1993*

AMES Australia conforms to the building and maintenance provisions under the *Building Act 1993*, National Construction Code 2019, and relevant Australian standards.

Fees and charges

Fees and charges are levied according to the Ministerial Directions to Adult Education Institutions made pursuant to the *Education and Training Reform Act 2006*. No additional compulsory non-academic fees, subscriptions or charges are levied on AMES Australia clients in government funded programs. The current fees and charges schedule is available on the AMES Australia website:

www.ames.net.au/students/fees

National Competition Policy

AMES Australia's costing models comply with National Competitive Neutrality principles.

Additional information available on request

In compliance with the requirements of the Standing Directions 2018 under the *Financial Management Act 1994* and subject to the provisions of the *FOI Act*, information retained by AMES Australia includes:

- a statement that declarations of pecuniary interests have been duly completed by all relevant officers
- details of shares held by a senior officer as nominee, or held beneficially in a statutory authority or subsidiary
- details of publications produced by the entity about itself, and how these can be obtained
- details of changes in prices, fees, charges, rates, and levies charged by the entity
- details of any major external reviews carried out on the entity
- details of major research and development activities undertaken by the entity
- details of overseas visits undertaken, including a summary of the objectives and outcomes of each visit
- details of major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and its services
- details of assessments and measures undertaken to improve the occupational health and safety of employees
- a general statement on industrial relations in the entity, and details of time lost through industrial accidents and disputes
- a list of major committees sponsored by the entity, the purposes of each committee and the extent to which those purposes have been achieved
- details of all consultancies and contractors.

Social Procurement Framework

AMES Australia has a longstanding history of working with social enterprises and continued its commitment to social procurement as a national integrated service provider. Goods and services procurement processes are streamlined and delivered in line with the principles of the Victorian Government's Purchasing Board program and aligned to AMES Australia's governance framework.

AMES Australia, as a Group B entity under the Victorian Government Social Procurement Framework (SPF) commits to contributing to whole-of-government reporting on aggregated SPF outcomes. Following is AMES Australia's social procurement achievements for 2024-2025 to demonstrate positive social value outcomes beyond the monetary value and efficient delivery of the goods, services, assets or construction work being procured.

A key example is AMES Australia's ongoing partnership with social enterprise, Clean Force Property Services in the provision of commercial cleaning services. Clean Force, a Victorian based company, seeks to empower people by offering pathways to employment via a supported program for people with major vocational barriers; and open employment for disadvantaged Victorians wanting to enter the general workforce. Throughout the reporting period, this partnership has enabled people with a disability to gain meaningful, ongoing supported employment in essential commercial cleaning services across AMES Australia's sites in Victoria (including Mildura), New South Wales and South Australia.

Overall social procurement achievements for 2024-2025

Indicator	2024-2025
Number of social benefit suppliers engaged during the reporting period	17
Total amount spent with social benefit suppliers (direct spend) during the reporting period (\$ GST exclusive)	\$2,134,877

Emergency procurement

Nil reports. There were no emergencies declared and no emergency procurement activations, resulting in nil spending for emergency procurements during the reporting period.

Procurement complaints

Nil reports. No procurement complaints were received in the reporting period.

Local Jobs First

Nil reports under the *Local Jobs Act 2003*. During the reporting period there were no projects or procurements valued at \$3 million or more in metropolitan Melbourne or \$1 million or more in regional Victoria. AMES Australia did not initiate any construction projects valued at \$20 million or more.

Information and communication technology (ICT) expenditure

All operational ICT expenditure: business as usual (BAU)	ICT expenditure related to projects		
	Non-business as usual (non-BAU) ICT expenditure (Total = operational expenditure plus capital expenditure)	Operational expenditure	Capital expenditure
\$5,081,456	\$611,560	\$94,672	\$516,888

Reviews and studies expenditure

Nil reports. During the reporting period no reviews or studies triggered the disclosure of reviews and studies expenditure.

Government advertising expenditure

Nil reports. None of AMES Australia's advertising campaigns triggered the disclosure threshold of \$100,000 on advertising expenditure.

Consultancies expenditure

In the reporting period, there were four consultancies where the total fee payable to the consultant was \$10,000 or greater. Details of individual consultancies are outlined below. Total expenditure during 2024-2025 was \$126,325 (excluding GST).

Consultants	Summary of project	Expenditure (ex-GST)	Future expenditure (ex-GST)
Banksia Strategic Partners Pty Ltd	Tender submission preparation services	\$16,550	-
Impact Institute Pty Ltd	Settlement Services Consortium Impact Framework	\$16,025	-
Myriad Kofkin Global Pty Ltd	Advice on strategic directions for the Prevention of Violence Against Women program	\$20,000	-
Strategy Edge Consulting	Project analysis and evaluation of strategic options	\$73,750	\$30,000

During the reporting period, there was one consultancy where the total fee payable to the individual consultant was less than \$10,000 (exclusive of GST).

Five-year financial summary (AMES Australia)

Overview of financial records 2021–2025

Financial summary	30 June 2025	*30 June 2024	*30 June 2023	*30 June 2022	*30 June 2021
	\$000	\$000	\$000	\$000	\$000
Total income from transactions	112,521	89,817	87,492	89,344	67,425
Total expenses from transactions	(106,164)	(93,226)	(88,560)	(86,666)	(68,272)
Net result from transactions	6,357	(3,409)	(1,068)	2,678	(847)
Net result for the period	6,386	(3,340)	5,860	2,905	(1,239)
Net cash flow from / (used in) operating activities	12,031	780	3,768	941	4,216
Total assets	73,333	66,600	74,176	67,179	62,250
Total liabilities	18,059	17,712	21,948	20,811	18,787

* Prior year figures have been revised to AMES Australia only for comparative purposes.

For the year ending 30 June 2025, AMES Australia reported a net surplus from transactions of \$6.35 million. The significant increase in revenue and related expenditure over the previous financial year relates to greater delivery in Education and Settlement services as we continue to focus on client outcomes. During the year, AMES Australia continued to contribute towards social participation initiatives including the Multicultural Hub and Prevention of Violence against Women Program.

The Comprehensive Result of \$6.386 million surplus provided a \$6.7 million increase in total assets from the previous year and contributed to net assets of \$55 million on 30 June 2025 (2024 \$48.8m).

Refer to Part B Financial Statements of this Annual Report for further details.

The AMES Australia Annual Report 2024–2025 is available on the website: www.ames.net.au

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<i>Disability Act 2006</i>	Part A: 25
<i>Financial Management Act 1994</i>	Part B: iii
<i>Freedom of Information Act 1982 (Vic) (FOI Act)</i>	Part A: 24
<i>Local Jobs Act 2003</i>	Part A: 26
<i>Public Interest Disclosures Act 2012</i>	Part A: 23

PART B: FINANCIAL STATEMENTS

AMES Australia Annual Financial Report for the year ended 30 June 2024.

AMES AUSTRALIA

CONSOLIDATED ANNUAL FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2025

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The financial report was authorised for issue by the Board members on 1 September 2025. AMES Australia has the power to amend and reissue the financial report.

**AMES AUSTRALIA
CONSOLIDATED ANNUAL FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2025**

DECLARATION IN THE FINANCIAL STATEMENTS

The attached consolidated financial statements for AMES Australia have been prepared in accordance with Direction 5.2 of the Standing Directions of the Minister for Finance under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including interpretations, and other mandatory professional reporting requirements.

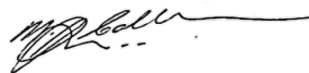
We further state that, in our opinion, the information set out in the consolidated comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2025 and financial position of the organisation as at 30 June 2025.

At the time of signing, we are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 1 September 2025.



Dr Vanda Fortunato
Board Chair
Melbourne
1 September 2025



Melinda Collinson
Chief Executive Officer
Melbourne
1 September 2025



Paul Stathis
Chief Finance Officer
Melbourne
1 September 2025

Independent Auditor's Report

To the Board of AMES Australia

Opinion	I have audited the consolidated financial report of AMES Australia (the entity) and its controlled entity (together the consolidated entity), which comprises the: • consolidated entity and entity balance sheet as at 30 June 2025 • consolidated entity and entity comprehensive operating statement for the year then ended • consolidated entity and entity statement of changes in equity for the year then ended • consolidated entity and entity cash flow statement for the year then ended • notes to the financial statements, including material accounting policy information • declaration by Board Chair, Chief Executive Officer and Chief Finance Officer. In my opinion, the financial report presents fairly, in all material respects, the financial positions of the consolidated entity and the entity as at 30 June 2025 and their financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and Australian Accounting Standards - Simplified Disclosures.
Basis for Opinion	I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report. My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the entity and the consolidated entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants (including Independence Standards)</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.
Board's responsibilities for the financial report	The Board of the entity is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the <i>Financial Management Act 1994</i>, and for such internal control as the Board determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error. In preparing the financial report, the Board is responsible for assessing the entity and the consolidated entity'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 it is inappropriate to do so.

Auditor's responsibilities for the audit of the financial report	As required by the <i>Audit Act 1994</i>, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit 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 my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report. As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I 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 my 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 and the consolidated entity's internal control • evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board • conclude on the appropriateness of the Board'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 and the consolidated entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity and the consolidated 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 • obtain sufficient appropriate audit evidence regarding the financial information of the entity or business activities within the entity and consolidated entity to express an opinion on the financial report. I remain responsible for the direction, supervision and performance of the audit of the entity and the consolidated entity. I remain solely responsible for my audit opinion.
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Auditor's responsibilities for the audit of the financial report (continued)	I communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.
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MELBOURNE
11 September 2025

Kevin Chan
As delegate for the Auditor-General of Victoria

AMES AUSTRALIA
CONSOLIDATED COMPREHENSIVE OPERATING STATEMENT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	Notes	Consolidated		AMES Australia	
		\$'000	\$'000	\$'000	\$'000
		2025	2024	2025	2024
Continuing operations					
Revenue and income from transactions					
Grants	2.2.1	4,185	5,934	4,185	5,934
Sales of goods and services	2.2.2	108,917	84,936	103,228	78,885
Other income	2.2.3	3,708	3,751	3,974	3,897
Interest income		1,134	1,101	1,134	1,101
Total revenue and income from transactions		117,944	95,722	112,521	89,817
Expenses from transactions					
Employee expenses	3.1.1	59,772	53,076	54,700	48,109
Depreciation and amortisation	4.1.3	4,394	4,414	4,324	4,351
Interest expense		99	125	98	125
Supplies and services	3.2	20,486	17,815	20,692	17,723
Other operating expenses	3.2	26,655	23,181	26,350	22,918
Total expenses from transactions		111,406	98,611	106,164	93,226
Net results from transactions (net operating balance)		6,538	(2,889)	6,357	(3,409)
Other economic flows included in net result					
Net gain/(loss) on non-financial assets	8.2	34	66	19	27
Other gain/(losses) from other economic flows	8.2	10	42	10	42
Total other economic flows included in net result		44	108	29	69
Net result from continuing operations		6,582	(2,781)	6,386	(3,340)
Income tax expenses	3.3	119	244	-	-
Net result		6,463	(3,025)	6,386	(3,340)
Other economic flows – other comprehensive income:					
Items that will not be reclassified to net result					
Changes in physical asset revaluation surplus		-	-	-	-
Comprehensive result		6,463	(3,025)	6,386	(3,340)
Profit for the year is attributable to:					
Non-controlling interest		-	194	-	-
Parent entity - AMES Australia		-	(2,975)	-	-
		-	(2,781)	-	-
Total comprehensive income for the year is attributable to:					
Non-controlling interest		-	194	-	-
Parent entity - AMES Australia		-	(2,975)	-	-
		-	(2,781)	-	-

The above consolidated comprehensive operating statement should be read in conjunction with the notes to the financial statements.

AMES AUSTRALIA
CONSOLIDATED BALANCE SHEET
AS AT 30 JUNE 2025

		Consolidated		AMES Australia	
		\$'000	\$'000	\$'000	\$'000
Notes		2025	2024	2025	2024
Assets					
Financial assets					
Cash and deposits	6.2	30,355	21,761	29,232	20,424
Receivables	5.1.1	6,023	6,122	5,433	5,764
Investment		400	200	400	200
Investment in Kare One Pty Ltd		-	-	6,672	6,672
Total financial assets		36,778	28,083	41,737	33,060
Non-financial assets					
Property, plant and equipment	4.1	31,140	32,928	30,909	32,786
Goodwill	4.2	5,938	5,938	-	-
Deferred tax asset	5.4	131	117	-	-
Other non-financial assets		693	762	687	754
Total non-financial assets		37,902	39,745	31,596	33,540
Total assets		74,680	67,828	73,333	66,600
Liabilities					
Payables	5.2.1	5,753	6,329	5,591	6,110
Contract liabilities	5.2.2	1,831	1,654	1,709	1,527
Employee related provisions	3.1.2	9,841	8,416	9,474	8,101
Lease liabilities	6.1	1,239	1,875	1,167	1,856
Other provisions	5.3	118	118	118	118
Deferred tax liabilities	5.4	107	108	-	-
Total liabilities		18,889	18,500	18,059	17,712
Net assets		55,791	49,328	55,274	48,888
Equity					
Accumulated surplus		11,821	5,357	11,449	5,063
Reserves		20,919	20,919	20,919	20,919
Contributed capital		22,906	22,906	22,906	22,906
Acquisition of non controlling interests		145	145	-	-
Net worth		55,791	49,328	55,274	48,888

The above balance sheet should be read in conjunction with the notes to the financial statements.

AMES AUSTRALIA
CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	Reserves	Accumulated surplus/ (deficit)	Contributed capital	Non controlling interest	Acquisition of non controlling interest	Total
Consolidated	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 1 July 2023	20,919	8,576	22,906	420	-	52,822
Changes in physical asset revaluation surplus	-	-	-	-	-	-
Acquisition of non controlling interest	-	-	-	(614)	145	(469)
Net result for the year	-	(3,219)	-	194	-	(3,025)
Balance at 30 June 2024	20,919	5,357	22,906	-	145	49,328
Changes in physical asset revaluation surplus	-	-	-	-	-	-
Net result for the year	-	6,463	-	-	-	6,463
Balance at 30 June 2025	20,919	11,820	22,906	-	145	55,791

	Reserves	Accumulated surplus/ (deficit)	Contributed capital	Non controlling interest	Acquisition of non controlling interest	Total
AMES Australia	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 1 July 2023	20,919	8,403	22,906	-	-	52,228
Changes in physical asset revaluation surplus	-	-	-	-	-	-
Net result for the year	-	(3,340)	-	-	-	(3,340)
Balance at 30 June 2024	20,919	5,063	22,906	-	-	48,888
Changes in physical asset revaluation surplus	-	-	-	-	-	-
Net result for the year	-	6,386	-	-	-	6,386
Balance at 30 June 2025	20,919	11,449	22,906	-	-	55,274

The above consolidated statement of changes in equity should be read in conjunction with the notes to the financial statements.

AMES AUSTRALIA
CONSOLIDATED CASH FLOW STATEMENT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	Notes	Consolidated		AMES Australia	
		\$'000 2025	\$'000 2024	\$'000 2025	\$'000 2024
Cash flow from operating activities					
Receipts					
Receipts from government	2.2.1	4,185	5,934	4,185	5,934
User fees and charges received		121,989	95,599	115,507	88,644
Interest received		1,134	1,101	1,134	1,101
Total receipts		127,308	102,634	120,826	95,679
Payments					
Payments to suppliers and employees		(111,322)	(97,176)	(105,134)	(91,125)
Interest and other costs of finance paid		(99)	(126)	(98)	(125)
Goods and services tax paid to the ATO		(3,563)	(3,649)	(3,563)	(3,649)
Income taxes paid		(216)	(278)	-	-
Total payments		(115,200)	(101,229)	(108,795)	(94,899)
Net cash flows from/(used in) operating activities		12,108	1,405	12,031	780
Cash flows from investing activities					
Acquisition of Kare One Pty Ltd		-	(3,410)	-	(3,410)
Dividends received/(paid)		-	-	200	250
Payments for investments		(200)	(200)	(200)	(200)
Purchases of non-financial assets		(663)	(336)	(577)	(241)
Proceeds from sale of non-financial assets		43	83	20	35
Net cash flows from/(used in) investing activities		(820)	(3,863)	(557)	(3,566)
Cash flows from financing activities					
Repayment of principal portion of leasing liabilities		(2,694)	(2,641)	(2,666)	(2,613)
Net cash flows from/(used in) financing activities		(2,694)	(2,641)	(2,666)	(2,613)
Net increase/(decrease) in cash and cash equivalents		8,594	(5,099)	8,808	(5,399)
Cash and cash equivalents at beginning of financial year		21,761	26,860	20,424	25,823
Cash and cash equivalents at end of financial year	6.2	30,355	21,761	29,232	20,424

The above consolidated cash flow statement should be read in conjunction with the notes to the financial statements.

AMES AUSTRALIA CONSOLIDATED ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

1. ABOUT THIS REPORT

AMES Australia is a statutory authority accountable to the Victorian Minister for Skills and TAFE and Minister for Regional Development. It is governed by a Board established under the *Education and Training Reform Act 2006*.

Its principal address is:

AMES Australia
1 Little Collins St
Melbourne VIC 3000

1.1 Basis of preparation

These financial statements are Tier 2 general purpose financial statements prepared in accordance with AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* (AASB 1060) and Financial Reporting Direction 101 *Application of Tiers of Australian Accounting Standards* (FRD 101).

AMES Australia is a Tier 2 entity in accordance with FRD 101. These financial statements are the first general purpose financial statements prepared in accordance with Australian Accounting Standards – Simplified Disclosures. AMES Australia's prior year financial statements were general purpose financial statements prepared in accordance with Australian Accounting Standards (Tier 1). As AMES Australia is not a 'significant entity' as defined in FRD 101, it was required to change from Tier 1 to Tier 2 reporting effective from 1 July 2024.

These financial statements are in Australian dollars and the historical cost convention is used unless a different measurement basis is specifically disclosed in the notes to the financial statements.

The accrual basis of accounting has been applied in preparing these financial statements, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in applying Australian Accounting Standards (AASs) that have significant effects on the financial statements and estimates disclosed in the notes under the heading: 'Significant judgement or estimates'.

These financial statements cover AMES Australia as an individual reporting entity and include all the controlled activities of the entity.

Entities consolidated into AMES Australia's reporting entity include:

Kare One Pty Ltd

All amounts in the financial statements have been rounded to the nearest \$1,000 unless otherwise stated.

1.2 Compliance Information

These general-purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* (FMA) and applicable Australian Accounting Standards (AASs) which include Interpretations, issued by the Australian Accounting Standards Board (AASB).

Where appropriate, those AASs paragraphs applicable to not-for-profit (NFP) entities have been applied. Accounting policies selected and applied in these financial statements ensure that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

AMES AUSTRALIA CONSOLIDATED ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

2. FUNDING DELIVERY OF OUR SERVICES

Introduction

AMES Australia's overall objective is to achieve short and long term outcomes for migrants, refugees and the broader community through the delivery of education, training, employment and settlement services. This section presents the sources and amounts of revenue raised by AMES Australia. Contributions are received from both State and Commonwealth Government, and from other fees and charges.

Significant judgement:

AMES Australia has made the judgement that amounts received in relation to the sale of goods and services should be recognised under AASB 15 on the basis that the control of goods or services has been transferred to the customer and the performance obligations are satisfied.

Structure

2.1	Summary of revenue and income that funds the delivery of services	9
2.2	Income from transactions	10

2.1 Summary of revenue and income that funds the delivery of our services

	Notes	Consolidated		AMES Australia	
		\$'000	\$'000	\$'000	\$'000
		2025	2024	2025	2024
Sale of goods and services	2.2.2	108,917	84,936	103,228	78,885
Grants	2.2.1	4,185	5,934	4,185	5,934
Other income	2.2.3	3,708	3,751	3,974	3,897
Interest income		1,134	1,101	1,134	1,101
Total revenue and income from transactions		117,944	95,722	112,521	89,817

Revenue and income that fund delivery of AMES Australia's services are accounted for consistently with the requirements of the relevant accounting standards disclosed in the following notes.

AMES AUSTRALIA
CONSOLIDATED ANNUAL FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2025

2. FUNDING DELIVERY OF OUR SERVICES (continued)

2.2 Income from transactions

2.2.1 Grants

	Consolidated		AMES Australia	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Government contributions – operating				
State government specific funded programs	3,214	4,963	3,214	4,963
Total government contributions - operating	3,214	4,963	3,214	4,963
State government - other contributions	971	971	971	971
Total government contributions - other	971	971	971	971
Total government contributions	4,185	5,934	4,185	5,934

The major operating grant of AMES Australia is the Victorian Training Guarantee (VTG) provided by the Victorian Government to the Vocational Education and Training (VET) sector for eligible training. In accordance with AASB 15 *Revenue for Contracts with Customers*, revenue is typically recognised at the point in time when AMES Australia has claimed and delivered the funded training for eligible students enrolled in its VET courses.

Other government contributions include state funding initiatives. The funding agreements for these initiatives transfer control on execution of the relevant agreement. AMES Australia recognises income immediately in the comprehensive operating statement when control is achieved over the funds and the contract is not enforceable or the performance obligations are not sufficiently specific. Where performance obligations are sufficiently specific, revenue is recognised in the comprehensive operating statement as the performance obligations are delivered.

2.2.2 Sale of goods and services

	Consolidated		AMES Australia	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Student fees and charges	57	61	57	61
Fee for service - Government	100,126	76,423	100,126	76,423
Fee for service - Other	8,722	8,437	3,033	2,386
Other non-course fees and charges				
Sale of goods	12	15	12	15
Total fees and charges	108,917	84,936	103,228	78,885

The sale of goods and services included in the table above are transactions that AMES Australia has determined to be classified as revenue from contracts with customers in accordance with AASB 15.

AMES AUSTRALIA

CONSOLIDATED ANNUAL FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2025

2. FUNDING DELIVERY OF OUR SERVICES (continued)

2.2.2 Sale of goods and services (continued)

Revenue is measured based on the consideration specified in the contract with the customer. AMES Australia recognises revenue when it transfers control of a good or service to the customer, i.e. when, or as, the performance obligations for the sale of goods and services to the customer are satisfied.

Customers obtain control of the supplies and consumables at a point in time when the goods are delivered to and have been accepted at their premises.

Revenue from the sale of goods is recognised when the goods are delivered and have been accepted by the customer at their premises.

Revenue from the rendering of services is recognised at a point in time when the performance obligation is satisfied when the service is completed, over time when the customer simultaneously receives and consumes the services as it is provided.

When revenue is recognised over time as the services are provided, the stage of completion for determining the amount of revenue to recognise is assessed based on output method. Output methods recognise revenue on the basis of direct measurements of the value to the customer of the goods or services transferred to date relative to the remaining goods or services promised under the contract. AMES Australia applies output method by assessing milestone reached and time elapsed.

Consideration received in advance of fulfilment of the performance obligation and the related recognition of the associated revenue from the customer is recorded as a contract liability (Note 5.2.2).

2.2.3 Other income

	Consolidated		AMES Australia	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Rental income	1,440	1,338	1,440	1,338
Other income	2,268	2,413	2,534	2,559
Total other income	3,708	3,751	3,974	3,897

(i) Rental income

Rental income from leasing of investment properties which are operating leases are recognised on a straight-line basis over the lease term.

(ii) Other income

Other income includes donations and client contributions. Donations are recognised when received and the amount can be measured reliably. AMES Australia recognises donations as income under AASB 1058 where there are no sufficiently specific performance obligations.

AMES AUSTRALIA

CONSOLIDATED ANNUAL FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2025

3. THE COST OF DELIVERING SERVICES

Introduction

This section provides an account of the expenses incurred by AMES Australia in delivering services and outputs.

Structure

3.1	Expenses incurred in delivery of services	12
3.2	Supplies and services / Other operating expenses	15
3.3	Income tax expenses	16

3.1 Expenses incurred in delivery of services

	Notes	Consolidated		AMES Australia	
		\$'000	\$'000	\$'000	\$'000
		2025	2024	2025	2024
Employee expenses	3.1.1	59,772	53,076	54,700	48,109
Supplies and services expenses	3.2	20,486	17,815	20,692	17,723
Other operating expenses	3.2	26,655	23,181	26,350	22,918
Total expenses incurred in delivery of services		106,913	94,072	101,742	88,750

3.1.1 Employee expenses in the comprehensive operating statement

	Notes	Consolidated		AMES Australia	
		\$'000	\$'000	\$'000	\$'000
		2025	2024	2025	2024
Salaries, wages, overtime and allowances, annual leave, long service leave and other salary related costs		49,641	43,991	45,357	39,719
Superannuation		5,461	4,685	5,017	4,262
Payroll tax		2,939	2,618	2,749	2,458
Worker's compensation		1,024	748	870	636
Termination benefits		707	1,034	707	1,034
Total employee expenses		59,772	53,076	54,700	48,109

Employee expenses include all costs related to employment including wages and salaries, fringe benefits tax, leave entitlements, termination payments and WorkCover premiums.

The amount recognised in the comprehensive operating statement in relation to superannuation is employer contributions for members of both defined benefit and defined contribution superannuation plans that are paid or payable during the reporting period. AMES Australia does not recognise any defined benefit liabilities because AMES Australia has no legal or constructive obligation to pay future benefits relating to its employees. Its only obligation is to pay superannuation contributions as and when they fall due.

Termination benefits are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. AMES Australia recognises termination benefits when it is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

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3. THE COST OF DELIVERING SERVICES (continued)

3.1.2 Employee-related provisions

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave for services rendered to the reporting date and recorded as an expense during the period the services are delivered.

	Consolidated		AMES Australia	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Current provisions				
Employee benefit – Annual leave				
Unconditional and expected to wholly settle within 12 months	3,412	2,929	3,235	2,766
Unconditional and expected to wholly settle after 12 months	1,055	918	1,055	918
Employee benefit – Long service leave				
Unconditional and expected to wholly settle within 12 months	816	743	666	622
Unconditional and expected to wholly settle after 12 months	2,950	2,548	2,950	2,548
Provision for on-costs				
Unconditional and expected to wholly settle within 12 months	171	146	131	115
Unconditional and expected to wholly settle after 12 months	581	474	581	474
Total current provisions for employee benefits	8,985	7,758	8,618	7,443
Non-currents provisions:				
Long service leave	715	555	715	555
Provision for on-costs	141	103	141	103
Total non-current provisions for employee benefits	856	658	856	658
Total provisions for employee benefits	9,841	8,416	9,474	8,101

(i) Wages and salaries, annual leave and sick leave

Liabilities for wages and salaries (including non-monetary benefits, annual leave and on-costs) are recognised as part of the employee benefit provision as current liabilities, because AMES Australia does not have an unconditional right to defer settlements of these liabilities.

The liability for salaries and wages are recognised in the balance sheet at remuneration rates which are current at the reporting date. As AMES Australia expects the liabilities to be wholly settled within 12 months of reporting date, they are measured at undiscounted amounts.

The annual leave liability is classified as a current liability and measured at the undiscounted amount expected to be paid, as AMES Australia does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

No provision has been made for sick leave as all sick leave is non-vesting and it is not considered probable that the average sick leave taken in the future will be greater than the benefits accrued in the future. As sick leave is non-vesting, an expense is recognised in the Comprehensive Operating Statement as it is taken.

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3. THE COST OF DELIVERING SERVICES (continued)

(ii) Long service leave

Liability for long service leave (LSL) is recognised in the provision for employee benefits.

Unconditional LSL is disclosed as a current liability, even when AMES Australia does not expect to settle the liability within 12 months because it will not have the unconditional right to defer settlement of the entitlement should an employee take leave within 12 months.

The components of this current LSL liability are measured at either:

- undiscounted value – if AMES Australia expects to wholly settle within 12 months
- present value – if AMES Australia does not expect to wholly settle within 12 months

Conditional LSL is disclosed as a non-current liability. There is an unconditional right to defer settlement of the entitlement until the employee has completed the requisite years of service. This non-current LSL liability is measured at present value.

Any gain or loss following revaluation of the present value of non-current LSL liability is recognised as a transaction, except to the extent that a gain or loss arises due to changes in bond interest for which it is then recognised as an 'other economic flow' in the net result (refer to Note 8.2).

(iii) Employee benefits on-costs

Provision for on-costs such as payroll tax, workers compensation and superannuation are not employee benefits.

They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred.

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3. THE COST OF DELIVERING SERVICES (continued)

3.2 Supplies and services / Other operating expenses

	Notes	Consolidated		AMES Australia	
		\$'000 2025	\$'000 2024	\$'000 2025	\$'000 2024
Supplies and services					
Purchases of supplies and consumables		427	429	420	408
Communication expenses		871	933	848	915
Contract and other services		2,542	2,389	2,532	2,380
Building repairs and maintenance		403	148	396	141
Minor equipment		1,129	205	1,126	205
Fees and charges		15,114	13,711	15,370	13,674
Total supplies and services		20,486	17,815	20,692	17,723
Other operating expenses					
General expenses					
Marketing and promotional expenses		437	573	431	567
Occupancy expenses		657	633	650	627
Audit fees and services	8.6	70	68	56	54
Staff development		166	197	157	187
Travel and motor vehicle expenses		431	465	394	438
Other expenses		497	487	315	258
Subtotal general expenses		2,258	2,423	2,003	2,131
Lease expenses					
Short-term lease expenses		419	303	416	302
Venue hire and equipment rentals		1,127	892	1,080	856
Subtotal operating lease expenses		1,546	1,195	1,496	1,158
Other expenses					
Employment service clients related expenses		2,387	2,041	2,387	2,041
Settlement support and community care client expenses		20,401	17,406	20,401	17,472
Other clients related expenses		63	116	63	116
Subtotal other expenses		22,851	19,563	22,851	19,629
Total other operating expenses		26,655	23,181	26,350	22,918

Supplies and services/other operating expenses are recognised as an expense in the reporting period in which they are incurred. Other operating expenses generally represent the day-to-day running costs incurred in normal operations.

The following lease payments are recognised on a straight-line basis:

- Short-term leases – leases with a term 12 months or less
- Low value leases – leases with the underlying asset's fair value (when new, regardless of the age of the asset being leased) is no more than \$10,000.

Variable lease payments that are not included in the measurement of the lease liability, i.e. variable lease payments that do not depend on an index or a rate such as those based on performance or usage of the underlying asset, are recognised in the Comprehensive Operating Statement (except for payments which have been included in the carrying amount of another asset) in the period in which the event or condition that triggers those payments occur.

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3. THE COST OF DELIVERING SERVICES (continued)

3.3 Income tax expenses

	Consolidated/AMES Australia	Consolidated/AMES Australia
	\$'000	\$'000
	2025	2024
The components of income tax (benefit)/expense comprises:		
Current tax	134	246
Deferred tax	(15)	(2)
Income tax (benefit) / expense	119	244
The prima facie tax on profit/(loss) before income tax is reconciled to the Income tax expense/(benefit) as follows:		
Prima facie tax payable/(benefit) on profit/(loss) before income tax @ 30% (2024: 30%)	134	246
Add: tax effect on non-allowable items		
Deferred tax assets previously not recognised	(15)	(2)
Income tax (benefit) / expense	119	244

Income tax

AMES Australia is exempt from income tax under the Income Tax Assessment Act 1997 (Cth). However, its controlled entity Kare One Pty Ltd is not income tax exempt under the Income Tax Assessment Act 1997 (Cth).

Current tax

The charge for current income tax expense is based on the profit/(loss) for the year adjusted for any non-assessable or disallowed items. It is calculated using the tax rates that have been enacted or are substantially enacted by the balance date.

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4. MAJOR ASSETS AND INVESTMENTS

Introduction

This section outlines those assets that the organisation controls, representing the resources that have been utilised for delivery of those outputs.

Fair value measurements:

Where the assets included in this section are carried at fair value, additional information is disclosed in Note 7.3 in connection with how those fair values were determined.

Structure

4.1	Property, plant and equipment	17
4.2	Intangible assets	 21

4.1 Property, plant and equipment

Consolidated	Gross Carrying Amount		Accumulated Depreciation		Net Carrying Amount	
	\$'000		\$'000		\$'000	
	2025	2024	2025	2024	2025	2024
Land at fair value	10,250	10,250	-	-	10,250	10,250
Buildings at fair value	31,868	30,040	(12,320)	(8,360)	19,548	21,680
Building improvements	1,178	1,178	(632)	(554)	546	624
Leasehold improvements at fair value	4,303	4,287	(4,292)	(4,156)	11	131
Plant, equipment and vehicles at fair value	3,986	3,379	(3,201)	(3,136)	785	243
Net carrying amount	51,585	49,134	(20,445)	(16,206)	31,140	32,928

AMES Australia	Gross Carrying Amount		Accumulated Depreciation		Net Carrying Amount	
	\$'000		\$'000		\$'000	
	2025	2024	2025	2024	2025	2024
Land at fair value	10,250	10,250	-	-	10,250	10,250
Buildings at fair value	31,787	29,956	(12,311)	(8,295)	19,476	21,661
Building improvements	1,178	1,178	(632)	(554)	546	624
Leasehold improvements at fair value	4,303	4,287	(4,292)	(4,156)	11	131
Plant, equipment and vehicles at fair value	3,693	3,124	(3,067)	(3,004)	626	120
Net carrying amount	51,211	48,795	(20,302)	(16,009)	30,909	32,786

Items of property, plant and equipment are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Where an asset is acquired for no or nominal cost, the cost is its fair value at the date of acquisition. Assets transferred as part of a machinery of government change are transferred at their carrying amount. The cost of constructed non-financial physical assets includes the cost of all materials used in construction, direct labour on the project and an appropriate proportion of variable and fixed overheads.

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4. MAJOR ASSETS AND INVESTMENTS (continued)

4.1 Property, plant and equipment (continued)

The following tables are right-of-use assets included in the PPE balance, presented by subsets of buildings, and plant, equipment and vehicles.

4.1.1 Total right-of-use assets: buildings and plant equipment and vehicles

Consolidated	Gross Carrying Amount \$'000 2025	Accumulated Depreciation \$'000 2025	Net Carrying Amount \$'000 2025	Gross Carrying Amount \$'000 2024	Accumulated Depreciation \$'000 2024	Net Carrying Amount \$'000 2024
Buildings at fair value	10,641	(9,362)	1,279	8,812	(6,879)	1,933
Plant, equipment and vehicles	47	(7)	40	-	-	-
Net carrying amount	10,688	(9,369)	1,319	8,812	(6,879)	1,933

AMES Australia	Gross Carrying Amount \$'000 2025	Accumulated Depreciation \$'000 2025	Net Carrying Amount \$'000 2025	Gross Carrying Amount \$'000 2024	Accumulated Depreciation \$'000 2024	Net Carrying Amount \$'000 2024
Buildings at fair value	10,560	(9,353)	1,207	8,729	(6,814)	1,915
Plant, equipment and vehicles	47	(7)	40	-	-	-
Net carrying amount	10,607	(9,360)	1,247	8,729	(6,814)	1,915

	Consolidated Buildings \$'000	AMES Australia Buildings \$'000	Consolidated Plant, equipment and vehicles at fair value \$'000	AMES Australia Plant, equipment and vehicles at fair value \$'000
Opening balance - 1 July 2024	1,933	1,915	-	-
Additions	1,913	1,831	47	47
Depreciation	(2,567)	(2,539)	(7)	(7)
Closing balance - 30 June 2025	1,279	1,207	40	40

Right-of-use asset acquired by lessees – Initial measurement

AMES Australia recognises a right-of-use asset and a lease liability at the lease commencement date.

The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the commencement date less any lease incentive received
- any initial direct costs incurred
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located

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4. MAJOR ASSETS AND INVESTMENTS (continued)

4.1 Total property, plant and equipment (continued)

Right-of-use asset – Subsequent measurement

AMES Australia depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The right-of-use assets are also subject to revaluation.

In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

Impairment of property, plant and equipment

The recoverable amount of primarily non-cash-generating assets of not-for-profit entities, which are typically specialised in nature and held for continuing use of their service capacity, is expected to be materially the same as fair value determined under *AASB 13 Fair Value Measurement*, with the consequence that AASB 136 does not apply to such assets that are regularly revalued.

4.1.2 Depreciation

All buildings, plant and equipment and other non-financial physical assets that have finite useful lives, are depreciated. The exceptions to this rule include items under assets held for sale and land.

Depreciation is generally calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

Asset	Useful Life (Years)
Buildings	1 - 45
Building improvements	15
Leasehold improvements	2 - 15
Plant, equipment and vehicles (including leased assets)	3 - 15

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments made where appropriate. There has been no change in the methodology and no major change in the rates for the reporting period.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term. Where AMES Australia obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the entity will exercise a purchase option, the entity depreciates the right-of-use asset over its useful life.

Leasehold improvements are depreciated over the shorter of the lease term and their useful lives.

Indefinite life assets: Land and cultural assets, which are considered to have an indefinite life, are not depreciated.

Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

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4. MAJOR ASSETS AND INVESTMENTS (continued)

4.1.3 Reconciliations of movements in carrying amount of property, plant & equipment

Consolidated	Land	Buildings	Building improvements	Leasehold improvements	Plant, equipment and vehicles	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
	2025	2025	2025	2025	2025	2025
Opening balance 1 July 2024	10,250	21,680	624	131	243	32,928
Additions	-	1,912	-	16	687	2,615
Disposals	-	-	-	-	(9)	(9)
Depreciation	-	(4,044)	(78)	(136)	(136)	(4,394)
Impairment	-	-	-	-	-	-
Net revaluation increments/(decrements)	-	-	-	-	-	-
Closing balance 30 June 2025	10,250	19,548	546	11	785	31,140

AMES Australia	Land	Buildings	Building improvements	Leasehold improvements	Plant, equipment and vehicles	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
	2025	2025	2025	2025	2025	2025
Opening balance 1 July 2024	10,250	21,661	624	131	120	32,786
Additions	-	1,831	-	16	601	2,448
Disposals	-	-	-	-	(1)	(1)
Depreciation	-	(4,016)	(78)	(136)	(94)	(4,324)
Impairment	-	-	-	-	-	-
Net revaluation increments/(decrements)	-	-	-	-	-	-
Closing balance 30 June 2025	10,250	19,476	546	11	626	30,909

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4. MAJOR ASSETS AND INVESTMENTS (continued)

4.2 Intangible assets

	Goodwill	Total
	\$'000	\$'000
	2025	2025
Gross carrying amount		
Opening balance	5,938	5,938
Additions	-	-
Closing balance	5,938	5,938
Accumulated amortisation and impairment		
Opening balance	-	-
Impairment losses charged to net result	-	-
Closing balance	-	-
Net book value at end of financial year	5,938	5,938

Initial recognition

On 29 February 2024, AMES Australia completed the acquisition of 49% of the common shares of Kare One Pty Ltd. This provides AMES Australia with full control over Kare One Pty Ltd from 1 March 2024. As a result of the business acquisition, the goodwill recognised is \$5.938m.

Subsequent measurement

Goodwill is measured at cost less any accumulated impairment losses. Goodwill is not amortised but is tested for impairment annually, or more frequently if events or changes in circumstances indicate that it may be impaired. Any impairment loss is recognised immediately in profit or loss and is not reversed in subsequent periods.

Impairment of intangible assets

Intangible assets with indefinite useful lives, such as goodwill, are not subject to amortisation but are tested annually for impairment, or more frequently if events or changes in circumstances indicate a potential impairment. The impairment review involves comparing the carrying amount of the asset to its recoverable amount, which is the higher of fair value less costs of disposal and value in use. If the carrying amount exceeds the recoverable amount, an impairment loss is recognised in profit or loss. Impairment losses in respect of goodwill are not reversed in subsequent periods.

Significant intangible assets

Goodwill is considered the significant intangible asset arising from the acquisition of Kare One Pty Ltd.

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5. OTHER ASSETS AND LIABILITIES

Introduction

This section sets out other assets and liabilities that arise from the organisation's operations.

Structure

5.1	Other assets	22
5.2	Other liabilities	24
5.3	Other provisions	25
5.4	Deferred taxes	26

5.1 Other assets

5.1.1 Receivables

	Consolidated		AMES Australia	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Current receivables				
Contractual				
Trade receivables	524	390	181	67
Revenue receivables	5,024	5,574	5,025	5,574
Other receivables	475	158	227	123
Total current receivables	6,023	6,122	5,433	5,764
<i>Represented by:</i>				
Current receivables	6,023	6,122	5,433	5,625
Non-current receivables	-	-	-	-

Contractual receivables are classified as financial instruments and categorised as 'financial assets at amortised costs'. They are initially recognised at fair value plus any directly attributable transaction costs. AMES Australia holds the contractual receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less any impairment.

Statutory receivables do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments for disclosure purposes. AMES Australia applies AASB 9 for initial measurement of the statutory receivables and, as a result, statutory receivables are initially recognised at fair value plus any directly attributable transaction cost.

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5. OTHER ASSETS AND LIABILITIES (continued)

5.1.2 Impairment loss

In accordance to FRD 114 *Financial Instrument*, all entities shall apply the simplified approach, which requires the loss allowance to always be measured at an amount equal to lifetime expected credit losses for all trade receivables, lease receivables and statutory receivables.

The loss allowances for receivables and contract assets are based on assumptions about risk of default and expected loss rates.

Impairment of financial assets

AMES Australia records the allowance for expected credit loss for the relevant financial instruments applying AASB 9's Expected Credit Loss approach. AMES Australia's contractual receivables and statutory receivables are subject to AASB 9 impairment assessment.

Contract assets recognised applying AASB 15 also subject to impairment requirements of AASB 9 however it is immaterial.

Contractual receivables at amortised cost

AMES Australia applies AASB 9 simplified approach for all contractual receivables to measure expected credit losses using a lifetime expected loss allowance based on assumptions about risk of default and expected loss rates. AMES Australia has grouped contractual receivables on shared credit risk characteristics and days past due and select the expected credit loss rate based on AMES Australia's past history, existing market conditions, as well as forward looking estimates at the end of the financial year.

Credit loss allowance is classified as other economic flows in the net result (refer to Note 8.2). Contractual receivables are written off when there is no reasonable expectation of recovery and impairment losses are classified as a transaction expense. Subsequent recoveries of amounts previously written off are credited against the same line item.

The assessment at the end of the financial year resulted with no additional impairment losses to be recognised.

Statutory receivables at amortised cost

Statutory receivables are considered to have low credit risk, taking into account the counterparty's credit rating, risk of default and capacity to meet contractual cash flow obligations in the near term. As the result, the loss allowance recognised for these financial assets during the period was limited to 12 months of expected losses. No loss allowance has been recognised.

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5. OTHER ASSETS AND LIABILITIES (continued)

5.2 Other liabilities

5.2.1 Payables

	Consolidated		AMES Australia	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Contractual				
Supplies and services	4,123	5,192	4,052	5,114
Accrued salaries, wages and superannuation	514	285	514	285
Other payables	165	17	155	10
Statutory				
Payroll tax payable	250	206	245	206
PAYG payable	448	429	390	361
GST payable	249	128	235	114
Other taxes payable	4	26	-	20
Total payables	5,753	6,283	5,591	6,110
<i>Represented by:</i>				
Current payables	5,753	6,329	5,591	6,110
Non-current payables	-	-	-	-

Payables consist of:

- **contractual payables:** Classified as financial instruments and measured at amortised cost. Accounts payable represent liabilities for goods and services provided to AMES Australia prior to the end of the financial year that are unpaid.
- **statutory payables:** Recognised and measured similarly to contractual payables, but not classified as financial instruments and not included in the category of financial liabilities at amortised cost, because they do not arise from contracts.

Payables for supplies and services have an average credit period of 30 days.

The terms and conditions of amounts payable to the government and agencies vary according to the particular agreements and as they are not legislative payables, they are not classified as financial instruments.

5.2.2 Contract liabilities

	Consolidated		AMES Australia	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Contract liabilities	1,831	1,654	1,709	1,527
<i>Represented by:</i>				
Current contract liabilities	1,831	1,654	1,709	1,527
Non-current contract liabilities	-	-	-	-

Contract liabilities include consideration received in advance from customers in respect to Education, Employment and Settlement service delivery.

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5. OTHER ASSETS AND LIABILITIES (continued)

5.3 Other provisions

	Consolidated		AMES Australia	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Current provisions				
Make-good provision	118	118	118	118
Total other provisions	118	118	118	118

Provisions are recognised when AMES Australia has a present obligation, the future sacrifice of economic benefits is probable, and the amount of the provision can be measured reliably.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows, using a discount rate that reflects the time value of money and risks specific to the provision.

Reconciliation of movements in other provisions

	Consolidated		AMES Australia	
	Make-good		Make-good	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Opening Balance	118	403	118	403
Additions including adjustments resulting from changes in discounted amount	-	73	-	73
Amounts charged against the provision	-	(47)	-	(47)
Used amounts reversed	-	(311)	-	(311)
Closing Balance	118	118	118	118

When some or all of the economic benefits required to settle a provision are expected to be received from a third party, the receivable is recognised as an asset if it is virtually certain that recovery will be received, and the amount of the receivable can be measured reliably.

The make-good provision is recognised in accordance with the lease agreement over the plants. AMES Australia must remove any leasehold improvements from the leased plants and restore the premises to its original condition at the end of the lease term.

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5. OTHER ASSETS AND LIABILITIES (continued)

5.4 Deferred taxes

Deferred tax assets

	Opening Balance \$'000	Charged to Income \$'000	Charged directly to equity \$'000	Closing Balance \$'000
Balance at 30 June 2024	115	2	-	117
Recognition of deferred tax	-	14	-	14
Balance at 30 June 2025	115	16	-	131

Deferred tax liabilities

	Opening Balance \$'000	Charged to Income \$'000	Charged directly to equity \$'000	Closing Balance \$'000
Balance at 30 June 2024	108	-	-	108
Recognition of deferred tax	-	(1)	-	(1)
Balance at 30 June 2025	108	(1)	-	107

The taxable entity is Kare One Pty Ltd.

Deferred tax is recognised in respect of temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. No deferred income tax will be recognised from the initial recognition of an asset or liability, excluding a business combination, where there is no effect on accounting or taxable profit or loss.

Deferred tax is calculated at the tax rates that are expected to apply to the period when the asset is realised or liability is settled. Deferred tax is credited in the net operating result except where it relates to items that may be credited directly to equity, in which case the deferred tax is adjusted directly against equity.

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6. FINANCING OUR OPERATIONS

Introduction

This section provides information on the sources of finance utilised by AMES Australia during its operations, along with interest expenses (the cost of borrowings) and other information related to financing activities of AMES Australia.

This section includes disclosures of balances that are financial instruments. Notes 7.1 and 7.3 provide additional, specific financial instrument disclosures.

Structure

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6.3	Commitments for expenditure	29

6.1 Leases

6.1.1 Right-of-use assets

AMES Australia lease various properties. The lease contracts are typically made for fixed periods of 1-3 years with an option to renew the lease after that date.

Property leases with a contract term of 1 year or less are either short-term and or/leases of low-value items (see note 6.1.2 for lease expenses). AMES Australia has elected not to recognise right-of-use assets and lease liabilities for these leases.

Right-of-use assets are presented in note 4.1.1.

Below market lease

Right-of-use assets under leases at significantly below-market terms and conditions that are entered into principally to enable AMES Australia to further its objectives, are initially and subsequently measured at cost. The leased premises are used by AMES Australia to provide a range of services such as a community hub, vocational teaching and rooming house.

6.1.2 Expense recognised for short-term leases and leases of low-value assets

The following amounts are recognised as expense relating to short-term leases and leases of low-value assets:

	Consolidated		AMES Australia	
	\$'000 2025	\$'000 2024	\$'000 2025	\$'000 2024
Expenses relating to short term leases	419	303	416	302
Total amount recognised as expense	419	303	416	302

AMES Australia has elected to account for short-term leases and leases of low-value assets using the practical expedients. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in profit or loss included in "other operating expenses" (see note 3.2) on a straight-line basis over the lease term.

6.1.3 Recognition and measurement of leases as a lessee

For any new contracts entered into, AMES Australia considers whether a contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'. To apply this definition AMES Australia assesses whether the contract meets three key evaluations:

- Whether the contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to AMES Australia and for which the supplier does not have substantive substitution rights;
- Whether AMES Australia has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract and AMES Australia has the right to direct the use of the identified asset throughout the period of use; and
- Whether AMES Australia has the right to make decisions in respect of 'how and for what purpose' the asset is used throughout the period of use.

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6. FINANCING OUR OPERATIONS (continued)

6.1 Leases (continued)

Lease Liability – initial measurement

The lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease if that rate is readily determinable or the incremental borrowing rate as per Treasury Corporation of Victoria.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments (including in-substance fixed payments) less any lease incentive receivable;
- variable payments based on an index or rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable under a residual value guarantee; and
- payments arising from purchase and termination options reasonably certain to be exercised.

Lease Liability – subsequent measurement

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right-of-use asset is already reduced to zero.

Presentation of right-of-use assets and lease liabilities

AMES Australia presents right-of-use assets as 'property, plant and equipment'. Lease liabilities are presented as 'lease liabilities' in the balance sheet.

Future lease payments

	Consolidated		AMES Australia	
	Minimum future lease payments		Minimum future lease payments	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Not longer than 1 year	1,209	1,211	1,182	1,192
Longer than 1 year but not longer than 5 years	45	695	-	695
Longer than 5 years	-	-	-	-
Minimum future lease payments	1,254	1,906	1,182	1,887
Less future finance charges	(15)	(31)	(15)	(31)
Present value of minimum lease payments	1,239	1,875	1,167	1,856

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6. FINANCING OUR OPERATIONS (continued)

6.2 Cash flow information and balances

Cash and deposits, including cash equivalents, comprise cash on hand and cash at bank. AMES Australia's bank accounts are held in the Central Banking System (CBS) under the *Standing Directions 2018*.

For cash flow statement presentation purposes, cash and cash equivalents include bank overdrafts, which are included as current borrowings on the balance sheet, as indicated in the reconciliation below.

	Consolidated		AMES Australia	
	\$'000 2025	\$'000 2024	\$'000 2025	\$'000 2024
Total cash and deposits disclosed in the balance sheet(a)	30,355	21,761	29,232	20,424
Balance as per cash flow statement	30,355	21,761	29,232	20,424

Note:

(a) Cash and deposits bear variable interest rate with a weighted-average interest rate of 4.56% during 2024-25.

6.3 Commitments for expenditure

Commitments for future expenditure include operating and capital commitments arising from contracts. These commitments are recorded at their nominal value and inclusive of GST. Where it is considered appropriate and provides additional relevant information to users, the net present values of significant individual projects are stated. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

6.3.1 Total commitments payable

Consolidated / AMES Australia	Less than 1 year	1 – 5 years	5+ years	Total
2025	\$'000	\$'000	\$'000	\$'000
Operating commitments payable	337	-	-	337
Total commitments (inclusive of GST)	337	-	-	337
Less GST recoverable	(31)	-	-	(31)
Total commitments (exclusive of GST)	306	-	-	306

Consolidated / AMES Australia	Less than 1 year	1 – 5 years	5+ years	Total
2024	\$'000	\$'000	\$'000	\$'000
Operating commitments payable	312	-	-	312
Total commitments (inclusive of GST)	312	-	-	312
Less GST recoverable	(28)	-	-	(28)
Total commitments (exclusive of GST)	284	-	-	284

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7. FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS

Introduction

AMES Australia is exposed to risk from its activities and outside factors. In addition, it is often necessary to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information, (including exposures to financial risks) as well as those items that are contingent in nature or require a higher level of judgement to be applied, which for AMES Australia related mainly to fair value determination.

Structure

7.1	Financial instruments specific disclosures	30
7.2	Contingent assets and liabilities	32
7.3	Fair value determination	33

7.1 Financial instruments specific disclosures

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Categories of financial assets

Financial assets at amortised cost

Financial assets are measured at amortised costs if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by the organisation to collect the contractual cash flows, and
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interest.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment. AMES Australia recognises the following assets in this category:

- cash and deposits;
- receivables (excluding statutory receivables)
- contractual receivables.

Derecognition of financial assets: A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- the rights to receive cash flows from the asset have expired
- AMES Australia retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement
- AMES Australia has transferred its rights to receive cash flows from the asset and either:
 - has transferred substantially all the risks and rewards of the asset
 - has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

Where AMES Australia has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the organisation's continuing involvement in the asset.

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7. FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS
(continued)

7.1 Financial instruments specific disclosures (continued)

Categories of financial liabilities

Financial liabilities at amortised cost are initially recognised on the date they are originated. They are initially measured at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in profit and loss over the period of the interest bearing liability, using the effective interest rate method. AMES Australia recognises the following liabilities in this category:

- contractual payables (excluding statutory payables); and
- lease liabilities.

Derecognition of financial liabilities: A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an 'other economic flow' in the comprehensive operating statement.

7.1.1 Financial instruments – Net gain/(loss) on financial instruments by category

	Carrying amount		Net gain/(loss)		Total interest income/(expense)		Fee income/(expense)		Impairment loss	
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Consolidated	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Financial assets at amortised cost										
Cash and deposits	30,355	21,761	-	-	1,134	1,101	-	-	-	-
Receivables ^(a)	6,023	6,122	-	-	-	-	-	-	-	-
Total financial assets at amortised cost	36,378	21,761	-	-	1,134	1,101	-	-	-	-
Financial liabilities at amortised cost										
Payables ^(a)	4,802	5,494	-	-	-	-	-	-	-	-
Borrowings										
Lease liabilities	1,239	1,875	-	-	(99)	(125)	-	-	-	-
Total contractual financial liabilities	6,041	7,369	-	-	(99)	(125)	-	-	-	-

Note: (a) Receivables and payables disclosed here exclude statutory receivables and statutory payables.

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7. FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS
(continued)

7.1.1 Financial instruments – Net gain/(loss) on financial instruments by category (continued)

	Carrying amount		Net gain / (loss)		Total interest income / (expense)		Fee income / (expense)		Impairment loss	
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
AMES Australia	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Financial assets at amortised cost										
Cash and deposits	29,232	20,424	-	-	1,134	1,101	-	-	-	-
Receivables ^(a)	5,433	5,764	-	-	-	-	-	-	-	-
Total financial assets at amortised cost	34,665	26,188	-	-	1,134	1,101	-	-	-	-
Financial liabilities at amortised cost										
Payables ^(a)	4,721	5,409	-	-	-	-	-	-	-	-
Borrowings										
Lease liabilities	1,167	1,856	-	-	(98)	(125)	-	-	-	-
Total contractual financial liabilities	5,888	7,265	-	-	(98)	(125)	-	-	-	-

Note: (a) Receivables and payables disclosed here exclude statutory receivables and statutory payables.

7.2 Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet but are disclosed and, if quantifiable, are measured at nominal value.

7.2.1 Contingent assets

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

As at the reporting date there were no contingent assets (nil in 2023/24).

7.2.2 Contingent liabilities

Contingent liabilities are:

- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity
- present obligations that arise from past events but are not recognised because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations the amount of the obligations cannot be measured with sufficient reliability.

Contingent liabilities are also classified as either quantifiable or non-quantifiable.

As at the reporting date there were no contingent liabilities (nil in 2023/24).

AMES AUSTRALIA CONSOLIDATED ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

7. FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS (continued)

7.3 Fair value determination

Significant judgement: Fair value measurements of assets and liabilities

Fair value determination requires judgement and the use of assumptions. This section discloses the most significant assumptions used in determining fair values. Changes to assumptions could have a material impact on the results and financial position of AMES Australia.

This section sets out information on how AMES Australia determines fair value for financial reporting purposes. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Land, buildings, plant, equipment and vehicles are carried at fair value.

Fair value hierarchy

In determining fair values, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy. The levels are as follows:

- Level 1 – quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 – valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 – valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

AMES Australia determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

The Valuer-General Victoria (VGV) is AMES Australia's independent valuation agency. AMES Australia in conjunction with the VGV, monitors changes in the fair value of each asset and liability through relevant data sources to determine whether revaluation is required.

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FOR THE YEAR ENDED 30 JUNE 2025

7. FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS (continued)

7.3 Fair value determination (continued)

7.3.1 Fair value determination: Non-financial physical assets

Valuation techniques and significant assumptions of non-financial physical assets measured at fair value

AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities* amended AASB 13 *Fair Value Measurement* by adding Appendix F *Australian implementation guidance for not-for-profit public sector entities*. Appendix F explains and illustrates the application of the principles in AASB 13 on developing unobservable inputs and the application of the cost approach. These clarifications are mandatorily applicable annual reporting periods beginning on or after 1 January 2024. FRD 103 permits Victorian public sector entities to apply Appendix F of AASB 13 in their next scheduled formal asset revaluation or interim revaluation process (whichever is earlier).

The last scheduled full independent valuation of all land and buildings was performed by Valuer General Victoria (VGV) in 2023. Annual fair value assessment for 30 June 2025 using VGV indices does not identify material changes in value. In accordance with FRD 103, AMES Australia will reflect Appendix F in its next scheduled formal revaluation in 2028 or interim revaluation process (whichever is earlier)¹. All annual fair value assessments thereafter will continue compliance with Appendix F.

Non-specialised land and non-specialised buildings are valued using the market approach, whereby assets are compared to recent comparable sales or sales of comparable assets that are considered to have nominal value. Valuation of the assets was determined by analysing comparable sales and allowing for share, size, topography, location and other relevant factors specific to the asset being valued. From this analysis, an appropriate rate per square metre has been applied to the subject asset.

Plant and equipment is held at fair value. When plant and equipment is specialised in use, such that it is rarely sold, fair value is determined using the current replacement cost method.

For all assets measured at fair value, the current use is considered the highest and best use.

Vehicles (including right-of-use assets) are valued using the current replacement cost method. AMES Australia acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition, use and disposal in the market is managed by the fleet management team at AMES Australia.

Description of significant assumptions applied to fair value measurement

2025 and 2024	Valuation technique	Significant assumption	Range (weighted average) ^(a)
Leasehold improvements	Current replacement cost	Useful life	1-3 years (2 years)
Plant and equipment	Current replacement cost	Useful life	3-15 years (11 years)
Buildings improvements	Current replacement cost	Useful life	15 years (15 years)
Vehicles	Current replacement cost	Useful life	3-5 years (4 years)
Buildings	Current replacement cost	Estimated replacement cost (\$ per m2) of buildings and industry guidelines including construction handbooks, depreciated for building age and adjusted for refurbishment	\$6000 - \$9500/m2 (\$8333/m2)

Notes:

(a) *Illustrations on the valuation techniques and significant assumptions and unobservable inputs are indicative and should not be directly used without consultation with entities' independent valuer.*

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8. OTHER DISCLOSURES

Introduction

This section includes additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report.

Structure

8.1	Ex-gratia expenses	35	8.5	Related parties	37
8.2	Other economic flows included in net result	35	8.6	Remuneration of auditors	38
8.3	Responsible persons	36	8.7	Controlled entities	38
8.4	Remuneration of executives	36	8.8	Events after reporting date	38

8.1 Ex-gratia expenses

No ex-gratia payments were made in the reporting period 2024-25 (2023-24: Nil).

8.2 Other economic flows included in net result

Other economic flows measure the change in volume or value of assets or liabilities that do not result from transactions.

Other economic flows included in net result

	Consolidated		AMES Australia	
	\$'000 2025	\$'000 2024	\$'000 2025	\$'000 2024
Net gain/(loss) on non-financial asset				
Proceed from sale of physical assets	35	74	20	35
Less written down value	(1)	(8)	(1)	(8)
Total net gain/(loss) on non-financial assets	34	66	19	27
Other gains/(losses) from other economic flows				
Net gain/(loss) arising from revaluation of long service leave liability	10	42	10	42
Total other gains/(losses) from other economic flows	10	42	10	42
Total other economic flows included in net result	44	108	29	69

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8. OTHER DISCLOSURES (continued)

8.3 Responsible persons

In accordance with the Ministerial Directions issued by the Minister of Finance under the *Financial Management Act 1994* (FMA), the following disclosures are made regarding responsible persons for the reporting period.

Names

The persons who held the positions of Ministers, Accountable Officer and members of the board for AMES Australia are as follows:

Minister for Skills and TAFE	The Hon. Gayle Tierney MP	1 July 2024 to 30 June 2025
Accountable Officer	Catherine Scarth	1 July 2024 to 30 June 2025
Board Member and Board Chair		
Chair of Appointments, Remuneration & Governance Committee	Dr Vanda Fortunato	1 July 2024 to 30 June 2025
Board Member, Board Deputy Chair and Chair of Finance, Audit and Risk Management Committee	Catherina Toh	1 July 2024 to 30 June 2025
Board Member	Molina Asthana	1 July 2024 to 31 October 2024
Board Member	Vedran Drakulic	1 July 2024 to 31 October 2024
Board Member and Chair of Investment Committee	Tracy Le	1 July 2024 to 30 June 2025
Board Member	Grace Liang	1 July 2024 to 30 June 2025
Board Member	Florence Mauwa	1 July 2024 to 30 June 2025
Board Member	Miriam Silva	1 July 2024 to 30 June 2025
Board Member	Philip Davies	1 July 2024 to 30 June 2025
Board Member	Bwe Thay	1 November 2024 to 30 June 2025

Remuneration

Remuneration received or receivable by the Accountable Officer with the management of AMES Australia for the reporting year was in the range: \$440,000-450,000 (2024: \$440,000-450,000).

8.4 Remuneration of executives

The number of executive officers, other than ministers and accountable officers, and their total remuneration during the reporting period are shown in the table below. Total annualised employee equivalents provides a measure of full time equivalent executive officers over the reporting period.

Remuneration comprises employee benefits (as defined in AASB 119 *Employee Benefits*) in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered. Accordingly, remuneration is determined on an accrual basis.

	2025	2024
	\$'000	\$'000
Total remuneration^(a)	1,846	1,427
Total number of executives	6	6
Total annualised employee equivalents^(b)	6	6

Notes:

(a) The total number of executive officers includes persons who meet the definition of Key Management Personnel (KMP) of the entity under AASB 124 *Related Party Disclosures* and are also reported within the related parties note disclosure (Note 8.5).

(b) Annualised employee equivalent is based on the time fraction worked over the reporting period.

AMES AUSTRALIA CONSOLIDATED ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

8. OTHER DISCLOSURES (continued)

8.5 Related parties

AMES Australia is a wholly owned and controlled entity of the State of Victoria.

The following entity has been consolidated into AMES Australia's financial statements pursuant to the determination made by the Minister of Finance under section 53(1)(b) of the *Financial Management Act 1994 (FMA)*:

- Kare One Pty Ltd

Related parties of AMES Australia and Kare One Pty Ltd include:

- all key management personnel and their close family members and personal business interests (controlled entities, joint ventures and entities they have significant influence over);
- all cabinet ministers and their close family members; and
- all departments and public sector entities that are controlled and consolidated into the whole of state consolidated financial statements.

All related party transactions have been entered into on an arm's length basis.

Key management personnel

Key management personnel of AMES Australia includes the Portfolio Minister, the Hon. Gayle Tierney MP and members of the Senior Executive Team which includes:

Paul Stathis	Chief Finance Officer
Catharine O'Grady	General Manager People & Development
Mirta Gonzalez	General Manager Education & Participation (retired February 2025)
Peter Harrison	General Manager Employment
Samantha Blake	General Manager Settlement & Asylum Seeker Program

Key management personnel of the entity consolidated pursuant to section 53(1)(b) of the FMA into AMES Australia's financial statements include:

Entity	Key Management Personnel	Position title
Kare One Pty Ltd	Catherine Scarth	Board Chair
Kare One Pty Ltd	Jodie King	Director
Kare One Pty Ltd	Samantha Blake	Director (from 1 July to October 2024)

The compensation detailed below excludes the salaries and benefits the Portfolio Minister receives. The Minister's remuneration and allowances is set by the *Parliamentary Salaries and Superannuation Act 1968* and is reported within the State's Annual Financial Report.

	Consolidated		AMES Australia	
	2025	2024	2025	2024
Compensation of KMPs ^(a)	\$'000	\$'000	\$'000	\$'000
Total^(b)	2,745	2,246	2,532	2,043

Notes:

(b) Note that KMPs are also reported in the disclosure of responsible persons (Note 8.4).

(c) This includes remuneration of KMPs for Kare One Pty Ltd.

Transactions with key management personnel and other related parties

There were no related party transactions that involved key management personnel, their close family members and their personal business interests. No provision has been required, nor any expense recognised, for impairment of receivables from related parties.

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8. OTHER DISCLOSURES (continued)

8.6 Remuneration of auditors

	Consolidated		AMES Australia	
	\$'000	\$'000	\$'000	\$'000
	2025	2024	2025	2024
Victorian Auditor-General's Office				
Audit of the financial statements	70	68	56	54
Total remuneration of auditors	70	68	56	54

8.7 Controlled entities

The financial statements incorporate the assets, liabilities and results of the following controlled entities in accordance with the accounting policy described in Note 1:

Name of entity	Principal activities	Country of incorporation	Ownership interest
Kare One Pty Ltd	Delivers homecare, personal care and respite care throughout the South and South Eastern regions of Melbourne	Australia	100%

8.8 Events after reporting date

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

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