



2025

ANNUAL REPORT



Women in Seafood
Australasia

Table of Content

Women In Seafood Australasia 1

Lifetime Members 2

Chair Report 3

WISA Directors 4

Our Team 5

EO Report 6

Strategic Plan 1

WISA Membership 2

Communications Report 3

WISA Programs 4

WISA Events 5

Financial Statements 6



Women In Seafood

Women in Seafood Australasia (WISA) champions an inclusive seafood industry where diverse voices drive innovation, resilience, and success.

Our purpose is to empower, connect, and respond to the needs of seafood women, supporting them to reach their full potential and thrive as valued and equal contributors to the sector.

From women working on boats, farms and in factories, to those leading research, running businesses, and shaping policy, WISA brings together members from across the entire seafood supply chain, and across Australia, New Zealand, and the Pacific.

We believe that diverse and inclusive workplaces deliver stronger business outcomes, greater employee satisfaction, and deeper community trust. To achieve our goals, WISA:

- **Builds connection and understanding** by creating networks that reduce isolation and spark collaboration.
- **Advocates for change** by identifying and addressing barriers to participation and leadership.
- **Provides practical support** through resources, mentoring, and information sharing.
- **Delivers professional development** that strengthens skills, confidence, and career progression.

Through our programs, partnerships, and community, WISA is creating a future where women are recognised, represented, and respected across every part of the seafood industry.



Lifetime Members

Life Membership is the highest honour awarded by Women in Seafood Australasia (WISA). It recognises our founding members and those who have made an outstanding and enduring contribution to building and strengthening WISA and advancing the role of women in the seafood industry.

These women played an integral role in shaping WISA's direction, creating a supportive and inclusive network that continues to empower women across all parts of the seafood sector. Their leadership, vision, and dedication laid the foundations for the organisation we are today.

We thank our Life Members for their extraordinary commitment and for continuing to inspire future generations of women to lead, connect, and thrive in the seafood industry.



Gloria Jones



Anne Whaley



Dr Jen Shaw



June Jill



Chair Report

Dear WISA members and stakeholders,

On behalf of the entire Women In Seafood Australasia (WISA) Board we present you with the WISA Annual Report for the year ending June 30 2025. This report will highlight the progress against our 3 year strategic plan that commenced in 2023 plus the organisations financial performance over the past financial year.

WISA prides itself on working to its core values: Welcoming, Inspiring, Supportive and Authentic with the intent to empower, connect and be responsive to the needs of women in industry to reach their full potential.

During the 2024-2025 financial year membership connections have continued to strengthen and the awareness of WISA as an organisation continues to drive membership growth.

Our flagship program Turn the Tide is approaching its final year under the current grant with the Department of Prime Minister and Cabinet's Office for Women. This program of work is ground breaking, not only for the seafood industry but for broader Primary Industries. Through this program members have had the opportunity to mentor and be mentored, develop facilitation skills, work on challenging issues faced by women in their workplaces, start conversations about inclusion and diversity in their workplaces, build confidence and increase their networks. The impact this program has shown in such a short period of time has been unexpected, amazingly rewarding and inspirational. As a result, WISA is working to establish ongoing pathways for this work into the future.

This year has also seen a number of staffing changes with Jane Cowan commencing her role as Executive Officer in April 2025 and Roberta Marcoli taking on the role of Membership and Engagement Lead in May. Kate Lamason has continued in her role as Finance Manager and the Board is excited to work with Jane, Roby and Kate to strengthen WISA's future.

The Board would like to take this opportunity to extend our huge thanks to our departing staff members, Kirsten Abernethy (EO) and Malinda Moreton (Communications and Engagement Officer) for their enormous contributions to the organisation during their tenure. Thank you for your commitment, passion and dedication and we wish you all the best for your future endeavors.



Chair Report

Personally, I would also like to extend my enormous thanks to our hard-working Board. We are a Board of volunteers who are passionate about our industry and the women who work within it.

These women are an ongoing source of inspiration, and it is a privilege to work alongside of them. At this years AGM, we will see a number of new Directors join the team with our Queensland, ACT and WA Directors all standing down from their positions. To Umar Nguyen, Claire Van Der Geest and Manue Daniels thank you all for your engaging conversations, knowledge and drive, you have each been an instrumental part of the Board during your time as Directors.

Stephanie Kaparos the Victorian Director will also be stepping down from her position to go on maternity leave. We wish Stephanie all the best with the arrival of your newest addition to the family and thank her enormously for her contributions to the Board.

There is also a very special acknowledgement and thanks for this year to our past President and Independent Director Karen Holder. Karen has made the decision to step down as an Independent Director on the Board after 15 years of dedication to WINSC and WISA. Karen first joined WINSC as a South Australian Director in 2012. Karen took on the role as Secretary in 2014 before taking on the Vice Presidency between 2015 - 2017 and Presidency between 2018 – 2021. Since then, Karen has remained on the Board as an Independent Director and Past President. Karen has been a source of knowledge, inspiration and unwavering support for our organisation and her presence on the Board will be greatly missed.

Personally, thank you Karen, you made the transition for me to President seamless, I have loved your honesty, your insights and our many conversations. Enjoy taking a step back, but we still look forward to seeing you at our Adelaide events.

Finally, to our members and stakeholders, you are at the heart of what we do. Your stories, your connections, your passion. Thank you for your ongoing involvement and support during the year and we look forward to another busy and successful year in 2026.



WISA Directors



HEIDI MUMME
TASMANIAN DIRECTOR
WOMEN IN SEAFOOD AUSTRALASIA CHAIR

Dr Heidi Mumme has over 25 years' experience working nationally and internationally within the seafood industry, particularly fisheries and aquaculture. An experienced project manager and leadership facilitator with a strong background in research and development (R&D), stakeholder consultation, development and implementation of quality and safety management systems, environmental management, strategic planning, food safety management and auditing. She holds a PhD (Pearl Oyster Physiology) from the University of the Sunshine Coast and is a graduate of the National Seafood Industry Leadership Program and AICD Governance Foundations for Not-for-Profit Directors.



CLAIRE WEBBER
SOUTH AUSTRALIAN DIRECTOR
WOMEN IN SEAFOOD AUSTRALASIA VICE CHAIR

Claire is based in Port Lincoln and serves as Executive Officer of the South Australian Sardine Industry Association, Australia's largest catch-by-volume fishery. Passionate about industry advocacy, workforce diversity and representation, she has worked across the Southern Bluefin Tuna industry, commercial fishing vessels, and fisheries organisations in Australia and New Zealand. A Vice Chair of OceanWatch Australia, Claire holds a Bachelor of Administration (Marine Resources) and a Diploma of Aquaculture, and is a graduate of the National Seafood Industry Leadership Program and recipient of the 2015 National Seafood Industry Young Achiever Award.



MANUE DANIELS
WESTERN AUSTRALIA DIRECTOR
WOMEN IN SEAFOOD AUSTRALASIA COMPANY SECRETARY

Manue has spent over 13 years in the commercial fishing industry, primarily around Esperance, gaining extensive knowledge across Western Australia and beyond. Actively involved in the operations of her family's wild-catch business, she was named Young Achiever of the Year at the WA Seafood Industry Awards. With a background in law, politics, social sciences, and accounting, Manue brings a broad perspective to industry challenges. She is a Director of the Western Australian Fishing Industry Council, Vice President of the Esperance Professional Fishermen Association, former Vice Chair of Southern Seafood Producers, and a WARAC member.



KAREN HOLDER
INDEPENDANT DIRECTOR

Karen has been deeply involved in the South Australian Crab Fishery since its early days in 1986, supporting her sea-based husband while managing their growing family and business. Over the decades they've expanded from a small trailer boat in Ceduna to a 25-metre vessel in Adelaide, growing from 100 crab pots to three licences with 310 pots and a team of six. Karen's journey reflects the challenges and rewards of building a thriving family enterprise in a traditional grassroots industry.



WISA Directors



STEPHANIE KAPAROS
VICTORIAN DIRECTOR

Stephanie has over a decade of senior leadership experience in the seafood industry, including roles as CEO of Clamms Seafood and Director of the Melbourne Seafood Centre and Seafood Industry Australia. With an MBA from Deakin and a Bachelor of Science from Monash, she brings strong expertise in strategy, operations, and governance, and is currently completing the Australian Institute of Company Directors course.



SAMANTHA NOWLAND
NORTHERN TERRITORY DIRECTOR

Dr Samantha Nowland is a Senior Aquaculture Scientist with the Northern Territory Government, specialising in tropical oyster aquaculture to support Indigenous economic development. She holds a PhD in Aquaculture from the University of the Sunshine Coast and is an Adjunct Research Fellow with USC and Charles Darwin University. A Churchill Fellow and NT Director for Women in Seafood Australasia, Samantha champions women's leadership and sustainable Australian seafood.



KAREN OLVER
INDEPENDANT DIRECTOR

Karen has worked for Seafood New Zealand for over 15 years the primary representative entity for the seafood industry in New Zealand. "Having worked in the industry for over 35 years, I have a real passion for the sector. I would love to have a sector that is representative of the wider community at all levels – from the water to the board room. Women are a significant contributor, but there is potential for so much more. As our closest neighbours, it is so important that we can work closely together to build capacity and to empower women in the seafood industry. I am super excited to be part of the WISA organisation."



RENEE PEARCE
NEW SOUTH WALES DIRECTOR

Renee Pearce is an accomplished business leader with extensive experience across Australia's seafood and regional tourism sectors. As General Manager of Narooma Rocks, she leads the strategic growth of the Narooma Oyster Festival, driving regional development, partnerships, and sustainable funding. Renee has held leadership roles including Executive Officer of the Commonwealth Fisheries Association and Executive Director of Seafood Industry Victoria, advocating for sustainable seafood and industry growth.

.She previously owned retail and wholesale seafood businesses in Melbourne, connecting consumers directly with producers. Renee holds an MBA and a Bachelor of Marine and Freshwater Biology and has completed company director and leadership programs.



Our Team



JANE COWAN **EXECUTIVE DIRECTOR**

Jane brings over 15 years of experience working across government and the for-purpose sector, with a strong background in policy, programs, and engaging communities. She's led national membership organisations, rolled out big-picture initiatives, and loves working in diverse, cross-cultural settings.

Jane is deeply committed to gender equity and is passionate about supporting women and creating meaningful, lasting change in the seafood industry and beyond.



KATE LAMASON **FINANCE MANAGER**

Kate's career spans the seafood industry, not-for-profit organisations and local government. A CPA with a Bachelor of Commerce and Diploma of Management, she is the 2024 Queensland Rural Women's Award winner, an NSILP graduate, and a board director for Tuna Australasia and the Cairns Business Women's Club. Joining WISA in 2022 as Finance and Program Manager, Kate champions sustainability, community engagement and diversity while supporting women in the seafood sector. Outside work, she enjoys time on the ocean with her husband Rowan and their three children.



ROBERTA MARCOLI **ENGAGEMENT & MEMBERSHIP LEAD**

Originally from Italy, Dr. Roberta Marcoli is a passionate science communicator with over 10 years of experience in the seafood industry and a PhD in aquaculture and genetics. She has worked across the globe—from pearl oyster farms in French Polynesia to research roles in New Zealand and Australasia—gaining a deep understanding of the industry.

Roberta now works with Women in Seafood Australasia (WISA) as Membership and Engagement Coordinator, where she combines her love for networking, leadership, and championing opportunities for women in seafood.



NILANJANA BISWAS **PHD CANDIDATE**

Nilanjana Biswas is a PhD candidate at Charles Darwin University's Research Institute for the Environment and Livelihoods. Her research, "Changing times, changing tides," examines women's roles and contributions in Northern Territory fisheries and aquaculture from 1950 to today. With over two decades' experience in small-scale fisheries and more than three decades on gender issues, Nilanjana has worked with the International Collective in Support of Fishworkers, FAO, UN Women and other global institutions, focusing on gender, aquaculture, Blue Economy development and the impacts of policy on women's livelihoods.



Executive Officer Report

Since joining Women in Seafood Australasia (WISA) in April, it has been an absolute privilege to step into this vibrant and inspiring community. From day one, I've been warmly welcomed by an incredibly capable, clever, and innovative network of women, and the many allies who champion their contributions to our industry every day.

It's clear that WISA is much more than a professional network; it's a movement built on connection, collaboration, and a shared commitment to creating an inclusive seafood industry where diverse voices thrive. The passion and generosity of our members, Board, and partners have made a lasting impression, and I'm excited to continue building on WISA's strong foundations and remarkable legacy.

As a membership organisation, WISA truly belongs to you, our members. Your voices, experiences, and aspirations shape what we do and how we grow. My focus for the year ahead is on listening and understanding what matters most to you, and ensuring that the benefits we deliver reflect your needs and ambitions.

I'm looking forward to seeing members join our webinars, meeting many of you at networking events, and continuing the great conversations that happen across our community. I love hearing your ideas, seeing you share WISA's stories, and watching our network grow as more people learn about the incredible women shaping our industry. The more we connect and collaborate, the stronger our collective impact becomes.

Together, we are building workplaces, businesses, and communities where everyone has the opportunity to thrive.

I am grateful to be part of this journey and inspired every day by the women who make WISA what it is.



WISA 2023 - 26 Strategic Plan

The Women in Seafood Australasia Strategic Plan outlines our continued commitment to fostering an inclusive and equitable seafood industry.

WHY

Purpose

To champion an inclusive industry with diverse voices for a thriving seafood sector

HOW

Mission

We empower, connect and are responsive to the needs of women to reach their full potential

WHAT

Vision

Women are recognised as valued & equal contributors in the Australasian seafood industry

HOW WE WORK

Core Values

W

elcoming
Safe space, everyone is welcome

I

nspiring
Inspiring impactful change

S

upportive
Strong collaboration and networks

A

uthentic
Genuine, open and accepting

OUR FOCUS

Strategic Objectives



Secure a sustainable future for Women in Seafood



Drive awareness and engagement



Deliver valuable tools & programs to members



Be a voice for change



Strategic Plan cont.

Through our core values and strategic objectives, we aim to create a thriving, sustainable, and diverse industry that reflects the contributions and leadership of women at every level.

Secure a sustainable future for Women in Seafood

- **Develop a funding strategy** to underpin WISA operational budget outlining possible funding and revenue
- Ensure WISA is **resourced appropriately** with defined scope, roles and responsibilities
- Continual improvement of capability and **upskill of WISA team**
- Ensure **sound governance and financial performance** of WISA

Drive awareness and engagement

- Develop a clear value proposition for the **WISA brand and positioning** for sectors and cohorts of the industry
- Develop a **comprehensive communication strategy** and program to increase awareness and engagement
- Identify **key stakeholders to partner** with to reach new members/cohorts
- Identify award opportunities to **elevate WISA profile** and awareness

Deliver valuable tools & programs to members

- Review and leverage learning from WISA activities and gather further insights to **identify and respond to member needs**
- Develop an **appealing product proposition** for WISA that enables **capability building and professional development**
- Facilitate **WISA member connections and supportive networks**

Be a voice for change

- Develop a strategy to be the **trusted leader/voice** for women in the industry
- Source data, insights. **research and benchmarking** to share with the seafood industry and organisations to utilise for change
- **Collaborate** with similar organisations in other sectors to tackle large system shifts required for long term change.
- Build engagement, collaboration and relationships in the seafood industry globally and identify best practice for creating change





Membership

Through 2024 - 2025 WISA welcomed 49 new members to bring our community to a total of 451.

427 Women

24 Men



Membership Benefits

1. Supportive Community

Connect, share, and grow with seafood professionals across Australasia.

2. WISA Connect Platform

Access resources, discussions, and networking in one easy hub.

3. Monthly Newsletter

Stay informed with news, events, and opportunities.

4. Members' Drop-In Sessions

Join relaxed monthly meetups to learn and connect.

5. Special Interest Webinars

Hear from experts on leadership, business, and industry topics.

6. Focus Groups

Collaborate on emerging and time-sensitive issues.

7. Events & Networking

Meet members face-to-face at regional and national events.

8. Professional Development Resources

Access tools and materials to build skills and confidence.

9. Industry News

Receive tailored updates relevant to your work and sector.

10. Grant and Funding Alerts

Find out first about bursaries, grants, and scholarships.

11. Industry Representation

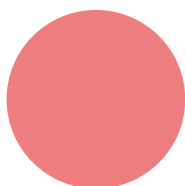
Be part of national advocacy for women in seafood.

12. Leadership & Voting Rights

Shape WISA's direction through elections and Board roles.

Strategic Objective: *Deliver Valuable Tools & Programs to Members*

How we are delivering: *Enhances membership experience and engagement through new platforms, benefits, and professional-development offerings.*





Communications Report

This year has been an exciting period of growth and connection for WISA's communications. We welcomed our new Membership and Engagement Lead, Roberta Marcoli (Roby). Roby's creativity and energy have brought fresh life to our newsletters, social media, and member communications.

Through engaging stories, vibrant visuals, and consistent updates, WISA has strengthened its voice and visibility across the seafood sector.

Our newsletters have become a trusted source of inspiration and information, celebrating members, sharing opportunities, and highlighting the impact of women across the industry.

On social media, WISA's reach and engagement continue to climb, with more members and partners joining the conversation every month.

Together, these efforts are helping to build a stronger, more connected community, one that reflects the diversity, passion, and purpose of women in seafood.

+860 total
new followers

+49 new
member

+36,290
Audience
Reach

+53.6% in
reach

4,455
followers
across
platforms

Strategic Objective: Drive Awareness and Engagement | Be a Voice for Change

What we are delivering: Building visibility and consistency of the WISA brand to strengthens industry reach, and shares member stories that promote inclusion.



Women in Seafood
Australia

Programs

Through 2024 - 25 WISA delivered programs that support our vision of women being recognised as valued and equal contributors to the seafood industry

Turn The Tide

Bursaries

Guppies
Childcare

Workshops

Mental Health
and Wellbeing

Turn The Tide

WISA's Turn The Tide initiative builds on that legacy, taking WISA's founding vision to the next level. The three-year program designed to unlock the full potential of the seafood industry. Through co-design and action research the program equips women with the skills and experience they have told us they need.

The program focuses on raising the visibility of women in the sector by connecting women with each other, with industry leaders and with opportunities. The goal is to highlight the potential already in the workforce and show how diversity drives innovation, inclusivity, and long-term success.

Turn The Tide is delivered with funding from the Department of Prime Minister and Cabinet's Office for Women with support from FRDC and in partnership with Affectus.

Breaking Barriers:

Supporting personal and professional growth through mentoring, leadership training, and bursaries.

Tomorrow's Workplace:

Building a safer, fairer and more inclusive industry through connection, conversation, and research.

Building Resilience:

Strengthening networks and collaboration across Australia's diverse seafood community.



turn
thetide



Strategic Objectives: *Be a Voice for Change | Deliver Valuable Tools and Programs to Members | Drive Awareness and Engagement*

What we are delivering: *Equipping women with leadership skills, advocating for inclusive workplaces, and demonstrating the positive impact of diversity.*

Turn The Tide

The impact... so far!

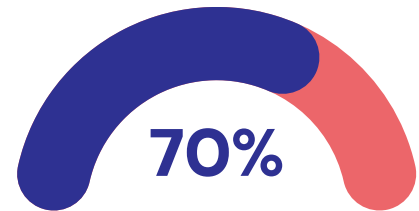
894 Women engaged

31%

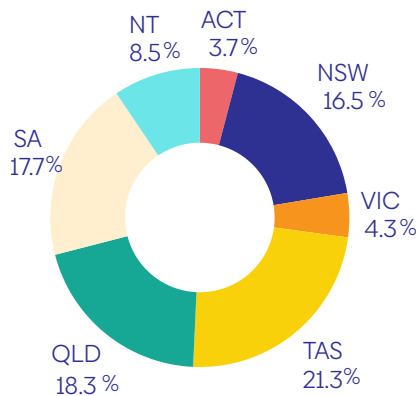
increase in confidence
to show leadership.

172 individuals trained in
leadership & mentoring

83 Seafood organisations
involved



increase in facilitation skills



**Our participants
came from all
states, including
remote
communities**

100%

of participants are
committed to tackling
gender barriers in the
seafood industry.

“ This program has helped me step into my confidence and not be afraid to own the space I am in. It has helped me stop apologising for all the things I am not and embrace all the things that I am. It has helped me communicate and network in a safe space of inclusion and support. ”

“ Life changing, the friendships and connections I have made through this program will continue on with me for the rest of my life. ”

“ I've learned that leadership isn't about authority—it's about having the courage to address issues, advocate for fairness, and contribute to a positive and productive environment. ”



Bursaries

WISA's Bursary Program empowers women in seafood to connect, grow, and lead by providing supported access to industry conferences and events.

In 2024, WISA proudly supported a diverse group of women from across Australia and New Zealand to attend key industry conferences through our Bursary Program. These bursaries provided professional development, networking, and leadership opportunities that continue to strengthen women's voices across the sector.

We extend sincere thanks to our generous sponsors for making this possible and for demonstrating their commitment to an inclusive, safe, and sustainable seafood industry.



Department of
Industry, Tourism
and Trade



Queensland
Government
Department of
Primary Industries
and Fisheries



Government
of South Australia
Department of Primary
Industries and Regions



Strategic Objective: *Deliver Valuable Tools & Programs to Members*

What we are delivering: *Providing supported professional-development opportunities that builds confidence, networks, and leadership capability.*





WISA Guppies

WISA Guppies is a childcare service offered by Women in Seafood Australia (WISA) at the Seafood Directions conference.

Launched in 2024 Guppies provides flexible, on-site childcare for parents attending these industry gatherings. The service allows attendees to tailor their childcare needs to their conference schedules, ensuring they can participate fully while their children are supervised.

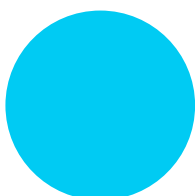
Thank you to Tassal, Austral and Dinko Tuna for sponsoring 2024 Guppies Program and demonstrating your support for inclusive, safe, and sustainable workplaces.

It's very powerful to know business that don't just talk about diversity, but actively invest in it.



Strategic Objective: Drive Awareness and Engagement | Deliver Valuable Tools & Programs to Members

What we are delivering: Removing participation barriers for parents, strengthening inclusion and representation at national industry events



Mental Health and Wellbeing

Women in Seafood Australasia and Stay Afloat have been in partnership since the inception of the mental health program for the industry.

We were delighted to work together to deliver the Seafood Women's Wellbeing Series through 2024 -25. The series included online and in-person workshops free of cost to WISA members and the broader seafood industry around Australia.



Participants had the opportunity to learn tools for managing stress and navigating burn out and participate in a bespoke online Mental Health First Aid for women in the seafood industry.

Workshops

WISA hosts and facilitates workshops on topics relevant to members and the broader seafood community. These are delivered as standalone events or in conjunction with other industry events and conferences.

WISA's Tomorrow's Workplace Workshop was held at the 2024 Seafood Directions Conference.

The goal of the workshop was twofold, to understand both the successes and challenges the seafood industry has when embracing gender inclusivity and discuss the critical issues and trade-offs. And to share what inclusive leadership means and how we enable others around us in our working lives, including practical tips.

The workshop was delivered in partnership with Affectus.



Strategic Objective: *Deliver Valuable Tools & Programs to Members | Be a Voice For Change*

What we are delivering: *Supporting wellbeing, resilience, and connection across the seafood community—critical for thriving workplaces and industry culture.*

WISA Events

WISA holds events to support and empower women across the seafood industry by providing safe, inclusive spaces to connect, learn, and grow.

Our events create opportunities for networking, upskilling, and leadership development while championing inclusion and diversity, and showcasing the real benefits these bring to stronger, more innovative, and sustainable seafood businesses and communities.

WISA Networking

WISA held a range of in person and online networking events for members and allies through 2024 -25. Including:



Monthly Women in Seafood Catch Ups hosted by WISA and Seafood Industry Tasmania (SIT).



WISA - Invest in your future - Women in Oysters at NSW Oyster Conference.



WISA joined the City to Bay Fun Run with Stay Afloat, promoting health, wellbeing, and connection across the seafood community.



WISA members joined MFV Tacoma's annual ladies' tuna fishing adventure, reliving the thrill of traditional poling for Southern Bluefin Tuna.

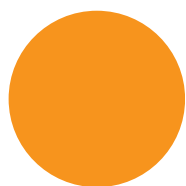


WISA and Fish Girl Christmas.



Strategic Objective: Drive Awareness and Engagement | Deliver Tools & Programs To Members

What we are delivering: Creates safe, inclusive spaces to connect, celebrate leadership, and showcase the benefits of diversity to industry performance





Power Up Breakfast

The Power Up Breakfast brings together women and allies from across Australia's seafood industry, from boats to boardrooms, to celebrate leadership, share stories, and spark ideas that drive a stronger, more inclusive future.

Held alongside major industry events, the breakfast offers a welcoming space to network, collaborate, and "power up" for the day ahead.



Power Up Breakfast cont..

The 2024 Power Up Breakfast was a sold-out event, attracting 230 attendees. This flagship event at the 2024 Seafood Directions Conference gave participants the opportunity to hear fresh perspectives from a keynote speaker and engage in activities designed to spark imagination, conversation, and connection.

Lucy Bloom's insights and energy truly resonated with our audience, leaving a lasting impression on everyone in the room.

Women in Seafood Australasia had an exceptional experience at Seafood Directions, and we thank the Seafood Industry Australia team for their flawless organisation and hosting.

A special acknowledgment goes to all of our event partners whose generous support made the Power-Up Breakfast possible.

Major partner



Platinum Sponsors



Promo Sponsors



WISA 2024-25 Financial Report

WOMEN IN SEAFOOD AUSTRALASIA LTD

FINANCIAL REPORT

For the Year Ended 30th June 2025

BALANCE SHEET

PROFIT AND LOSS STATEMENT

NOTES TO THE FINANCIAL STATEMENTS

DIRECTORS DECLARATION

AUDITORS INDEPENDENCE DECLARATION

INDEPENDENT AUDIT REPORT

Strategic Objective: *Secure a Sustainable Future for WISA*

What we are delivering: *Ensure sound governance and financial performance of WISA*



Financial Report cont.

Balance Sheet

Women in Seafood Australasia Ltd

As at 30 June 2025

	30-Jun-25	30 June 2024
Assets		
Bank		
Cash At Bank	403,564.24	786,211.56
Total Bank	403,564.24	786,211.56
Current Assets		
Receivables	2,925.35	28,515.10
Accrued Interest	-	6,007.94
Term Deposits	961,468.78	461,468.78
Total Current Assets	964,394.13	495,991.82
Total Assets	1,367,958.37	1,282,203.38
Liabilities		
Current Liabilities		
Payables	170,713.08	20,236.85
Accrued Expenditure	-	54.75
Income Received in Advance	-	780.00
GST	- 16,186.63	3,837.75
Total Current Liabilities	154,526.45	24,909.35
Total Liabilities	154,526.45	24,909.35
Net Assets	1,213,431.92	1,257,294.03
Equity		
Current Year Earnings	- 43,862.11	154,116.91
Retained Earnings	1,084,708.94	930,592.03
WINSC Transfer to new company	172,585.09	172,585.09
Total Equity	1,213,431.92	1,257,294.03



Financial Report cont.

Profit and Loss

Women in Seafood Australasia Ltd
For the month ended 30 June 2025

	2025	2024
Trading Income		
Memberships	19,807.38	19,721.55
Events	12,100.00	-
Sponsorships and Funding	746,337.77	835,050.00
Interest Income	28,667.87	32,922.65
Total Trading Income	806,913.02	887,694.20
Gross Profit	806,913.02	887,694.20
Other Income		
Internal Revenue	84,000.00	84,000.00
Total Other Income	84,000.00	84,000.00
Operating Expenses		
Administration Costs	12,502.66	36,282.67
Employee Costs	221,420.89	207,756.05
Contractors	17,625.89	50,022.99
Communications	63,226.38	35,371.90
Internal Expenses	84,000.00	84,000.00
Project Delivery, Development and Design	230,999.00	220,470.01
Project Program Costs	212,011.41	99,290.39
Travel and Accommodation	92,988.90	84,383.28
Total Operating Expenses	934,775.13	817,577.29
Net Profit	- 43,862.11	154,116.91



Financial Report cont.

WOMEN IN SEAFOOD AUSTRALASIA LTD

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 30th June 2025

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the constitution of Women In Seafood Australasia Ltd. The Directors have determined that Women In Seafood Australasia Ltd is not a reporting entity.

The financial report has been prepared in accordance with the recognition and measurement concepts of the Australian Accounting Standards. No other applicable Accounting Standards, Urgent Issues Group Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.



Financial Report cont.

WOMEN IN SEAFOOD AUSTRALASIA LTD

Directors Declaration

The Directors have determined that Women In Seafood Australasia Ltd is not a reporting entity.

The Directors have determined that this special purpose financial report should be prepared in accordance with the accounting policies of Women In Seafood Australasia Ltd.

In the opinion of the Directors, the financial statements comprising the Profit and Loss Statement and Balance Sheet:

1. Present fairly the financial position of Women In Seafood Australasia Ltd as at 30 June 2025, and its' financial performance for the reporting period ended on that date.
2. At the date of this statement there are reasonable grounds to believe that Women In Seafood Australasia Ltd will be able to pay its' debts as and when they fall due.

This statement is made in accordance with a resolution of the Directors and is signed for and on behalf of the Directors by:

This statement is made in accordance with a resolution of the Directors and is signed for and on behalf of the Directors by:



Director



Director

Dated this 17 day of October 2025

