



ANNUAL IMPACT REPORT 2024-2025





ABOUT EQUALITY AUSTRALIA

Equality Australia is a national organisation dedicated to improving the lives, wellbeing and safety of LGBTIQ+ people and their families.

At the heart of our work is a commitment to advancing equality and ensuring LGBTIQ+ people can live with dignity, safety and respect.

We work alongside gay, lesbian, bisexual, transgender, intersex and queer people to build the power, voice and influence of our communities.

We do this in partnership with allies and organisations across the country, because we know real progress is built together.

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the traditional custodians of the lands on which our offices stand – the Bunurong, Gadigal, Jagera and Turrbal Peoples – and we pay our respects to Elders past and present.

We acknowledge the sorrow of the Stolen Generations and the impacts of colonisation on Aboriginal and Torres Strait Islander peoples.

We also recognise the resilience, strength and pride of Aboriginal and Torres Strait Islander communities, as well as all First Nations people from around the world.

STRENGTH OF OUR MOVEMENT

Equality Australia honours the strength and resilience of LGBTIQ+ communities, and the generations of leaders and activists whose courage has driven hard-won progress toward equality.

Our communities are richly diverse — spanning cultures, races, faiths, ages, abilities, gender identities, and urban, regional and rural lives. This diversity is a source of strength.

At the same time, these differences can shape how discrimination and disadvantage are experienced, with LGBTIQ+ communities around the world facing severe and often compounded barriers to justice and equality.

Equality Australia stands in solidarity with LGBTIQ+ communities globally, particularly with our partners across Asia and the Pacific.

SUPPORT SERVICES AND CONTENT WARNING

This report includes content regarding suicide and discrimination against LGBTIQ+ people, which may cause distress for some readers. If this content triggers something for you, you can contact the following services: Lifeline on 13 11 14 (24 hours/7 days) or QLife on 1800 184 527 (3pm-midnight/7 days).



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FINANCIAL REPORT

MESSAGE FROM OUR CO-CHAIRS

Equality Australia's second Annual Impact Report is one our communities can be proud of – especially at a time when rising hate and coordinated attacks around the world have led to the erosion of hard-won protections in many countries.

In this climate, we have stood firm against efforts to strip away the rights of our communities in Australia and beyond. In doing so, we have demonstrated the power of solidarity and collective action in the face of adversity.

Despite the many challenges of the past year, our team has continued to make meaningful progress across our strategic priorities, while also committing significant energy to defending the gains our communities have fought so hard to secure.

Their commitment to our vision of a fair and inclusive Australia, and to the legal and social change required to achieve it, has never been stronger.

On behalf of the Board, we are incredibly grateful to work alongside such a passionate and talented team. Thank you for your tireless efforts.

We would like to acknowledge the valuable contributions of our Board and Committee members, and warmly welcome Cat Faye and Sof Forrest following their recent appointment as Board Directors.

We also extend our sincere thanks to the many community organisations who have supported us over the year. Our movement is strong, united and cannot be ignored.

However, we can't lose sight of the challenges that remain. Significant work lies ahead to ensure LGBTIQ+ people can live happy and healthy lives with dignity and respect.

This second Annual Impact Report speaks to our strength and resilience as a community, and it demonstrates what we can achieve together.

Fiona McLeay and Leonard Vary AM



MESSAGE FROM OUR CEO

Over the past year, the Equality Australia community has delivered hard-won historic victories that have made life fairer and safer for our communities across the country.

Our second Annual Impact Report tells the story of that progress. It captures a year of extraordinary firsts - the first census questions that will finally count LGBTQ+ communities; the first hate-speech protections for LGBTQ+ Victorians; and the first federal protections for our communities against threats of violence.

We worked with local advocates and survivors to ban conversion practices in South Australia and similar reforms came into effect in New South Wales. We also saw the passing of the largest package of LGBTQ+ law reform in NSW's history.

These achievements were made possible by your support - and by a shared determination to build a better future for our communities.

While this report celebrates real progress, serious challenges remain. Too many people in our communities still face discrimination, exclusion and barriers to living with dignity and respect.

We will keep advocating for stronger protections from discrimination, for the banning of conversion practices in Western Australia, and for the right of trans and gender diverse people to access the healthcare they need.

These are just some of the critical campaigns we will continue to pursue in the year ahead.

I want to sincerely thank our board for their leadership and unwavering commitment. My gratitude also extends to our patrons, project partners and stakeholders, as well as our generous supporters, without whom this work simply would not be possible.

And finally, thank you to my small but determined team at Equality Australia, who show up every day with passion and dedication for our community.

Anna Brown OAM





Top (left to right): Teddy Cook and Dale Dawson with ABC's Nate Byrne; Equality Australia team and local advocates in SA Parliament celebrating the conversion practices ban.
Top Middle (left to right): Love Over Hate at Mardi Gras Fair Day; Roger Le and his parents 'Racing for Freedom' in our Mardi Gras float; Ghassan Kassisieh wins ACON's Community Hero Award.
Bottom Middle (left to right): Heather Corkhill and family 'Racing for Freedom' in our Mardi Gras float; Oliver Ray with local advocates in SA Parliament; Anna Brown with local advocates at SA Parliament.
Bottom (left to right): Jasmine Nightingale with Penny Sharpe MLC; Equality Australia's Midsumma stall; Tara Ravens and family 'Racing for Freedom' at Mardi Gras.

OUR STRATEGIC PRIORITIES



OUR STRATEGY

Equality Australia's second Strategic Plan (2023-2026) sets out our roadmap to build on past progress and strengthen LGBTIQ+ communities by challenging discrimination and injustice.

We continue working with LGBTIQ+ communities and organisations, parliamentarians, government departments, philanthropists, media and the private sector to achieve our goals.

OUR VISION: Fairness and inclusion for all LGBTIQ+ people, their families and communities.

OUR MISSION: To create and protect positive legal and social change to ensure LGBTIQ+ people are treated equally and with dignity and respect.

OUTCOMES WE STRIVE FOR:

Through our work we will contribute to LGBTIQ+ people and their families being supported by:

1. Laws and policies that enable us to live with dignity and respect
2. Positive community attitudes that affirm who we are
3. A strong LGBTIQ+ movement
4. Allies working alongside us to end discrimination against LGBTIQ+ people
5. Equality Australia as a strong, respected, healthy and sustainable organisation

OUR STRATEGIC PRIORITIES:

Our priorities include:

1. Providing a credible and respected national voice and leadership on issues that matter to LGBTIQ+ people
2. Continuing to grow and strengthen the LGBTIQ+ movement
3. Combatting attacks on LGBTIQ+ people and responding to emerging opportunities
4. Transforming laws, policies, and practices to protect LGBTIQ+ people from discrimination and harm and enable LGBTIQ+ people to live with dignity and respect
5. Building support for LGBTIQ+ people across the wider Australian community
6. Increasing Australian support for LGBTIQ+ movements

TOOLKIT FOR CHANGE:

We pursue enduring change through a range of actions which can include:

- Research and policy solutions
- Advocacy and education
- Strategic communication
- Strategic legal action
- Movement building and support

ENABLERS OF OUR WORK:

Other enablers we utilise to facilitate our work:

- Skilled and passionate people
- Financial sustainability and resilience
- Trusted and collaborative internal and external relationships
- Experience and knowledge
- Respect, care and compassion for our communities and each other

PROGRESS TOWARDS OUR KEY INITIATIVES JULY 2024 - JUNE 2025



KEY INITIATIVE 1: DISCRIMINATION

Protecting and strengthening legal protections to ensure people are free from discrimination, including narrowing religious exemptions in federal and state discrimination laws

Currently, our federal laws allow religious schools to legally discriminate against LGBTQ+ people, as well as people who are pregnant, divorced or in de facto relationships.

Gay and trans students at religious schools around the country continue to be legally suspended, denied leadership opportunities, refused enrolment or forced into "counselling". Teachers are still being fired or forced out of employment for falling pregnant outside marriage, using IVF, being LGBTQ+, living de facto or getting divorced.

Despite an election commitment to act and the drafting of legislation to take forward these reforms, Prime Minister Anthony Albanese shelved the bill after failing to secure Coalition support - while a viable pathway to passage through the Senate was possible.

There are young, vulnerable people in school right now who will see all this play out, and they will feel the fear that I felt, and the shame that I felt, and they need to be protected from that, and the law should do so.

- former student James Elliot-Watson

In 2024, Equality Australia worked intensively to brief the crossbench and The Greens on the draft laws to protect LGBTQ+ teachers and students in religious schools and continue momentum for change.

This year, behind the scenes, we have been building support for change with women's organisations, unions and across the new Parliament.

We will continue advocating for the Federal Government to fulfil its commitment to protect students and teachers in religious schools, and for our communities to be protected from discrimination in religious workplaces or when accessing services from religious organisations.

In New South Wales, the long-awaited review of the *Anti-Discrimination Act 1977* (NSW) is underway, and Equality Australia participated in submission processes and roundtables to ensure the gaps in protection for our communities are addressed.

KEY INITIATIVE 2: HATE & VILIFICATION

Ensuring adequate protections to address hate against LGBTIQ+ communities

Australia has seen a disturbing rise in anti-LGBTIQ+ hate, fuelled by increasingly organised extremist groups and online radicalisation. Drag story times and queer youth events have been cancelled following threats and protests, queer books have been targeted for removal from public libraries, and there has been an alarming increase in real-world violence including “gay bashings” linked to online dating apps such as Grindr.



The threats started coming in to staff at the library and to the council. Then late one night, about midnight, I got a call from a mobile number and the person started telling me they were outside my house.

- a mother and volunteer for an organisation
that hosts drag story time events

Equality Australia has been advocating for federal and state governments to respond to the escalating hate and violence against our communities, and we helped to secure important reforms:



The **Federal Government** has announced a National Register of Hate Incidents to ensure the experiences of people targeted by hate are counted, made visible and acted upon. It also passed a Hate Crimes Bill with the first ever federal protections against threats of violence for LGBTIQ+ people (although it failed to include serious vilification).

The **Victorian Government** passed legislation extending protections against hate speech to LGBTIQ+ communities with the support of minor parties.

The reforms protect people from hate speech on the basis of disability, gender identity, sex, sex characteristics or sexual orientation, finally affording these groups the same protections that have existed for race and religion for more than 20 years.



The **New South Wales Government** announced a six-month review to explore how new protections against racial hatred could be extended to other vulnerable communities.

Equality Australia advocated for LGBTIQ+ communities to be included in these protections.

After last year's successful reversal of Cumberland Council's book ban, similar attempts to remove LGBTIQ+ books began appearing elsewhere around the country.

In **Albany**, a small town in **Western Australia**, an anti-LGBTIQ+ group targeted inclusive books and pride events using harmful and divisive rhetoric. We worked with Albany Pride to launch a petition that attracted 7,117 signatures and national attention, leading the City of Albany Council to formally dismiss the motions.



KEY INITIATIVE 3: CONVERSION PRACTICES

Protecting and strengthening law and policies to end conversion practices

Conversion practices attempt to change or suppress a person's sexuality or gender identity, causing real and lasting harm. Whether carried out in religious or health settings, such practices are based on the dangerous and false belief that LGBTQ+ people are broken, disordered and in need of "healing" or "treatment".

Equality Australia advocates for laws and policies that:

- Protect all LGBTQ+ people
- Apply in any setting, including religious settings
- Prevent harm before it occurs by including a civil response scheme focused on education

People might think of conversion therapy as electric shock therapy or really draconian techniques, but it's a lot more insidious than that. It goes on in closed rooms, in private conversations... and it can be just as devastating to people.

- Jeremy Smith, conversion survivor

This year South Australia passed laws banning conversion practices, joining QLD (2020), ACT (2020), VIC (2021), NSW (2024), with both New South Wales' and South Australia's laws coming into effect in early-2025.

We worked closely with local advocates and survivors in South Australia, as well as supportive faith leaders, to achieve this vital reform that will protect thousands of LGBTQ+ people for generations to come.

I have made attempts on my life over 60 times. If I could pray the gay away, I can assure you it would have worked. My experiences are a testament to the strength and power of our community... I stand with my community today to say, we did it, and the fight is not over.

- Jace Reh, Adelaide survivor-advocate

WHAT'S NEXT?

The Western Australian Government pledged in 2022 to ban conversion practices following a parliamentary inquiry. Equality Australia will work with survivors and local stakeholders to ensure the state government puts an end to these damaging practices that deny the humanity of our communities.

KEY INITIATIVE 4: TRANS EQUALITY

Leading and supporting trans equality by achieving legal and policy change to uphold the rights and dignity of trans people, particularly access to gender affirming healthcare

BIRTH CERTIFICATE REFORM

Over the past year, two major milestones were achieved: Western Australia and New South Wales became the final states to remove the requirement for surgery before a person can be legally recognised as their gender, and both states introduced legal recognition of non-binary people for the first time.

WA abolished the long-criticised Gender Reassignment Board in September, with reforms to its *Birth, Deaths and Marriages Registration Act 1998* (WA) that created a pathway for gender recognition without the need for surgery.

NSW followed a month later with the passage of Independent Sydney MP Alex Greenwich's *Equality Act*, following years of advocacy by Equality Australia and others.

I'm applying for a mortgage and because my birth certificate doesn't match my other documents, I'm at risk of discrimination and denial because of the confusion it creates.

- EA team member Max Pick (they/them)
sharing what birth certificate reform means to them as
part of the *Equality Bill* campaign



Since the ACT became the first jurisdiction to reform its birth certificate laws in 2014 and remove cruel and unnecessary barriers to updating your legal gender, thousands of trans and gender diverse people across Australia have benefited from the being able to change their gender without the need for surgery.

This means no longer being forced to out themselves when applying for jobs, enrolling in school or university, accessing essential services, or opening a bank account.

Heike Farbig and Richard Boele, parents of Bodhi Boele, at NSW Parliament on the day of the law passing.

Heike wrote to Chriss Minns in April 2024 urging him to pass the *Equality Bill* and allow her son, Bodhi, his dying wish - to update his birth certificate.



We thank the many organisations who have worked towards these landmark reforms as well as the courageous people who shared their stories - from community advocates and parents to young people and even our own wonderful staff.

Everyone deserves the dignity, respect and safety that comes from being recognised as themselves.

GENDER AFFIRMING CARE

In January 2025, the Queensland Government announced a ban on puberty blockers and hormone treatment for trans young people. As a result, 491 young people on the Queensland Children's Gender Service waitlist were abruptly denied access to essential, evidence-based care.

The decision sent shockwaves through families and communities in Queensland and across the country.

Equality Australia, including our Brisbane-based Legal Director, Heather Corkhill, worked closely with local and national organisations to coordinate our collective response and support local advocates on the ground.

In February, we went public with an open letter opposing the ban signed by more than 100 organisations and individuals, including leading mental health experts Professor Patrick McGorry and Professor Ian Hickie. The letter was featured as a front-page story in The Courier Mail.



"Contrary to expert medical advice and against the wishes of patients and their families, you have chosen to deny a small and particularly vulnerable group of young Queenslanders access to their essential healthcare." - excerpt from the letter

We also supported families directly affected by the ban to share their stories with the media, ensuring the real-world impacts of the decision were visible and understood.

Our team provided support to the LGBTI Legal Service, whom we thank for bringing a legal challenge to the Queensland Government's Directive and for representing a brave mother fighting for her child's right to access care.

NSW TRANSLEADING PROGRAM

In 2022, Equality Australia was awarded funding from the NSW Ministry of Health to deliver a two-year Community Capacity Building Program for trans and gender diverse communities. The program, *TransLeading*, was designed to strengthen leadership, advocacy and campaigning capacity.

The inaugural *TransLeading* cohort completed the program in 2023, followed by a second cohort of 15 participants who completed the intensive training in November 2024. Delivered by Equality Australia staff and expert facilitators, the program equipped emerging leaders with practical skills in leadership, media engagement and campaigning.

Graduates of *TransLeading* have since gone on to speak at public events, brief professional associations, engage with media in support of the *Equality Bill*, meet with parliamentarians and collaborate with Equality Australia on key moments for the trans community. Several participants have also been appointed to NSW Health Advisory Boards.

Participant selection was competitive and statewide, with strong regional representation - 40 per cent of participants in 2023 and 65 per cent in 2024 were based in regional NSW.

Across the two-year program, all 30 available places were filled and successfully completed. We were proud to support the development of the next generation of trans and gender diverse advocates and leaders.

Delivery of this targeted program was supported by the NSW Minister for Health and aligned with Strategic Priority 2 of the *NSW LGBTIQ+ Health Strategy 2022-2027*.

KEY INITIATIVE 5: INTERSEX HUMAN RIGHTS

Protecting the bodily autonomy of intersex people by reforming medical treatment laws and policies

Every intersex person in Australia should be able to grow up to live a full and dignified life in which they decide what happens to their own bodies. Yet around the country, many infants born with variations of their sex characteristics are still having unnecessary medical procedures performed without their consent.

These procedures can have lifelong consequences, including loss of sexual function and sensation, infertility, repeat surgeries and incorrect gender assignment.



I had been sterilised due to a decision made by clinical specialists, and I will have to live with the consequences of that for my entire life. An intersex person should never be made to feel ashamed of their body, and parents should never be told that they should be embarrassed for having an intersex child.

- Stephanie Saal, intersex advocate

To shine a light on current practices and drive reform, in 2023 Equality Australia submitted Freedom of Information requests to every major children's hospital in Australia.

Over this year, we reviewed and analysed 736 pages received in response, identifying key themes and developing the draft findings ahead of technical reviews. This work informed a report examining the medical interventions performed on intersex children and the decision-making processes behind them.

Equality Australia's report *The Missing Voice* was released in late 2025 to build on this momentum, advocating not only for reform in Victoria, but for consistent, nationwide protections for intersex people across every state and territory.



In 2023, the Australian Capital Territory became the first jurisdiction in Australia to pass laws prohibiting unnecessary medical interventions on intersex people without consent. Victoria has since committed to introducing similar reforms.

The ACT reforms largely adopted Equality Australia's Intersex Oversight Panel Proposal, developed after an extensive consultation with intersex communities, clinicians and other stakeholders and funded by the Victorian Health Department.

KEY INITIATIVE 6: INTERNATIONAL MOVEMENTS

Increasing resources and support for the priorities of LGBTIQ+ movements globally

Ahead of Sydney WorldPride in 2023, Equality Australia partnered with Global Philanthropy Project (GPP) to produce the *Partnering with Pride* report, making the case for Australia to step up as a leader in the inclusion of people with diverse sexual orientations, gender identities and sex characteristics (SOGIESC) in its foreign policy and development assistance.

The Report paved the way for the announcement that Australia would develop its first dedicated international strategy and a new Fund supporting LGBTIQ+ rights across Asia and the Pacific.

After collaborating with Equality Australia as a consultant since 2022, Savanh Tanhchareun formally joined us as our new Senior Advisor to support expansion of our international work stream.

Our work to support a strong, well-resourced LGBTIQ+ movement is more urgent than ever. Cuts to USAID funding under the Trump administration have left many regional civil society organisations at risk of losing decades of progress.

In response, we have worked closely with GPP and our civil society partners to build support for increased funding to be provided by the Australian Government.

With attacks on LGBTIQ+ communities increasing globally, we stand in solidarity with our neighbours and continue to prioritise strengthening our existing partnerships, while also developing new relationships to greater support the local needs of our partners across Asia and the Pacific.

This year, some key contributions were:

- Contributing to the development of DFAT's LGBTQIA+ fund;
- Submissions to the parliamentary inquiry in the Cook Islands; and
- Collaborating with regional partners on the first-ever *Joint Shadow Universal Periodic Review in the Solomon Islands*, released later in 2025.

UNITED STATES TRAVEL ALERT FOR LGBTIQ+ TRAVELLERS



We also issued a travel alert and travel guidance for LGBTIQ+ people visiting the US following new border policies and continue to monitor the evolving situation.

KEY INITIATIVE 7: PATHWAYS TO PARENTHOOD

Ensuring equitable pathways to parenthood for LGBTQ+ people

Australia's pathways to parenthood are outdated and fragmented, and disproportionately disadvantage LGBTQ+ people and families.

Inconsistent laws across the country mean that no state or territory provides equitable access to parenthood regardless of gender, sexual orientation or relationship status. As a result, many families are forced overseas at significant cost, often leaving children in legal limbo.

Because parents aren't legally recognised from birth (and may never be), this creates barriers to obtaining passports, healthcare, Medicare, Centrelink and childcare.

Every child deserves the emotional, legal and financial security that comes with recognition of their family – and no child should be disadvantaged because of how they were conceived.

Pathways to parenthood was included formally as a strategic initiative in early-2025, building on work Equality Australia had already undertaken in this area.

In the last year, Equality Australia worked with local partners on reforming Western Australian laws which were the most outdated and discriminatory laws in the country.

Equality Australia will continue to advocate for fairer, more inclusive pathways to parenthood for LGBTQ+ people by:

- Advocating for consistent and equitable surrogacy laws nationwide
- Protecting the rights of children in rainbow families, including equal recognition of their families
- Opposing unjustified restrictions on access to assisted reproductive technologies, particularly donor conception
- Securing Medicare coverage for assisted reproductive treatments, including those involving surrogacy

The Federal Government announced last year that the Australian Law Reform Commission would review Australia's surrogacy law. Equality Australia is engaging with the review and writing detailed submissions, to ensure our community's concerns are heard and acted upon.

KEY INITIATIVE 8: CENSUS & DATA COLLECTION

Ensuring accurate and appropriate collection of data relating to LGBTIQ+ people including questions in the national Census

The Census is a vital source of information for policy makers, service providers and governments, and yet it has never once meaningfully counted LGBTIQ+ people.

In August 2024, the Federal Government announced the 2026 Census would not include questions on sexual orientation and gender identity, against the advice of the Australian Bureau of Statistics.

Our community responded swiftly and collectively. Almost 70 organisations working to support LGBTIQ+ communities across Australia signed our statement calling on the Federal Government to reconsider its position.

LGBTIQ+ COMMUNITY JOINT STATEMENT ON CENSUS DECISION

"Not only has the government missed an opportunity to finally reflect the real diversity of the Australian community, but it will fail to gather crucial information to inform its own planning, financial assessment, policy development and service delivery."

- excerpt from the statement

Over three weeks, Equality Australia led an intensive media campaign, issuing numerous press releases and holding regular media conferences.

In less than a month, we secured a reversal. As a result, we will see an entire snapshot of LGBTQ+ population data published for the first time in 2027 - making sure our communities have the support, services and funding they need.

WHAT'S NEXT?

Equality Australia will continue to contribute to the ABS LGBTIQ+ expert advisory committee, which was established following the settlement of our legal complaint against the ABS in 2023, including advocating to ensure intersex people are fully counted in the future.

“Isn't it about time we found out just how many people in Australia are actually straight?

- Shane Jenek aka Courtney Act and Equality Australia patron, alongside Anna Brown at a press conference outside Yirranma Place



PROGRESS ON OTHER AREAS OF WORK

Key activities and campaigns that support our key initiatives

RAINBOW VOTES

We began preparing for the federal election in late 2024, including the launch of our national survey capturing the priorities of LGBTIQ+ communities alongside national polling and focus group research. This work informed the development of our Rainbow Votes Report and, closer to the election, our Rainbow Votes Election Forum.

We also surveyed major parties and independent candidates to assess their positions on issues affecting LGBTIQ+ communities and their commitments to addressing them.

Our findings have enabled us to send a very clear message to our political leaders...

LGBTIQ+ voters represent over 1 million people and can't be taken for granted - you must earn them through meaningful policy commitments.



Parties and independents can't take LGBTIQ+ voters for granted and they should be working hard to win back voters and build support among those who are undecided.

- Equality Australia CEO Anna Brown

National Survey

To understand community priorities ahead of the 2025 poll, we surveyed nearly 5,500 LGBTIQ+ people nationwide.

The results highlighted key issues for voters, with one in five respondents undecided at the time of the survey and a third indicating they were considering switching their vote.

National Survey top five LGBTIQ+ issues:

1. End conversion practices
2. Improve protections from discrimination
3. End unnecessary, non-consensual medical treatments on intersex people
4. Remove barriers to parenthood and support rainbow families
5. Deliver improved LGBTIQ+ mental health and suicide prevention services

Report

We collated the survey results to create our *Rainbow Votes Report*.

Even amid cost-of-living pressures, LGBTIQ+ voters remained strongly focused on how policies affecting our communities shape their lives and futures.

Nearly 95 per cent of respondents said LGBTIQ+ issues were important in determining their vote.



Election Forum

Our Rainbow Votes Election Forum was held in April, moderated by Courtney Act in Sydney and broadcast live nationwide.

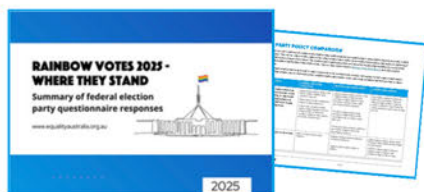
Featuring representatives from Labor, the Liberals, the Greens and an Independent, the forum was delivered in partnership with Health Equity Matters, InterAction for Health and Human Rights, and LGBTIQ+ Health Australia. Together, we explored the issues that matter most to LGBTIQ+ communities ahead of the election.

Guided by community feedback, six priority areas shaped the discussion, including the implementation of the National Action Plan for the Health and Wellbeing of LGBTIQ+ People, hate crimes, trans rights and discrimination in religious schools.



OVER 700 PEOPLE TUNED INTO THE RAINBOW VOTES ELECTION FORUM FROM AROUND THE COUNTRY, INCLUDING WATCH PARTIES IN MELBOURNE AND ADELAIDE.

Election Scorecard



Our voting guide captured the extent to which each party committed to advancing the rights and wellbeing of our communities across a range of key issues.

The side-by-side overview summarised responses to an Equality Australia questionnaire.

The questions were informed by the priorities identified by in the *Rainbow Votes 2025 Survey*, spanning issues from health and data collection to discrimination protections and support for rainbow families.

Polling & Focus Groups

In anticipation of potentially harmful political campaigns targeting our communities, we commissioned Redbridge to gauge broader public attitudes.

A national poll of 1,013 people found that the vast majority of Australians believe trans people deserve respect and protection, and reject attempts by major parties to politicise trans issues for political gain.

Further qualitative research from focus groups revealed voters fear our politicians going down the same path as the US and reject Trumpist rhetoric and ideology.

The polling was made public following a divisive and ugly ad campaign run by Clive Palmer's Trumpet of Patriots that targeted trans people.

Key findings from our polling:

86%

AGREE OR STRONGLY AGREE

that government and opposition should not politicise trans issues for political gain.

89%

AGREE OR STRONGLY AGREE

that LGBTQ+ people deserve to live with dignity and respect.

91%

AGREE OR STRONGLY AGREE

that trans people should have the freedom to live their lives in the way that makes them happy.

81%

AGREE OR STRONGLY AGREE

that trans people deserve the same rights and protections as other Australians.

NSW EQUALITY ACT

This year, we welcomed the long-awaited passage of the *Equality Bill* following more than two years of sustained work supporting research, advocacy and coalition building alongside Independent MP Alex Greenwich and other community groups.

The largest package of LGBTQ+ reforms in the state's history - the *Equality Legislation Amendment (LGBTQIA+) Act 2024 (the Equality Act)* - passed the NSW Parliament in October, improving the lives of trans and gender diverse people, rainbow families and people living with HIV/AIDS.

It also introduced new protections against people being forcibly 'outed' and removed outdated and discriminatory language.

This was a hard-won achievement and a testament to the persistence of those community members, advocates and organisations who lent their voices along the way.

Key moments from the *Equality Act* campaign:

- **2022** – Equality Australia audited over 500 pieces of legislation to identify discrimination against our communities and opportunities to increase protections.
- **August 2023** – *Equality Bill* was introduced in Parliament by Independent MP Alex Greenwich.
- **February 2024** – supporters helped fund posters to build public momentum amid delays to the Bill's progress.
- **March 2024** – we marched in Sydney Gay and Lesbian Mardi Gras, calling on the NSW Government to build a better future for LGBTQ+ people in NSW by passing the *Equality Bill*.
- **March 2024** – a ban on conversion practices was removed from the Bill and passed via a separate piece of law introduced by the government.
- **March 2024** – *Equality Bill* was referred to a parliamentary committee for inquiry.
- **June 2024** – NSW Premier Chris Minns delivered a heartfelt apology to people convicted under historic laws that criminalised homosexual acts.
- **September 2024** – community leaders gathered at NSW parliament to call for the Government to pass the *Equality Bill*.
- **October 2024** – community advocates met with the NSW Premier to encourage him to support the Bill.
- **October 2024** – *Equality Bill* was passed into law.
- **December 2024** – parts of the *Equality Act* came into effect.
- **July 2025** – remainder of the *Equality Act* came into effect.



Best and Brightest event at NSW Parliament to call for the passing of the LGBTQIA+ Equality Act.



Top (left to right): Community celebrates passing of the *Equality Act*, including Equality Australia team; Community and Alex Greenwich; and Anna Brown speaking at NSW Parliament.
Middle (left to right): Shane Janek, Kylie Kwong and Teddy Cook at NSW Parliament event calling for the Equality Bill to be passed; Alex Greenwich provides copy of the *LGBTIQ+ Equality Bill* to Qtopia.
Bottom: Community members, politicians and Equality Australia team celebrate the *Equality Act* on steps of NSW Parliament.

OUR WORK AHEAD

This year's Annual Impact Report shows what we can achieve together in pursuit of lasting legal and social change, but our mission is far from over until...

- LGBTQ+ students and staff are protected from discrimination in religious schools
- Conversion practices are banned across the country
- Intersex people are safeguarded from unnecessary medical interventions
- Our communities can live free from hate and vilification
- Trans and gender-diverse people have access to the health care they need
- Equitable pathways for rainbow families are enabled
- Our global movement has the support and resources it needs
- We ensure our hard-fought gains are protected for future generations

ORGANISATIONAL DEVELOPMENT PRIORITIES



OUR ORGANISATIONAL PRIORITIES

PRIORITY 1: PEOPLE & CULTURE

Cultivate our thriving and diverse people and culture.

Our impact is made possible by the dedication and expertise of our team. While small in size, our team brings a deep diversity of experience and perspectives that strengthens our work. To attract, retain and support exceptional people, we have implemented initiatives designed to support our team to thrive.

Over the past year, we have focused on four key areas to support our diverse team to thrive: ensuring our team have the time needed to rest and recharge, particularly after intense periods of work, and feel supported through our wellbeing initiatives; facilitating connection across our teams, including our remote colleagues; setting and achieving professional development through new policies and dedicated budget; and building the capacity of our team through up-skilling and cross-skilling in line with individual learning goals.

PRIORITY 2: COMMUNITY ENGAGEMENT

Engage meaningfully and effectively with community, existing and potential supporters.

We exist to affect positive legal and social change to ensure LGBTIQ+ people can live with dignity and respect. To do this, we partner with community to understand what matters to them and have their voices heard in advocacy that will impact them.

We have partnered with over 90 community organisations in Australia and nearly 25 across Asia and the Pacific to deliver on our shared objectives, including collaborating on our Key Initiatives to ensure we bring forward the voices of those at the centre of our work. We have participated in pride events in both Sydney and Melbourne and committed to be part of events across the country in the next year.

To support our ongoing commitment to effectively engage with community, we are working towards a Community and Stakeholder Engagement Framework to strengthen our partnerships in pursuit of our impact goals.

PRIORITY 3: FINANCIAL RESILIENCE

Ensure ongoing financial resilience to achieve our priorities and protect our gains.

Financial resilience is critical for all not-for-profits, and particularly so in the LGBTIQ+ sector, where access to funding and donations is more limited. To ensure we have the resources needed to deliver our mission, we have further strengthened our financial management and investment practices across all levels of governance.

In the past year, we have focused on aligning our policies and procedures in support of our organisational priorities and risk maturity. We have also strengthened financial governance with our new Finance and Investment Committee. We've enhanced our financial reporting to support the Committee's ability to effectively manage our investments, as well as diversifying our funding streams.

A key priority for Management and the Board has been to explore opportunities to achieve DGR status following our previous efforts to be registered as a Public Benevolent Institution, resulting in our application to be specifically listed in the Tax Act, later confirmed in the March 2025 budget. Note: the legislation is before parliament and is anticipated in 2026.

Further details are provided in Our Financials section from page 39.

PRIORITY 4: ORGANISATIONAL INFRASTRUCTURE

Ensure supportive, effective and efficient organisational infrastructure.

Ensuring we have the required organisational infrastructure to set our team up for success means that we are better able to deliver on our mission. We have focused on enhancing our existing tools and systems, as well as implementing new tools and processes as a result of staff feedback and identification of opportunities through risk management reviews.

We have reviewed all policies across the organisation to ensure they remain fit for purpose and appropriate for our continued growth as an organisation, aligning our procedures for effective and efficient operations. To ensure our systems and hardware can meet the growing demands of our team, we've implemented plans to upgrade necessary infrastructure as it meets the end of its lifespan.

Recognising the increasing prevalence of cyber threats, we became DMARK certified to protect our email systems from impersonation to minimise impacts and further protecting our internal data.

PRIORITY 5: MONITORING & EVALUATION

Build and implement a robust planning and evaluation framework.

To further our focus on achieving greater impact for our communities, we have commenced the design of our monitoring, evaluation and learning framework, which is due to be implemented by early 2026. This has included external training for key staff, whole team workshops and revising our fundraising team structure in preparation for a new Grants and Impact Manager to be hired by 2026. Additionally, we have mapped out available data and begun to collect required information to support the framework implementation.

PRIORITY 6: LEGAL ADVOCACY

Enhance Equality Australia's legal advocacy function.

Our team is committed to achieving legal and social change in support of our mission to improve the lives of LGBTIQ+ people. One way that we do this is through our legal advocacy work. We continue to partner with law firms to support us to achieve our legal advocacy objectives, including assisting with strategic litigation as well as legal research and advice work.

Change can only occur through trusted and effective relationships with decision makers, allowing us to present our cases for reform through accurate legal analysis, backed up by legal research and pragmatic cases for reform. We do this through meetings with politicians, departments, commissions, and other bodies in the policy-reform space (such as associations or unions). In addition, we participate in enquiries and consultations and provide evidence, where called upon.

In reporting year, we undertook limited work to examine the potential to enhance this function. We will continue to explore opportunities in the future.

EQUALITY AUSTRALIA TEAM



OUR TEAM

Our work is powered by a small but highly skilled team, bringing together expertise in law, policy, communications and social impact.

We are governed by a committed Board of Directors and Committee Members, who generously volunteer their time and expertise to support our team achieve its mission.

Our patrons come from diverse backgrounds but share an unwavering commitment to equality for all LGBTIQ+ people.

We thank our team, board and committee members, and patrons for their support.

LEADERSHIP



Anna Brown OAM
CEO



Heather Corkhill
Legal Director



Dale Dawson
Operations Director



Emily Mulligan
Engagement Director



Tara Ravens
Communications Director

STAFF



Sanjay Alapakkam
Legal Policy Advisor



Kristie Baker
Philanthropy Manager



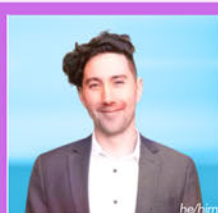
Teddy Cook
Senior Advisor, TransEquality Chair



Mike Hitch
Media & Communications Advisor



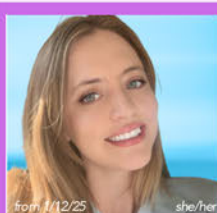
Max Pick
Operations Coordinator



Sav Tanhchareun
Senior Advisor, International Policy



Jasmine Rule
Digital Strategist



Amber Wright
Grants & Impact Manager



Hanna Yorth
Executive Assistant

Former staff and secondees

Amy Silver, Emily Gray, Erin Snelgrove, Lachlan Snow, Naureen Shah, Oliver Ray

OUR BOARD & COMMITTEES

BOARD OF DIRECTORS



Fiona McLeay
Co-Chair



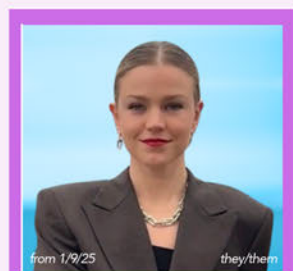
Leonard Vary AM
Co-Chair



Hayley Conway
Director



from 1/9/25
Cat Fay
Director



from 1/9/25 they/them

Sof Forrest
Director



he/him

David Lane
Director



he/him

Ryan Phillips PSM
Director



she/her

Melissa Tandy
Director

COMPANY SECRETARY

Dale Dawson GAICD

COMMITTEE MEMBERS

Finance and Investment Committee

David Lane (Chair), Paul Banks (external member), Ryan Phillips PSM

Fundraising Committee

Leonard Vary AM (Chair), Cat Fay (from Oct 2025), David Lane, Hayley Conway, Sof Forrest (from Oct 2025)

Risk and Audit Committee

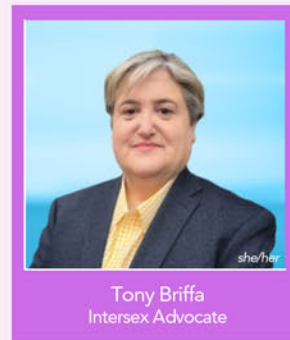
Melissa Tandy (Chair), Hayley Conway (from Oct 2025), Ryan Phillips PSM (to Oct 2025)

Management are represented by the CEO and Operations Director at each of the Committees

Former Company Secretary

Adrian Kennedy (to Dec 2024)

OUR PATRONS



Former patron
The Hon Virginia Bell AC



Equality Australia team offsite in April 2025

IN LOVING MEMORY OF TUISINA YMANIA BROWN

11 September 1963 – 15 September 2025

A proud fa'afafine woman from Samoa, Ymania was a fearless advocate for the rights of trans people and LGBTIQ+ communities in Australia, across the Pacific and around the world.

Her impact was nothing short of extraordinary.

She changed adoption laws in Samoa to become a mother, set a new benchmark for passport regulations in New Zealand so she could bring her children to Australia, fought for birth certificate reform at home and championed the global decriminalisation of homosexuality.

Ymania's life is a powerful testament to the transformative power of courage, determination and love. With unwavering commitment and compassion, she changed lives and strengthened our global movement.

To us at Equality Australia, she wasn't just a leader or a workmate – she was our friend. We miss her more than words can say, and her legacy will continue to inspire us all.

Ymania was engaged by Equality Australia to advise on the Sydney WorldPride Human Rights Conference and was inaugural Chair of Equality Australia's TransEquality initiative. She was Finance, Risk and Compliance Manager to 2024.

*"The legacy of leadership
isn't measured in accolades,
but in the hearts you touch
and the lives you transform.
It's about leaving behind
footprints of empathy,
kindness and courage for
others to follow"*

– Ymania Brown



**THANK YOU
TO OUR
SUPPORTERS**



DONORS & PROGRAM PARTNERS

Equality Australia acknowledges our supporters who joined us to campaign for a world where everyone can live with dignity and respect, no matter who they are, or whom they love.

To all our donors, volunteers, survivors, community leaders, community partners and pro bono partners, your generosity and commitment to our work has enabled the impact highlighted in this report possible - thank you.

CORNERSTONE SUPPORTERS

Carol Haynes & Skipp Williamson
The Centenary Foundation - Trustees Endowment
Paul O'Sullivan
Sidney Myer Fund
Snow Foundation
Wellspring Philanthropic Fund

EQUALITY HEROS

Angus & Fiona McLeay
Berg Family Foundation
Geoffrey Smith & Gary Singer
Leonard Vary AM & Dr Matt Collins AM KC
Peter Alexander
Pratt Foundation
Vicki Vidor OAM

OUR 34 EQUALITY CHAMPIONS

PROJECT & PROGRAM PARTNERS

Estate of the Late James Simpson Love
Global Philanthropy Project
NSW Ministry of Health (TransLeading 2023 and 2024)
Thorne Harbour Health

COMMUNITY & STRATEGIC PARTNERS

COMMUNITY PARTNERS: AUSTRALIA

ACON	LGBTIQ+ Health Australia
Albany Pride	Living Proud
Ambassadors and Bridge Builders Int.	LGBTI Community Services of WA
AusPath	Minus18
Australian Democracy Network	NT AIDS and Hepatitis Council
Australian Medical Association	NT Council of Social Services
Australian Lawyers for Human Rights	Open Doors Youth Service Inc
Australian Services Union	Out in Perth
Basic Rights Queensland	PFLAG Perth
Bi+ Community Perth	Parents for Trans Youth Equity NSW
Caxton Legal Centre	Paul Ramsay Foundation
Centre for Australian Progress	Pitt St Uniting Church
City of Sydney	Pride Cup
Darwin Community Legal Service	Pride in Peel
Darwin Pride	Pride WA
Disability Advocacy Network Australia	Q News
Dykes on Bikes Melbourne	QTrans
Dykes on Bikes Sydney	Qtopia
Equal Voices WA	Queensland Advocacy for Inclusion
Fair Agenda	Queensland Council of Unions
Feast Festival Adelaide	Queensland Council of Social Services
Gay Dads WA	Queensland Council for LGBTI Health
Gender Health Australia	Queer Liberation Borloo
Gender Equity Victoria	Rainbow Catholics Interagency Australia
Gimuy Queer Collective	Rainbow Families
Grata Fund	Rainbow Futures WA
Health Equity Matters	Rainbow Giving Australia (GiveOUT)
Hunter Gender Alliance	Rainbow Labor
Human Rights Law Centre	Sexual Orientation and Gender Identity
Independent Education Union	Change Efforts Survivors
Inner City Legal Centre	SWOP NSW
InterAction For Health and Human Rights	Shine SA
Intersex Peer Support Australia	South Australia Rainbow Advocacy Alliance
Joy Media	Sydney Gay and Lesbian Mardi Gras
Justice and Equity Centre	Sydney Star Observer
Kimberly Blak Pride	Thorne Harbour Health
LGBTI Legal Service Inc	Top End Pride

Transgender Victoria
Trans Folk of WA
Trans Justice Project
Transcend Australia
Twenty10
Victorian Aboriginal Community Controlled
Health Organisation
Women's Electoral Lobby
Women's Health Victoria
Youth Pride Network Perth

COMMUNITY PARTNERS: INTERNATIONAL

APCOM
ASEAN SOGIE Caucus
Asia LBQ Feminist Network
Asia-Pacific Transgender Network
Association Cousin Cousines
Australian Council for International
Development
Edge Effect
Fair Agenda
Gender Equality and Social Inclusion Network
ILGA Asia
ILGA Oceania
ILGA World
International Planned Parenthood Federation
International Women's Development Agency
Intersex Asia
Kaleidoscope Human Rights Trust
Many Coloured Sky
Pacific Feminist Fund
Pacific Sexual and Gender Diversity Network
Renew IESOGI
RoCK
Sexual Orientation and Gender Identity
Change Efforts Survivors
Te Tiare Association
Women's Fund Asia

CONTRACTORS VOLUNTEERS & PARTNERS

Rev Dr Angus McLeay
Ann Bates-Tucker
Anthony Venn-Brown OAM
Dr Arlene Baratz
Danielle Yung
Ed Miller
Ghassan Kassisieh
Hamish Macdonald
Helen Dalley-Fisher AM
Hugh Sheridan
Dr Jacky Hewitt
Dr James Moloney
Jasmine Nightingale
Jessica Rowe AM
Kings of Joy
Lee Carnie
Nick Dawson
Dr Morgan Carpenter
Party Passport
Queers of Joy
Redbridge Group
Roger Le
Ryan Arscott
Stephanie Marcia
Tony Briffa
William Weller

PRO-BONO PARTNERS

Allens
Arnold Bloch Leibler
Chris Tran
Corrs Chambers Westgarth
Clayton Utz
DLA Piper
Egon Zehnder
Ghassan Kassisieh
Gilbert and Tobin
Herbert Smith Freehills Kramer
Jennifer Batrouney AM KC
King & Wood Mallesons
Leading Hand Design
Mahlab Recruitment
Norton Rose Fullbright
Propel Recruitment
Ruth Higgins SC



FINANCIAL REPORT FY2025



OUR FINANCIALS

Equality Australia Ltd is a nationally registered charity. First granted charitable status under our former name, Australians for Equality Ltd, by the Australian Charities and Not-for-profits Commission (ACNC) in January 2016. We have maintained this status since then.

Equality Australia partners with Thorne Harbour Health (THH) to improve the wellbeing of LGBTIQ+ people by enabling donors to contribute to our mission. This longstanding partnership has allowed us to advance our common objectives and amplify impact for our communities.

This report is produced to support annual compliance requirements and will be published on both the ACNC and Equality Australia websites.

Finance and Investment Committee

The Investment Committee was established by the Equality Australia Board in early 2024 with a mandate of managing the short- and long-term investments of Equality Australia. Over the past year, the Board has broadened the committee's mandate to include oversight of the finances of the organisation.

The Investment Committee has been renamed the Finance and Investment Committee and has evolved to include more sophisticated governance and operational oversight of both the finance and investment functions of Equality Australia reflective of the growing complexity of the organisation.

Working closely with Management, the Finance and Investment Committee is responsible for implementing our investment strategy, managing capital, reviewing the annual budget prior to approval by the Board and monitoring overall financial performance to support the operating of the business and investment decisions.

Risk and Audit Committee

The Risk and Audit Committee's role continues to assist the Board to execute its governance responsibilities.

The Committee does this by monitoring and reviewing the effectiveness of Equality Australia's risk management framework in close partnership with Management and Risk Owners. The Committee also reviews and endorses organisational policies, assesses risk assessments and treatments, and supports progressing our risk maturity.

The Committee is also responsible for facilitating and overseeing the annual audit process including review and endorsement prior to approval by the Board, followed by ensuring the required Annual Information Statement (AIS) is prepared and lodged with the ACNC.

Finance Operations

Equality Australia's finance operations are led by our Operations Director and supported by our accountant. Management prepares the annual budget before then presenting the draft budget to be reviewed and endorsed by the Finance and Investment Committee and approved by the Board.

Performance against budget is closely monitored to ensure we have the necessary resources and liquidity to meet our strategic objectives and provide investment recommendations.

Message from the Finance & Investment Committee Chair, Risk & Audit Committee Chair and Operations Director

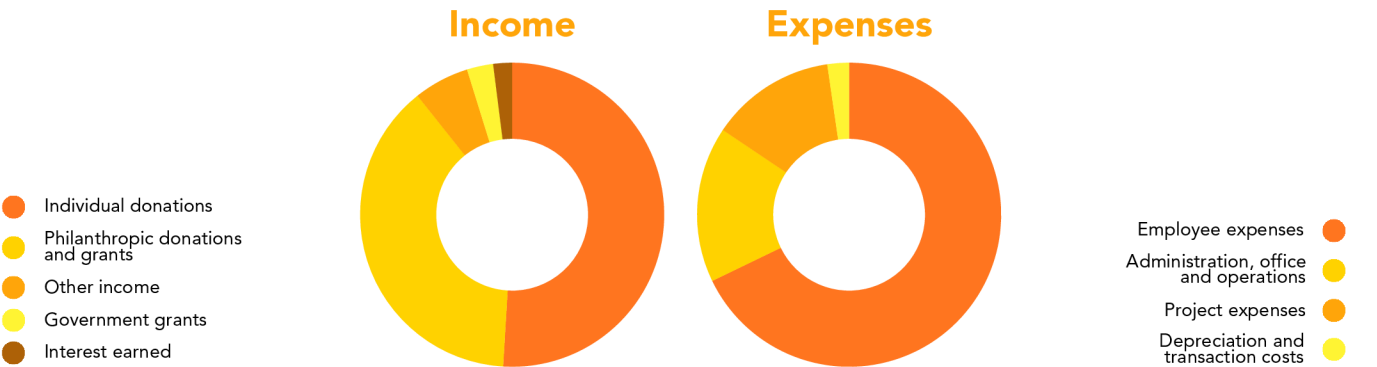
Audit process and financial results

In this financial year, Equality Australia has enhanced its risk maturity and financial resilience to better support the organisation as it continues to grow and evolve.

Our audit planning and processes were overseen by the Risk and Audit Committee, with the audit conducted by Collins & Co Audit who were first appointed for the FY2023 audit and have been appointed in each year following.

Equality Australia relies almost entirely on the generous donations of individuals (51%) and philanthropic foundations (38.4%) to support achievement of our mission, which comprises a total of 89.4% of our annual income for FY2025. In the financial year ending 30 June 2025, we recorded 2.8% government funding, which was from previously awarded funds by the NSW Ministry of Health for the implementation of a capacity building program over the two years to 2024 (see page 14 for details). Other income within this financial year included program partnerships and speaking fees (5.9%) and interest earned (2%).

Our primary expense was staff costs (67.9%), followed by administration, office and operational expenses (16.6%), project costs (13.3%) and transaction, depreciation and amortisation (2.3%).



Financial Resilience

With LGBTIQ+ charities receiving less than five cents for every \$100 donated to the Australian philanthropic sector, it is crucial that we actively develop and pursue financial management strategies that both support meeting ongoing operating expenses and appropriately plan for future requirements and allow us to be able to support future challenges as they arise.

A key achievement towards this objective was the establishment of the Equal ALLways Fund and the creation of our investment strategy to support this Fund and all other short- and long-term investment needs of the organisation.

The Fund was launched publicly in October 2025 to enable us to grow sustainably and allows Equality Australia to be prepared for future challenges whether they be fending off attacks to the LGBTIQ+ community or protecting our hard-earned gains. The Fund recognises the challenges to annual fundraising, but equally that the work we do and the needs of our community span generations. Therefore, Equality Australia is taking steps to ensure we are able to support the community in the years to come.

We seeded the Fund with \$500,000 of our cash reserves and we have received contributions of \$67,500 from generous supporters since the launch of the Fund. We were honoured to receive an additional generous donation of \$200,000, contributing a total of \$267,500 to the Fund this year, which will continue to be managed by the Finance and Investment Committee and Perpetual (our external financial management advisors) in support of our long-term investment goals.

David Lane, Melissa Tandy GAICD and Dale Dawson GAICD

EQUALITY AUSTRALIA LTD

ABN 20 609 977 764

General Purpose Financial Report for the year ended 30 June 2025

The financial statements cover Equality Australia Ltd for the year ended 30 June 2025 and are presented in Australian dollars.

Equality Australia Ltd is a not-for-profit unlisted public company limited by guarantee in Australia.

Its registered office and principal place of business is 262 Liverpool Street, Darlinghurst NSW 2010.

The financial statements were authorised for issue, in accordance with a resolution of Directors, on 25 September 2025.

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
DIRECTORS' REPORT

The Board of Directors presents their report on the Company for the financial year ended 30 June 2025.

Directors

The names of members of the Board of Directors in office at any time during or since the end of the year are:

Name

Fiona McLeay	<i>Appointed 29 November 2018</i>
Hayley Conway	<i>Appointed 30 January 2020</i>
Mark Coulter	<i>Appointed 12 May 2021/ Resigned 24 July 2024</i>
Melissa Tandy	<i>Appointed 8 December 2021</i>
Ryan Phillips	<i>Appointed 26 July 2019</i>
Leonard Vary	<i>Appointed 29 March 2022</i>
David Lane	<i>Appointed 21 February 2024</i>

The Board of Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

All members of the Board are volunteers and receive no payment for their work as board and committee members. Board members are reimbursed expenses that are incurred in the course of their duties as board members in accordance with company policy. Furthermore, reasonable costs may be incurred from time to time to ensure the continued professional development of board members.

Company Secretary

Dale Dawson has held the position of Company Secretary since 11 December 2024 until present.

Adrian Kennedy has held the position of Company Secretary since 17 March 2016 until 11 December 2024.

Principal Activities

The principal activity of the Company is providing support to LGBTIQ+ people and LGBTIQ+ agencies supporting LGBTIQ+ people to relieve the discrimination and disadvantage suffered by LGBTIQ+ people and promote equality and inclusion.

Meetings of Directors

During the financial year, five (5) meetings of Directors were held.

Attendances by each director during the year were as follows:

	Board Meetings	
	Number eligible to attend	Number attended
Fiona McLeay	5	5
Hayley Conway	5	5
Melissa Tandy	5	5
Ryan Phillips	5	4
Leonard Vary	5	5
David Lane	5	5

After balance day events

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the company's operations in future financial years, the results of those operations in future financial years or the company's state of affairs in future financial years.

Contribution in Winding Up

Equality Australia Limited is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$1 towards meeting any outstanding obligations of the Company.

At 30 June 2025 the collective liability of members was \$7 (2024: \$7).

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
DIRECTORS' REPORT

Auditor's Independence Declaration

The auditor's independence declaration for the year ended 30 June 2025 has been received and is included in this report on Page 3.

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

Director		25/09/2025	Dated:
Director		25/09/2025	Dated:

TOWARDS A VISION SHARED

**Collins & Co
Audit Pty Ltd**127 Paisley Street
Footscray VIC 3011
AustraliaPhone (03) 9680 1000
Fax (03) 9689 6605

www.collinsco.com.au

**AUDITOR'S INDEPENDENCE DECLARATION
TO THE DIRECTORS OF
EQUALITY AUSTRALIA LIMITED
A.B.N. 20 609 977 764**

I declare that to the best of my knowledge and belief, in relation to the audit for the financial year ended 30 June 2025 there have been:

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

Frederik Ryk Ludolf Eksteen CA
ASIC Auditor Registration Number 421448

Collins & Co Audit Pty Ltd
127 Paisley Street
FOOTSCRAY VIC 3011

Dated this 25th day of September 2025

GENERAL PURPOSE FINANCIAL REPORTS

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
REVENUES	2	2,692,060	2,360,066
EXPENSES			
Administration expenses		(398,997)	(260,879)
Amortisation and depreciation expenses		(8,986)	(11,207)
Employee expenses		(1,632,612)	(1,613,105)
Fundraising expenses		-	(10,563)
Project expenses		(318,615)	(351,464)
Transaction cost		(48,443)	(52,314)
Profit/(loss) attributable to entity		284,407	60,534
Other comprehensive income		14,759	-
Other comprehensive income for the year		14,759	-
Total comprehensive income for the year		299,166	60,534
Total comprehensive income/(loss) attributable to entity		299,166	60,534

The income statement is to be read in conjunction with the audit report and the notes to the financial statements.

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

	Note	2025 \$	2024 \$
CURRENT ASSETS			
Cash and cash equivalents	3	947,199	2,443,530
Trade and other receivables	4	46,365	54,777
Other assets	5	1,290,536	34,279
TOTAL CURRENT ASSETS		2,284,100	2,532,586
NON CURRENT ASSETS			
Property, plant and equipment	6	4,617	13,603
Other assets	5	517,133	-
TOTAL NON-CURRENT ASSETS		521,750	13,603
TOTAL ASSETS		2,805,850	2,546,189
CURRENT LIABILITIES			
Trade and other payables	7	173,898	235,391
Provisions	8	86,895	64,907
TOTAL CURRENT LIABILITIES		260,793	300,298
TOTAL LIABILITIES		260,793	300,298
NET ASSETS		2,545,057	2,245,891
EQUITY			
Accumulated funds		2,530,298	2,245,891
Unrealised Gain/ (loss) on Investments		14,759	-
TOTAL EQUITY		2,545,057	2,245,891

The balance sheet is to be read in conjunction with the audit report and the notes to the financial statements.

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025

	Accumulated funds \$	Unrealised Gain/ (loss) on Investments	Total \$
Balance as at 1 July 2023	2,185,357	-	2,185,357
Surplus/ (Deficit) attributable to entity	60,534	-	60,534
Other comprehensive income	-	-	-
Balance as at 30 June 2024	2,245,891	-	2,245,891
Surplus/ (Deficit) attributable to entity	284,407	-	284,407
Other comprehensive income	-	14,759	14,759
Balance as at 30 June 2025	2,530,298	14,759	2,545,057

The statement of changes in equity is to be read in conjunction with the audit report and the notes to the financial statements.

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EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from donations		2,405,035	1,929,596
Receipts from grants and other income		235,351	408,188
Payments to employees and suppliers		(3,684,429)	(2,268,232)
Interest received		54,020	66,348
Net cash generated from/(used in) operating activities	10	(990,023)	135,900
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from disposal of property, plant and equipment		-	-
Payment for purchase of property, plant and equipment		-	(2,254)
Proceeds from disposal of investments		680,082	-
Payment for purchase of investments		(1,186,390)	-
Net cash (used in)/provided by investing activities		(506,308)	(2,254)
Net increase/(decrease) in cash held		(1,496,331)	133,646
Cash and cash equivalents at beginning of financial year		2,443,530	2,309,884
Cash and cash equivalents at end of financial year	3	947,199	2,443,530

The cash flow statement is to be read in conjunction with the audit report and the notes to the financial statements.

7

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 1. Statement of Significant Accounting Policies

The financial statements and notes represent those of Equality Australia Limited (the Company). The Company was incorporated on 23 December 2015 and is recognised as a charitable institution domiciled in Australia.

Basis of preparation

In the opinion of the directors, the Company is not publicly accountable. The financial statements have been prepared in accordance with *Australian Accounting Standards - Simplified Disclosures made by the Australian Accounting Standards Board ("AASB")* and the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements comply with the recognition and measurement requirements of Australian Accounting Standards, the presentation requirements in those Standards as modified by AASB 1060 General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities (AASB 1060) and the disclosure requirements in AASB 1060. Accordingly, the financial statements comply with Australian Accounting Standards – Simplified Disclosures.

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

Accounting Policies

a. Property, Plant and Equipment

Plant and equipment are brought to account at cost less, where applicable, any accumulated depreciation and impairment losses. The carrying amount of property, plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount of these assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to their present values in determining recoverable amounts.

Subsequent costs are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the asset can be measured reliably. All other repairs & maintenance are charged to the income statement during the financial period in which they are incurred.

Increases in the carrying amount arising on the revaluation of land and buildings are credited to a revaluation reserve in equity. Decreases that offset previous increases of the same asset are charged against fair value reserves directly in equity; all other decreases are charged to the income statement.

The depreciable amount of all fixed assets is depreciated on a straight line basis over their useful lives to the Company commencing from the time the asset is held ready for use.

The assets residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date. An assets carrying amount is written down immediately to its recoverable amount if the assets carrying amount is greater than its estimated recoverable amount.

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 1. Statement of Significant Accounting Policies (continued)

a. Property, Plant and Equipment (continued)

Gains and losses on disposal are determined by comparing proceeds with the carrying amount. These gains and losses are included in the income statement.

b. Financial Instruments

(i) Non-derivative financial assets

Financial assets are recognised initially on the date at which the Company becomes a party to the contractual provisions of the instrument.

The Company derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by the Company is recognised as a separate asset or liability. The Company has the following non-derivative financial assets: Cash and cash equivalents.

(ii) Non-derivative financial liabilities

Financial liabilities are recognised initially on the date at which the Company becomes a party to the contractual provisions of the instrument. The Company derecognises a financial liability when its contractual obligations are discharged or cancelled or expire.

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Company has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

The Company's non-derivative financial liabilities are Trade and other payables. Such financial liabilities are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition these financial liabilities are measured at amortised cost using the effective interest rate method.

Classification and Subsequent Measurement (continued)

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

c. Impairment

(i) Financial assets (including receivables)

A financial asset is assessed at each reporting date to determine whether there is objective evidence that it is impaired. A financial asset is impaired if objective evidence indicates that a loss event has occurred after the initial recognition of the asset, and that the loss event had a negative effect on the estimated future cash flows of that asset that can be estimated reliably. Objective evidence that financial assets are impaired can include default or delinquency by a debtor, restructuring of an amount due to the Company on terms that the Company would not consider otherwise, indications that a debtor or issuer will enter bankruptcy.

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 1. Statement of Significant Accounting Policies (continued)

c. Impairment (continued)

The Company considers evidence of impairment for receivables at both a specific asset and collective level. All individually significant receivables are assessed for specific impairment. All individually significant receivables found not to be specifically impaired are then collectively assessed for any impairment that has been incurred but not yet identified. Receivables that are not individually significant are collectively assessed for impairment by grouping together receivables with similar risk characteristics.

In assessing collective impairment the Company uses historical trends of the probability of default, timing of recoveries and the amount of loss incurred, adjusted for management's judgement as to whether current economic and credit conditions are such that the actual losses are likely to be greater or less than suggested by historical trends.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the asset's original effective interest rate. Losses are recognised in profit or loss and reflected in an allowance account against receivables. When a subsequent event causes the amount of impairment loss to decrease, the decrease in impairment loss is reversed through profit or loss.

(i) Non-financial assets

The carrying amounts of the Company's non-financial assets, are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated.

The recoverable amount of an asset or cash-generating unit is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. For the purpose of impairment testing, assets that cannot be tested individually are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets (the "cash-generating unit").

An impairment loss is recognised if the carrying amount of an asset or its CGU exceeds its estimated recoverable amount. Impairment losses are recognised in profit or loss. Impairment losses recognised in respect of CGUs are allocated to reduce the carrying amounts of the other assets in the unit (group of units) on a pro rata basis.

d. Income Tax

By virtue of its aims as set out in the constitution, the Company qualifies as an organisation specifically exempt from income tax under Section 50 of the *Income Tax Assessment Act 1997*.

e. Cash and Cash Equivalents

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

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 1. Statement of Significant Accounting Policies (continued)

f. Employee Benefits

Short term benefits

The provisions for employee entitlements to wages, salaries, annual and paid maternity leave represent obligations resulting from employees' services provided up to reporting date, calculated at undiscounted amounts based on wage and salary rates, including related on-costs, which the Company expects to pay at the end of each reporting period.

Long term benefits

The provision for employee entitlements to long service leave represents the present value of the estimated future cash outflows to be made resulting from employees' services provided up to reporting date.

Superannuation

Superannuation contributions are made by the Company to approved superannuation funds for all employees. The costs are charged as employee expenses as they are incurred. The Company has no legal obligation to cover any shortfall in the superannuation funds' obligations to provide benefits to employees on retirement.

g. Provisions

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

h. Goods and Services Tax (GST)

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

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

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

i. Revenue

Revenue is brought to account when received and to the extent that it relates to the subsequent period it is disclosed as a liability.

Donations and Fundraising

Revenue derived from fundraising efforts is recognised as the Company obtains control of the assets that have been donated.

Interest Received

Interest revenue is recognised on a time proportional basis taking into account the interest rates applicable to the financial assets.

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 1. Statement of Significant Accounting Policies (continued)

h. Revenue (continued)

Sale of Goods

Revenue derived from merchandise sales is recognised when the merchandise is transferred to the customer.

AASB 15 Revenue from Contracts with Customers and AASB 1058 Income of Not-for-Profit Entities

The Company applies Australian Accounting Standards AASB 15 and AASB 1058.

AASB 15 involves the use of a five-step recognition model for recognising revenue, the steps are:

- Step 1 – Identify the contract with the customer
- Step 2 – Identify the sufficiently specific performance obligations to be satisfied
- Step 3 – Measure the expected consideration
- Step 4 – Allocate that consideration to each of the performance obligations in the contract
- Step 5 – Recognise revenue

AASB 1058 measures income by reference to the fair value of the asset received. The asset received, which could be a financial or non-financial asset, is initially measured at fair value when the consideration paid for the asset is significantly less than fair value, and that difference is principally to enable the entity to further its objectives. Otherwise, assets acquired are recognised at cost.

Where the asset has been measured at fair value, AASB 1058 requires that elements of other Accounting Standards are identified before accounting for the residual component. These standards are:

- AASB 15 Revenue from Contracts with Customers
- AASB 16 Leases
- AASB 1004 Contributions
- AASB 137 Provisions, Contingent Liabilities & Contingent Assets
- AASB 9 Financial Instruments

All receipts are stated net of Goods and Services Tax.

j. Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the Company that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

l. Comparative Figures

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

When an entity applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period must be disclosed.

m. Critical Accounting Estimates and Judgements

The Directors evaluate the estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Company.

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 1. Statement of Significant Accounting Policies (continued)

Key Estimates - Impairment (General)

The Company assesses impairment at each reporting date by evaluating conditions specific to the Company that may lead to impairment of assets.

Where an impairment trigger exists, the recoverable amount of the asset is determined.

Key Judgements - Provision for Impairment of Receivables

The management believe that all accounts receivable are recoverable, and therefore no provision for impairment has been made.

n. New, Revised or Amending Accounting Standards and Interpretations Adopted

The Association has adopted all of the new, revised or amending Accounting Standards and Interpretations issued by the AASB that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Association.

Any new, revised or amending Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
Note 2. Operating Activities: Revenues		
Grants - Government	75,000	300,000
Donations received	2,405,035	1,929,596
Other income	158,005	64,122
Interest received	54,020	66,348
Total revenues	<u>2,692,060</u>	<u>2,360,066</u>
Note 3. Cash and Cash Equivalents		
Cash at bank	947,199	2,443,530
	<u>947,199</u>	<u>2,443,530</u>
Note 4. Trade and Other Receivables		
Accounts receivable	28,980	50,050
Other receivables	17,385	4,727
	<u>46,365</u>	<u>54,777</u>
The company's trade and other receivables have been reviewed for indicators of impairment. No provision for doubtful debts was made.		
Note 5. Other Assets		
Current		
Prepayments	14,161	34,279
Investment Cash Account	1,276,375	-
	<u>1,290,536</u>	<u>34,279</u>
Non-Current		
Investment Long Term Account	517,133	-
	<u>517,133</u>	<u>-</u>
Note 6. Property, Plant and Equipment		
Computer equipment		
At cost	33,869	33,869
Accumulated depreciation	(29,252)	(20,266)
	<u>4,617</u>	<u>13,603</u>
Total property, plant and equipment	<u>4,617</u>	<u>13,603</u>

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
Note 7. Trade and Other Payables		
Current - unsecured		
Accounts payable	47,181	72,366
Grants received in advance	65,000	75,000
Other payables	61,717	88,025
	<u>173,898</u>	<u>235,391</u>
Note 8. Provisions		
Current		
Annual leave	70,347	53,361
Long service leave	16,548	11,546
	<u>86,895</u>	<u>64,907</u>
Note 9. Capital Commitments		
The directors of the company foresee no immediate future capital commitments.		
Note 10. Cash Flow Information		
(a) Reconciliation of cash flow from operations with profit after income tax		
Operating surplus/(deficit)	284,407	60,534
Non-cash flows in profit		
Amortisation and depreciation expenses	8,986	11,207
Realised (gain)/ loss on investments	3,934	-
Changes in assets and liabilities		
(Increase)/decrease in accounts and other receivables	8,412	44,066
Increase/(decrease) in other assets	(1,256,257)	(18,356)
Increase/(decrease) in trade and other payables	(51,493)	62,000
Increase/(decrease) in grants received in advance	(10,000)	-
Increase/(decrease) in provisions	21,988	(23,551)
Cash flow from operations	<u>(990,023)</u>	<u>135,900</u>
(b) Reconciliation of Cash		
Cash at the end of the financial year as shown in the cash flow statement is reconciled to items in the balance sheet as follows:		
Cash and cash equivalents	<u>947,199</u>	<u>2,443,530</u>
	<u>947,199</u>	<u>2,443,530</u>

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 11. Financial Risk Management

The Company's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivable and accounts payable.

The Company does not have any derivative instruments at 30 June 2025.

The totals for each category of financial instruments, measured in accordance with AASB 9 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2025 \$	2024 \$
Financial Assets			
Cash and cash equivalents	3	947,199	2,443,530
Loans and receivables	4	46,365	54,777
		<u>993,564</u>	<u>2,498,307</u>
Financial Liabilities			
Trade and other payables	8	173,898	235,391
		<u>173,898</u>	<u>235,391</u>

(i) Credit Risk

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount, net of any provisions for doubtful debts, as disclosed in the Statement of Financial Position and notes to the financial statements.

Note 12. Related Party Transactions

Directors' Compensation

All members of the Board are volunteers and receive no payment for their work as board and committee members. Board members are reimbursed expenses that are incurred in the course of their duties as board members in accordance with company policy. Furthermore, reasonable costs may be incurred from time to time to ensure the continued professional development of board members.

There were no other related party transactions between the company and key management personnel.

Note 13. Auditor's Remuneration

<i>Frederik Eksteen of Collins & Co Audit Pty Ltd</i>		
Audit and review of financial statements	4,275	4,150

Note 14. Key Management Personnel Compensation

Key management personnel ("KMP") are defined as those persons having authority and responsibility for planning, directing and controlling the activities of the company, directly and indirectly, and include the Directors and executive, as well as certain other senior executives.

Key management personnel compensation comprised short-term employee benefits and post-employment benefits.

	2025 \$	2024 \$
Total key management personnel compensation	<u>830,761</u>	<u>600,186</u>

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 15. Company's Details

The registered office of the company is:

262 Liverpool Street
DARLINGHURST NSW 2010

EQUALITY AUSTRALIA LIMITED
ABN 20 609 977 764
DIRECTORS' DECLARATION

The directors of the company declare that:

1. the financial statements and notes, as set out on pages 4 to 17, are in accordance with the *Australian Charities and Not for Profits Commission Act 2012* and:
 - (a) comply with Australian Accounting Standards- Reduced Disclosure Requirements; and
 - (b) give a true and fair view of the financial position as at 30 June 2025 and of the performance for the year ended on that date of the company;
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

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

Director



Director



Dated this

25 day of September 2025

TOWARDS A VISION SHARED


**Collins & Co
Audit Pty Ltd**

 127 Paisley Street
Footscray VIC 3011
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**EQUALITY AUSTRALIA LIMITED
A.B.N. 20 609 977 764
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS**

Opinion

I have audited the accompanying financial report of Equality Australia Limited (the company), which comprises the statement of financial position as at 30 June 2025, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information and the statement by the Board of Directors.

In my opinion, the accompanying financial report of Equality Australia Limited is in accordance with Division 60 of the ACNC Act 2012, including:

- i. giving a true and fair view of the company's financial position as at 30 June 2025 and of its performance and cash flows for the year ended on 30 June 2025; and
- ii. complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis of Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of my report. I am independent of the Company in accordance with the auditor independence requirements of the ACNC Act 2012 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled our other ethical responsibilities in accordance with the Code.

I confirm that the independence declaration required by the ACNC Act 2012, which has been given to the directors of the Company would be on the same terms if given to the directors as at the time of this auditor's report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Corporation'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 management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Corporation's financial reporting process.

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Auditor's Responsibilities for the Audit of the Financial Report

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

As part of an audit in accordance with 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 registered entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.
- Conclude on the appropriateness of the responsible entities use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If 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 registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal controls that I identify during my audit.

Frederik Ryk Ludolf Eksteen CA
ASIC Auditor Registration Number 421448

Collins & Co Audit Pty Ltd, 127 Paisley Street, FOOTSCRAY VIC 3011

Dated this 25th day of September 2025

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