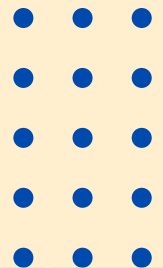




Women in Seafood
Australasia



2026 ANNUAL REPORT

Women in Seafood
Australasia



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Women In Seafood



Women in Seafood
Australasia

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

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

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

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

Builds connection and understanding by creating networks that reduce isolation and spark collaboration.

Advocates for change by identifying and addressing barriers to participation and leadership.

Provides practical support through resources, mentoring, and information sharing.

Delivers professional development that strengthens skills, confidence, and career progression.

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



Lifetime Members

Life Membership is the highest honour awarded by Women in Seafood Australasia (WISA).

It recognises our founding members and those who have made an outstanding and enduring contribution to building and strengthening WISA and advancing the role of women in the seafood industry.

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

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



Gloria Jones



Anne Whalley



Dr Jen Shaw



June Gill



Chair Report

Dear WISA members and stakeholders,

It has been another incredibly full and rewarding year for Women in Seafood Australasia, and as I reflect on the past 12 months, I am immensely proud of what our organisation, our members and our people have achieved.

This year has seen the culmination of significant activity through Turn the Tide, a project that has created opportunities for women across our industry to build skills, confidence, leadership capability and, importantly, connections with one another. The evaluation of Turn the Tide reinforces something I think many of us have experienced firsthand: networking and peer connection have been among the program's most valued outcomes, alongside growth in skills and confidence.

For me personally, one of the great highlights has again been the Tacoma voyage. It is difficult to fully describe the impact of bringing a group of women together for such an intense shared experience. Over a few days you see confidence grow, barriers come down and relationships form that extend well beyond the trip. It captures so much of what I believe WiSA does best, creating the opportunity and environment for women to challenge themselves, support each other and build genuine, lasting connections.

Our Weaving Connections hubs are taking off. They provide a simple and accessible way for members to connect with other WiSA members in their own regions and communities and to remain engaged with the organisation throughout the year. This focus on connection is particularly important given our recent member survey found that connection with others in seafood is the strongest reason people join WiSA, with networking and upskilling among the activities members value most.

As we look forward, WiSA is entering an exciting new chapter with incoming 2026–2030 Strategic Plan that will guide the next phase of the organisation. The focus is on a sustainable WISA; a strong and connected membership community; increasing women's voices, visibility and influence; and building strong collaborations and partnerships across the seafood industry.

Importantly, this next chapter builds on what we have learned. We know that supporting individual women matters enormously, but lasting change also requires us to work with organisations, industry leaders and allies to build inclusive systems and workplace cultures. At the same time, we need to ensure WiSA itself remains strong and sustainable, with our ambitions matched by our resources and capacity.



Chair Report

This will also be my final report as Chair of WISA. Taking on this role has been a tremendous privilege and I have learnt an enormous amount from the experience. I am particularly grateful to Heidi Mumme (previous Chair) and Karen Olver (Vice Chair) for generosity of their time, guidance and support.

Thanks also go to our Executive Officer, Jane Cowan, and the entire WISA staff team. An enormous amount happens behind the scenes to deliver the programs, events, communications and opportunities our members experience, and I am very grateful for the commitment and energy they bring to WISA.

To my fellow Directors, thank you for your contribution, your willingness to challenge and support one another, and your commitment to the organisation. To our members, supporters, partners and sponsors, you are all the best for continuing to believe in WISA and for contributing your time, expertise and resources to our work.

WISA has come an extraordinary distance, and it has been amazing to be part of that journey. While I am stepping away from the Chair, I am certainly not stepping away from WISA. I intend to remain a very active member and hope I can continue to support and mentor current and future Directors and contribute wherever I can.

I am excited to see where the next chapter takes us. We have strong foundations, an engaged membership and a clear direction for the future. Most importantly, we have a community of people who believe in the value of connecting, supporting and creating opportunities for women across seafood.

Congratulations to everyone who has been part of the WISA journey so far. I look forward to seeing what we achieve together next!



WISA Directors



Women in Seafood
Australasia



CLAIRE WEBER

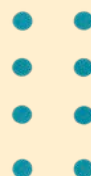
SOUTH AUSTRALIAN DIRECTOR

WOMEN IN SEAFOOD AUSTRALASIA CHAIR

Claire is based in Port Lincoln and serves as Executive Officer of the South Australian Sardine Industry Association in Australia's largest catch-by-volume fishery.

Passionate about industry advocacy, workforce diversity and representing the seafood industry, she has worked across the Southern Bluefin Tuna industry, commercial fishing vessels (trawl & longline), and fisheries organisations in Australia and New Zealand.

Previously Vice Chair of OceanWatch Australia, Claire holds a Bachelor of Administration (Marine Resources) and a Diploma of Aquaculture, and is a graduate of the National Seafood Industry Leadership Program and recipient of the 2015 National Seafood Industry Young Achiever Award. Claire has been a member of WISA since 2013 and a Director of the Board for 9 years.



KAREN OLVER

APPOINTED DIRECTOR

WOMEN IN SEAFOOD AUSTRALASIA VICE CHAIR

Karen has worked for the Seafood sector in New Zealand for over 38 years. She has held a number of roles over that time from Fishery Officer to Ministerial Private Secretary. Her current role is GM Business Operations and Service Delivery at Seafood New Zealand.

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



SAMANTHA NOWLAND

NORTHERN TERRITORY DIRECTOR

Dr. Samantha Nowland is a Senior Aquaculture Scientist at the Darwin Aquaculture Centre, Northern Territory Government, specialising in tropical oyster aquaculture to spark economic growth in Indigenous communities.

Holding a PhD in Aquaculture from the University of the Sunshine Coast, her research focuses on sustainable aquaculture, community-driven innovation and research for development.

As an Adjunct Research Fellow at the University of the Sunshine Coast and Charles Darwin University, a Churchill Fellow and the Northern Territory Director for Women in Seafood Australasia, Samantha champions women's leadership and is passionate about Australian seafood.

WISA Directors



Women in Seafood
Australasia



JULIE MURPHY

VICTORIA DIRECTOR

Julie Murphy is marine scientist and educator, as has worked in the fisheries education and fisheries compliance fields for over 30 years. Passionate about marine conservation and fisheries sustainability, Julie spent the first 15 years of her career as a senior marine educator, working at a State Government marine education facility and also as a science communicator; translating complex marine science papers into more accessible information.

Julie works with the Victorian Fisheries Authority where she works as the Compliance Capability Program Manager. She develops and delivers both face to face and online training; and she regularly also works in a field as a fisheries compliance officer. Julie is also a champion for diversity and inclusion and runs a women in fisheries network within the Victorian Fisheries Authority; to help break down the barriers that women face working in the traditionally male dominated compliance roles.



STEPHANIE MARGRAINE

APPOINTED DIRECTOR

Stephanie Margrain joined the board of Women in Seafood Australasia in October 2025, bringing more than a decade of strategic communications and stakeholder engagement experience across the Australian seafood sector.

She works as the Communications Manager at Sydney Fish Market where she drives initiatives in government relations, media strategy, and community engagement. Her work has centred on building understanding and collaboration across a diverse industry, from harvest to postharvest. Stephanie has served on the Board of Seafood Industry Australia since 2022. She currently chairs SIA's Corporate Governance Committee, playing a central role in enhancing board processes and ensuring best practice governance.

Stephanie is a graduate of the Australian Institute of Company Directors and holds a Bachelor of Communications.



RENEE PEARCE

NEW SOUTH WALES DIRECTOR

COMPANY SECRETARY

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

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



HEIDI MUMME

TASMANIAN DIRECTOR

Dr Heidi Mumme is the Managing Director of MI-Fish Consulting, specialising in leadership development and project management within the seafood industry. Heidi brings over two decades of experience to the Australian seafood industry and is an experienced facilitator and project manager, with a career spanning hatchery, growout, research and development, systems management, extension, and engagement. Her deep and broad understanding of the industry enables her to connect meaningfully with stakeholders across all sectors of industry.

Holding a PhD (pearl oyster physiology) from the University of the Sunshine Coast, Heidi is also a graduate of the National Seafood Industry Leadership Program (NSILP) and AICD Governance Foundations for Not-for-Profit Directors. Heidi's commitment to industry leadership is reflected in the diversity of roles she has held which include current Program Manager NSILP, WISA Director and past Chair, Chair of the FRDC's Tasmanian and NT Research Advisory Committees, Board member and Deputy Chair of Seafood Maritime Training Tasmania and member of both SIA's Safety and wellbeing committee and FRDC's Capability and Capacity committee. In 2026, Heidi was recognised for her contribution to the leadership space through the 2026 Australian Awards for Excellence in Women's Leadership as the Tasmanian Award recipient. Heidi is passionate about the power of connection, collaboration and shared learning and is committed to celebrating and supporting the women working within the seafood industry.



TIFF BOCK

AUSTRALASIAN DIRECTOR

Tiff Bock is the General Manager Inshore at Seafood New Zealand, where she works closely with fishers, companies, and communities to champion a sustainable and thriving inshore sector. She's spent more than 15 years in fisheries, building her career around collaboration, problem-solving, and a genuine love of the people who make up this industry.

Before joining Seafood New Zealand, Tiff spent many years at the Ministry for Primary Industries, focusing on deepwater fisheries management and leading big cross-sector projects like the Seafood Industry Transformation Plan and the Ministerial Inquiry into the Use and Allocation of Migrant Labour in the Seafood Sector.

Originally from California, Tiff came to New Zealand in 2005 to study marine biology, and quickly caught the "fisheries bug." Since then, she's become a strong advocate for working together across science, policy, and industry to keep seafood sustainable and people-focused.

As a mum to a lively kid and a passionate supporter of women in the seafood space, Tiff believes in making the industry more inclusive and visible for the next generation. She's keen to bring her energy, experience, and collaborative approach to Women in Seafood Australasia to help lift up others and celebrate the incredible women driving this industry forward.



SOHPIE SHARLAND

WESTERN AUSTRALIA DIRECTOR

Sophie Sharland is the General Manager of Endeavour Foods, a leading Western Australian seafood wholesaler supplying premium, responsibly sourced seafood to many of the state's top restaurants and retailers. With over a decade of experience across the seafood industry, Sophie has held senior leadership roles overseeing operations, technology, and supply chain transformation. She has led large-scale projects that have modernised business systems, strengthened customer relationships, and driven efficiencies across production, logistics, and sales. Sophie's practical experience spans strategic planning, process improvement, leadership development, stakeholder engagement, and brand positioning.

She holds a Master of Business Administration from the Australian Graduate School of Management at UNSW, where she was awarded the Women in Leadership Scholarship, and was the recipient of the 2024 National Young Achiever Award at the Australian Seafood Industry Awards.

Sophie is also deeply committed to creating positive social impact through her involvement with Project WOMN, a charity initiative that brings together hospitality and community to raise funds and awareness for women and children in need.



ILONA STOBUTZKI

AUSTRALIAN CAPITAL TERRITORY DIRECTOR

Ilona is passionate about sustainable Australian seafood and oceans management. Grounded in marine science, she has over 25 years' experience focused on informing decision makers. Most of her career has been within the research bureau, ABARES, within the federal Department of Agriculture, Fisheries and Forestry, leading work with stakeholders across industry, policy, management and non-government organisations to understand, guide and use research.

She has lived and worked internationally, supporting the management of coastal fisheries in Southeast Asia, representing Australia in regional fisheries management organisations and supporting Australian agricultural trade as Minister Counsellor – Agriculture, ASEAN. She is currently the Science Director / Deputy Director for National Collections and Marine Infrastructure (NCMI) at CSIRO. NCMI operates the Research Vessel Investigator, includes specialist marine engineering and technology researchers, and houses the Australian National Fish Collection.

As a daughter of immigrants, she has worked across all her roles to strengthen diversity and inclusion, from individual mentoring to driving organisational change. She is currently a member of CSIRO's Gender Equity working group, chairs the NCMI Reconciliation Action Plan working group and is a WISA mentor. She has extensive experience in executive-level governance within the public sector.

She is a member of advisory boards for infrastructure construction and fisheries management. She is the Independent Chair of the SA Marine Scalefish Fishery Management Advisory Committee, working with recreational, charter, commercial, Indigenous and conservation representatives.

WISA Team



JANE COWAN

EXECUTIVE DIRECTOR

Jane brings over 15 years of experience working across government and the for-purpose sector, with a strong background in policy, programs, and engaging communities. She's led national membership organisations, rolled out big-picture initiatives, and loves working in diverse, cross-cultural settings. Jane is deeply committed to gender equity and is passionate about supporting women and creating meaningful, lasting change in the seafood industry and beyond.



KATE LAMASON

FINANCE MANAGER

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



ROBERTA MARCOLI

ENGAGEMENT & MEMBERSHIP LEAD

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



LAURA STOLTENBERG

COMMUNICATIONS & MEMBERSHIP LEAD

Born and raised in Germany, Dr. Laura Stoltenberg moved to Australia in 2007 to study marine biology and has since built a career spanning marine science, aquaculture, and the not-for-profit and natural resource management sectors. With a strong foundation in scientific research and industry engagement, Laura brings extensive experience in project management, communications, and stakeholder collaboration to WISA.

Executive Officer Report

The 2025–26 financial year has given us much to celebrate at WISA. For me, highlights have included launching WISA Connect, delivering the Weaving Connections program and holding Guppies at evokeAG. Each has created opportunities to bring people together, share experiences and celebrate the many ways women contribute to seafood.

But the biggest reward has been getting to know our members. It has been a privilege to be welcomed into your lives, visit your workplaces and regional towns, and meet you through our drop-ins and webinars. Hearing your stories and seeing your strength and passion for this industry have made every day worthwhile. Thank you for trusting me with your experiences and helping me understand what matters to you.

I want to recognise the WISA team, Roby Marcoli, Kate Lamason and Laura Stoltenberg. You have each given so much to WISA and are such a big part of what it is today. I have deeply appreciated your care for our members, your commitment to the work and everything you have contributed along the way. This year's achievements carry the effort of each of you.

Thank you to our Board, volunteers and partners for being part of this year. I look forward to continuing to learn from you, supporting the connections you are building and celebrating what we can achieve together.

Finally to the WISA Members, who inspire me every day. WISA is your organisation. It is strong and resilient because of your voices and commitment.



Member Survey

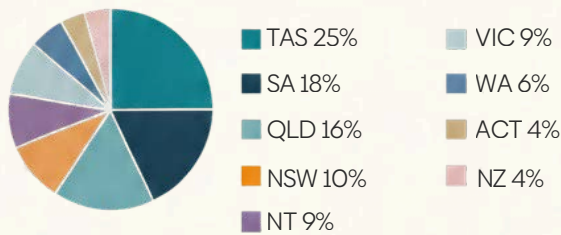
WISA | YOUR VOICE, YOUR EXPERIENCES

→ **Total WISA Members**

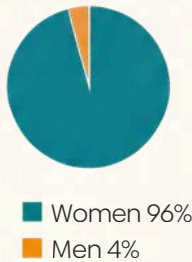


Who our members are

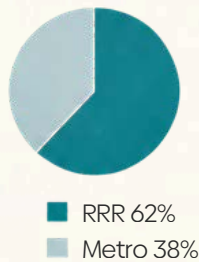
States and New Zealand



Gender



Regional / metro



RRR: regional, rural or remote

Where you work: Aquaculture (28%) and commercial fishing (21%) lead a mix spanning processing, wholesale, retail, hospitality, government, associations, consulting and universities.

Your experience with WISA

83% joined for industry connection

Members value shared experiences, supportive friendships and learning from other women in seafood.

- **How you got involved:** 25% participated in and E&L program, 24% attended a Turn the Tide networking event and 15% participated as a mentee.
- **New challenges:** Since engaging with WISA, 22% reported taking on a speaking role and 20% a mentoring role. Comments describe greater confidence and skills.

What matters to you

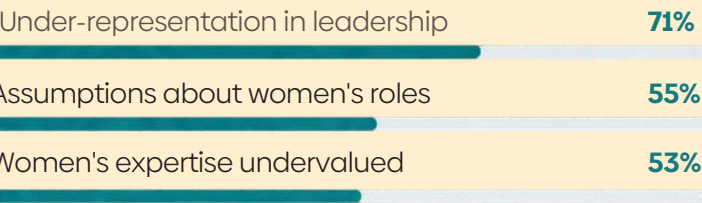
Activities: interested or very interested



- **Top topics that you want information or content on:** Difficult conversations (63%), women's industry stories (61%) and healthy teams (57%).
- **Where can we improve:** More accessible local and online opportunities, relevance across roles, easier access to information and manageable emails.
- **Contribute:** 41% say they would support members, 24% have helped host an event and 15% have become a mentor.

Gender barriers and life in the industry

The top barriers you face daily in the seafood industry



- 76%** feel connected to the seafood industry and community.
- 75%** feel supported by WISA.

Communications Report

Communication is vital to keeping WISA's diverse membership connected. Our members work across different parts of the seafood industry, often separated by distance, busy schedules and the demands of their businesses and communities.

Through our newsletters, social media and WISA Connect, we aim to keep members informed about what is happening across WISA, celebrate the amazing women in seafood and share opportunities and industry information that can support them in their work.

During 2025–26, our audience grew providing further opportunities to share women's stories, highlight their contributions and connect people with WISA's programs and activities.

106,966
Facebook
and Insta
profile views

+9,911
new
accounts
reached

1,398
Newsletter
subscribers

4,491
followers
across
platforms

Behind these numbers is a purpose that matters to us: helping members feel informed, connected and recognised. By sharing their experiences, celebrating their achievements and making useful information easier to access, we support stronger networks across WISA and the seafood communities our members are part of.



Turn the Tide

Turn the Tide is WISA's flagship initiative to unlock the potential women already bring to the seafood industry.

It was designed to address barriers that can impact women in the commercial seafood industry. By connecting women with peers, mentors and industry leaders, the program creates practical pathways for their experience and ideas to shape stronger workplaces, businesses and seafood communities.

In 2025–26, the final year of its original delivery phase, this work continued through mentoring, leadership development and opportunities for women to learn from one another.

Participants brought knowledge from across the seafood industry, building connections and confidence they can carry into their working lives, and foundations WISA will continue to build on.

Through mentoring, Entrepreneurship and Leadership Action Groups, Weaving Connections and Conversations That Count, participants reported greater confidence to pursue opportunities and stronger networks to draw on.

We thank every participant, mentor, mentee and facilitator who contributed.

Your experience, ideas and willingness to support others have shaped the program and its value for the wider industry.

We acknowledge our delivery partners, Affectus and the Fisheries Research and Development Corporation, and the Australian Government's Office for Women, whose funding through the Women's Leadership and Development Program made Turn the Tide possible.

Thank you also to the WISA team and the industry leaders, businesses and organisations who shared their expertise and supported women's participation.





Turn the Tide

Since launching in 2023,
Turn the Tide has supported

232 women

to participate in leadership
and development programs

101

Entrepreneurship and
Leadership participants

47+46

Mentees and
mentors

9

Leadership
bursaries

12

Weaving
Connections

18

Conversations
that Count

59% from Rural Regional and Remote

26% identify as Culturally and linguistically diverse

69 Events

to connect people across the seafood industry
46 online and 23 in person

83 Businesses

seafood industry organisations involved



Turn the Tide

Increased confidence and connection

Percentage increase in average survey scores

+33%

Leadership confidence

Mentees



+25%

Leadership confidence

E&L participants



+34%

Connection to the industry

E&L participants



+12%

Connection to the industry

Mentees



Before program After program

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

“It has been so empowering to learn alongside such incredible women and to see the ripple effect this program is having across the Seafood Industry, and I’m so proud to have been a part of it!”

“Thank you for offering a program to connect kindred women, instilling within us ownership in how we lead. It’s been an empowering journey to see our potential, and not be afraid to be loud about what matters.”

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





Women in Seafood
Australasia

WISA 2025-26 Financial Report

WOMEN IN SEAFOOD AUSTRALASIA LTD

FINANCIAL REPORT

For the Year Ended 30th June 2026

BALANCE SHEET

PROFIT AND LOSS STATEMENT

NOTES TO THE FINANCIAL STATEMENTS

DIRECTORS DECLARATION

AUDITORS INDEPENDENCE DECLARATION

INDEPENDENT AUDIT REPORT



Strategic Objective: Secure a Sustainable Future for WISA

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

Financial Report cont.



Women in Seafood
Australasia

Balance Sheet

Women in Seafood Australasia Ltd

As at 30 June 2026

30 JUNE 2026

30 JUNE 2025

Assets

Bank

Westpac Cash Reserve Account	1,043,250.38	363,966.96
Women In Seafood Australasia Ltd	44,686.46	40,261.46

Total Bank

1,087,936.84 404,228.42

Current Assets

Accounts Receivable	4,513.38	3,369.97
Banking Clearing Account (nil)	(444.62)	(444.62)
Term Deposit - 033395 647482	11,468.78	11,468.78
Term Deposits	200,000.00	950,000.00

Total Current Assets

215,537.54 964,394.13

Total Assets

1,303,474.38 1,368,622.55

Liabilities

Current Liabilities

Accounts Payable	305,670.77	154,963.75
Accrued Expenditure	9,833.59	-
GST	(42,742.58)	(16,126.25)
PAYG Withholdings Payable	16,068.00	10,508.00
Superannuation Payable	10,732.59	5,241.33

Total Current Liabilities

299,562.37 154,586.83

Total Liabilities

299,562.37 154,586.83

Net Assets

1,003,912.01 1,214,035.72

Equity

Current Year Earnings	(210,123.71)	(43,258.31)
Retained Earnings	1,041,450.63	1,084,708.94
WINSK Transfer to new company	172,585.09	172,585.09

Total Equity

1,003,912.01 1,214,035.72



Financial Report cont.

Profit and Loss

Women in Seafood Australasia Ltd For the year ended 30 June 2026

	2026	2025
Trading Income		
Corporate Sponsorships	49,397.39	20,337.77
Funding Received	726,000.00	726,000.00
Interest Income	44,283.42	28,167.87
Other Revenue	11,180.00	500.00
Ticket Sales for Events held	1,874.98	12,100.00
WISA Membership Income - Direct	240.00	-
WISA Membership Income - Online	18,936.91	19,807.38
Total Trading Income	851,912.70	806,913.02
Gross Profit	851,912.70	806,913.02
Other Income		
Internal Revenue	84,000.00	84,000.00
Total Other Income	84,000.00	84,000.00
Operating Expenses		
Accounting Fees	3,603.04	2,508.36
Bank Fees and Charges	3.65	-
Bookkeeping Fees	2,850.00	-
Bursary's Programs A1	17,983.70	43,867.54
Communications - Advertising	1,667.74	1,817.75
Communications - Memberships and Subscriptions	15,376.44	7,597.26
Communications - Merchandise, Stationary and Supplies	16,379.08	14,188.12
Communications - Postage and Freight	441.72	1,113.20
Communications - Printing and Design	2,925.34	1,720.28
Communications - Strategy, Plan and Branding	52,242.27	22,509.09
Communications - Visual Media	7,079.55	7,712.50
Communications - Website Costs	16,659.53	6,568.18
Contractors - Other	33,125.00	8,534.99
Contractors - Tomorrow's Workplace A2	-	9,090.90
Development, Design and Delivery - A1	51,014.00	60,501.00
Development, Design and Delivery - Tomorrow's Workplace A2	178,996.00	170,498.00
Events and Meetings - Annual Round Table A1	26,493.46	23,636.12
Events and Meetings - National Conference A3	87,339.72	33,718.17
Events and Networking Program - Weaving Connection	1,807.69	-
Events, Meetings and Networking Costs - In-person A3	69,229.86	26,598.38
Facilitator Training Program A1	4,729.00	7,821.00
Insurance	4,765.84	5,562.27
Internal Expenses	84,000.00	84,000.00
Legal Fees	16,103.70	4,432.00
Mentoring Program A1	13,090.00	16,727.00
Other Expenses	1,555.51	0.03



Financial Report cont.

Profit and Loss cont...

	2026	2025
Realised Currency Gains	191.12	-
Small Group Workshops Program A1	34,892.55	59,039.40
Stripe Fees (no GST)	22.61	-
Superannuation	31,725.90	21,582.42
Training and Professional Development	693.54	-
Travel and Accommodation - Annual Round Table A1	64,159.74	72,851.73
Travel and Accommodation - National	23,727.56	20,137.17
Travel and Accommodation - Weaving Connection	5,665.75	-
Unrealised Currency Gains	0.01	-
Wages and Salaries	274,215.55	196,102.26
Workcover Insurance	1,280.24	3,736.21
Total Operating Expenses	1,146,036.41	934,171.33
Net Profit	(210,123.71)	(43,258.31)

WOMEN IN SEAFOOD AUSTRALASIA LTD

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 30th June 2026

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

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

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





Financial Report cont.

WOMEN IN SEAFOOD AUSTRALASIA LTD

Directors Declaration

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

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

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

1. Present fairly the financial position of Women In Seafood Australasia Ltd as at 30 June 2026, and its' financial performance for the reporting period ended on that date.
2. At the date of this statement there are reasonable grounds to believe that Women In Seafood Australasia Ltd will be able to pay its' debts as and when they fall due.

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

Director

Dated this 13 day of October 2026

Auditor's Independence Declaration To The Directors Women In Seafood Australasia Ltd

As the lead engagement director for the audit of Women In Seafood Australasia Ltd for the year ended 30 June 2026, I declare that, to the best of my knowledge and belief, there have been:

- a) no contraventions of the auditor independence requirements of the Corporations Act 2001 in relation to the audit review; and
- b) no contraventions of any applicable code of conduct in relation to the review.

Signed at Eastwood this 3rd day of September 2026.

Stevens & Andrew Pty Ltd

Stevens & Andrew Pty Ltd
Authorised Audit Company



Greg Andrew
Director – Registered Company Auditor

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Women in Seafood
Australasia



THANK YOU!
