



Annual Report

2023 - 2024



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QLD EVENT HOSTED BY BHP



WA EVENT HOSTED BY PERSOLKELLY



ABOUT US

NAWO is a community of like minded leaders, individuals and organisations advocating for gender balance, and we are inclusive of all identities and diversities.

OUR VISION

Our vision is to see gender diversity valued and achieved at every level in operations.

Within traditionally male-dominated sectors we advocate for a target minimum of 40% female representation at every level, (40% women, 40% men and 20% of any gender); with a shared understanding that gender diversity is a desirable outcome that positively impacts business metrics.

OUR MISSION

NAWO supports people to lead more inclusively, provides a safe space to ask questions and have conversations that help achieve greater gender balance. We support all women in achieving their career goals: providing meaningful connections, inspiring role models and offering development opportunities to activate their full potential.

We connect businesses through membership: facilitating dialogue, sharing ideas and progressing actions to achieve greater inclusion and gender balance in operations.

JOINT CHAIR AND CEO REPORT

Our FY2024 Annual Report paints another very positive picture of NAWO's expanding impact.

Our board, dedicated state committees and extended network of volunteers together with our executive team have actively supported this multi-industry network in pursuing our collective vision, to see gender balance valued and achieved at every level in operations. We are energised by the enthusiasm and commitment by so many organisations and people engaging with us throughout the network.

NAWO's recognition as a trusted partner in systemic change and support for women working across multiple operational industries continues to grow, with ninety-two companies members of NAWO's national network as at the end of FY24. This growth in membership demonstrates a strengthening commitment to gender balance in historically male oriented operational functions, and roles at every level.

We finalised our Theory of Change and Outcomes Framework this year. A significant investment for NAWO, this framework will underpin all future offerings and provide the foundation for measuring the impact of our work.

As we continue to evolve our systems for data collection and analysis throughout the FY2025 year we look forward to future annual reports speaking more fully to our measured impact. This will serve NAWO well in securing future funding and sponsorship, as we will be able to demonstrate what we have known anecdotally for quite some time – that NAWO's services and programs are delivering value to our members and gender equality impact across multiple Australian industries and workplaces.

Our online forums, events, programs, and resources complemented NAWO's in-person events, and it has been a delight to see in-person meaningful connection spring back to life in a big way this year, enthusiastically supported by a dedicated and energetic team of committee volunteers across the country.

Operational highlights include:

- the success of our 100 Women in Operations campaign launched on International Women's Day 2024, aligned to this was the launch of our 'What a Job!' podcast.
- activated mentoring for 257 mentees, including 20 male allies in the Gender Equality Men (GEM) stream, with 130 volunteer mentors.
- supporting the Victorian Government Manufacturing and Energy Strategy by facilitating 24 sponsored mentee places for energy and manufacturing.
- celebrating with our mentoring alumni at our inaugural end of year mentoring hybrid event and announcing our Conor O'Malley Mentor of the Year Award (recipient Belinda Bright, Sydney Water), courtesy of Amazon Australia's generous sponsorship.
- publishing a suite of informative case studies highlighting leading practice across our network and showcasing how companies are activating against the Nine levers for Gender Balance.
- graduating 54 more inclusive leaders across the network from the Inclusion Habits for Operational Leaders program.
- 52 leaders gaining transformative leadership skills through Dare to Lead and their ability to negotiate and influence via the Art of Influence and Negotiation program.
- facilitating specialist DEI consultations with 24 member meetings conducted since implementation in February.
- launching in regional locations including Newcastle, Gladstone, and Mackay with groundwork being done for a Tasmanian presence from 2025.

JOINT CHAIR AND CEO REPORT

From a Governance perspective, Deb Spring was appointed Chair of NAWO after an extensive recruitment process. The efforts of Andrea Sutton to continue to increase NAWO’s impact and her leadership as acting Chair were greatly appreciated.

NAWO also thanked and farewelled Directors Matthew Brierley and Adrian Fahey for their years of volunteer service on the Board. Their contributions have been significant and have established the strong foundation that NAWO has built.

We also welcomed Mick Cronin who brings to the board a wealth of corporate experience and proven leadership in driving diversity throughout organisations.

Strategically, the board confirmed the direction as set out in the GoBig Strategic Plan and developed three strategic pillars to further support its implementation. Strategic Pillar One is Member Value Proposition and Investment. Strategic Pillar Two is A Sustainable Organisation and Strategic Pillar Three, Strategic Alliances and Partnerships. Advisory groups supported by SMEs have been established to support each of these pillars.

These strategic pillars have been formed to address the challenges NAWO faces in ensuring continued and diverse streams of revenue, for us to assign the resources we need to best support our growing membership, and achieve our stated objectives.

Financially NAWO continues to operate sustainably with a focus on efficient use of resources and well considered spend, cash flow is being managed to forecast and we finished the financial year 22k higher than forecast in income, and \$3k less than forecast in expenses. Our \$13k deficit was ahead of budget.

As we reflect on last year, the importance of our volunteer community cannot be overstated. They are the leaders who educate, encourage and promote NAWO’s vision and activate change beyond their own organisations. To our volunteers, Committee Members, Mentors, Board members, and to our executive team...Thank you!

To our members who are actively engaged in all that is on offer at NAWO - you are GOLD. To those who are yet to fully get involved, we invite you to dip your toe in the water, register for an event close to you, check out our programs and online forums and offer your skills and time as a volunteer. It is your involvement and solution oriented action that will see us achieve our vision.

80% agree that women are more visible now in operational roles than in the past



Deb Spring
NAWO NATIONAL CHAIR



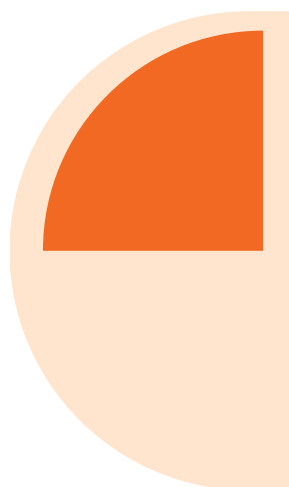
Louise Weine
NAWO CHIEF EXECUTIVE OFFICER

This theory helps articulate why we exist!



When we

actively work to overcome barriers to gender balance and equity with our individual and corporate members, who are committed to improving diversity and inclusion in historically male-oriented industries, functions and disciplines



By

raising awareness of the social and economic benefits of diversity, inclusivity, and intersectionality; delivering professional development and mentoring; creating networking and learning opportunities; and providing tools and resources that empower courageous organisations, leaders, and allies to drive change



We will

build a supportive and collaborative community that has the capacity and capabilities needed to ensure the inclusivity of intersectional communities and the increased participation of women in all aspects and at all levels of operations; ensuring the voices and experiences of women are heard and valued, and they are empowered to achieve their full potential



So that

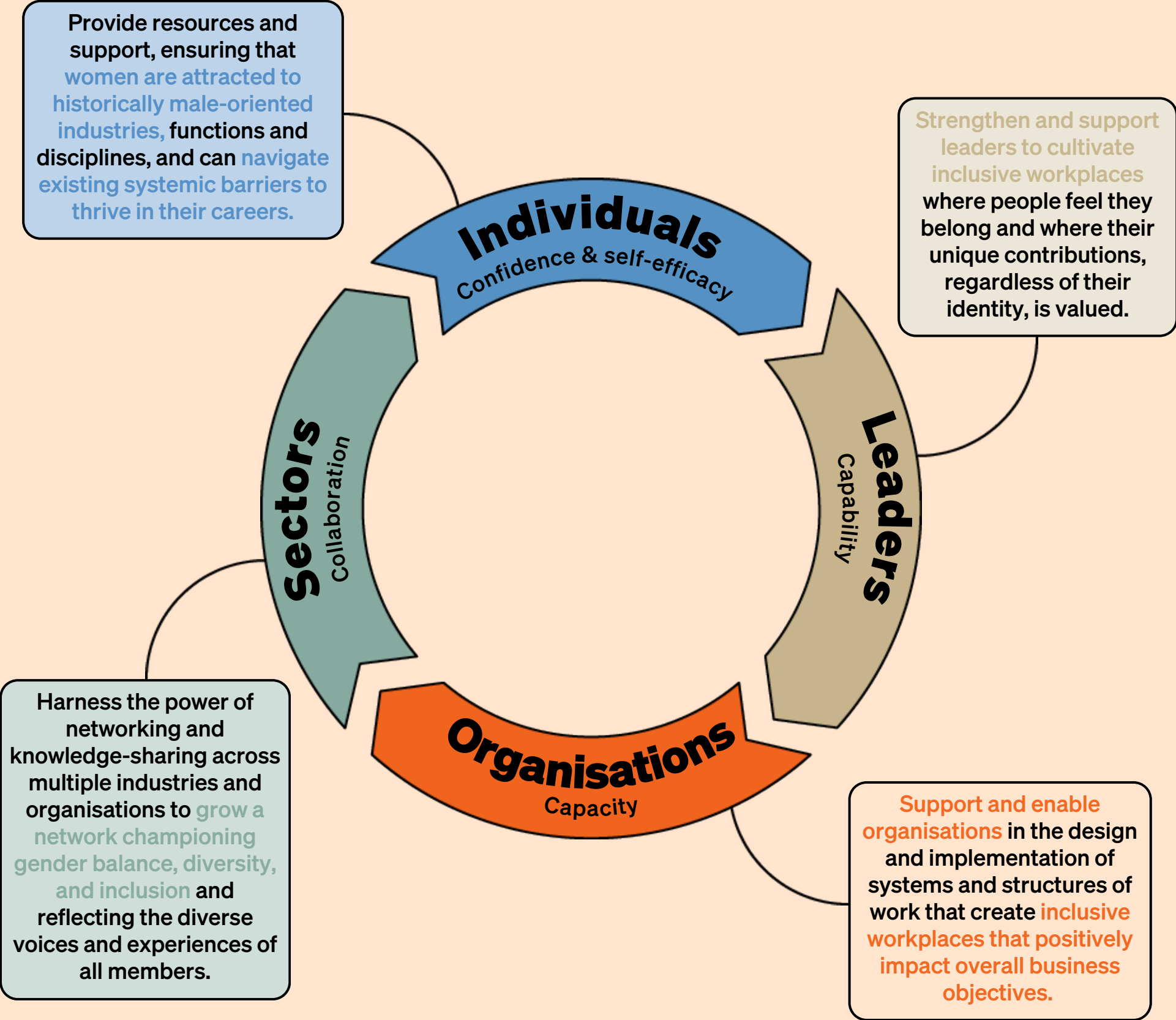
gender balance is valued and achieved at every level in operations, and everyone plays a role in creating diverse and inclusive workplaces.

Measuring Impact

The outcomes framework has been embedded in NAWO’s operating systems and communicated to all volunteers and staff. The framework identifies what NAWO seeks to achieve in relation to Individual Confidence and Self-Efficacy, Leader Capability, Organisational Capacity and Sector Collaboration. Within each of these objectives we have identified the change NAWO is aiming for, and how we will measure this change. We have completed some preliminary data collection aligned to the framework and some early indicators of our measured impact are included throughout this report.

Some insights include:

- Our post events feedback and Net Promoter score of 64.38, demonstrating that our events support members to build meaningful and supportive networks and are engaging our members in topics and solutions aligned to achieving gender balanced workplaces.
- 92% have found NAWO tools and resources for career development valuable within the last 12 months.
- 62% of organisational leaders state that insights gained from the NAWO network contributed moderately to highly to strengthening their individual efforts to drive gender balance.



OUR MEMBERS

NAWO Corporate Members



AS AT JUNE 30, 2024

National Board Members



DEB SPRING
*NAWO National Chair
Non Executive Director Transport
Asset Holding Entity of NSW (TAHE)*



MICK CRONIN
*Chief Executive Officer,
Linfox Armaguard Group*



MEL DONALD
*Director of People, Governance and
Operations, Respect Victoria*



ADRIAN FAHEY
*Managing Director and Chief
Executive Officer, SAGE Group*



MARCUS HOOKE
*Board Treasurer
Executive General Manager of Production,
Logistics and Property, News Corp Australia*



TANIA MONTESIN
*Senior Management Consultant,
dss+*



KARTINI OEI
*Aviation Business Development Lead – Asia
Pacific, Air BP*



KERRY PRONK
*Board Secretary
COO E-Commerce, Maggie Beer Holdings*



ANDREA SUTTON
*Non Executive Director
AJ Sutton Consulting*

OUR STATE COMMITTEE CHAIRS



JENNY GILLAM

*Victoria State Committee Chair
Director, Jenny Gillam Consulting*



ABBY PHILLIPS

*New South Wales State Committee Co-Chair
Director of Continuous Improvement–International
Markets, Owens and Minor*



KYLIE JONES

*New South Wales State Committee Co-Chair
Senior Manager – Lidcombe Processing,
Tassal Group*



JOSEPHINE RAHMAN

*Queensland State Committee Chair
Optimisation Coordinator – CIPA Supply Chain,
BlueScope Steel*



JESSICA TAYLOR

*Queensland Regional Committee Chair
Business Systems Implementation Manager,
BlueScope Steel*



LYNN JOHNSON

*Newcastle Regional Committee Chair
DEI Lead APAC & IMETA, CHEP Australia*



LESLEY MARCHIORO

*South Australian State Committee Chair
Group Executive – People & Culture,
SAGE Group*



ANNABEL ROBERTSON-HOPA

*Western Australian State Committee Co-Chair
National HR Manager, Infrabuild*



HANNAH THETFORD

*Western Australian State Committee Co-Chair
Principle Production System, Rio Tinto*



JOCELYN VOLKNER

*Western Australian Regional Sub Committee Co-Lead
Senior Advisor, Communities and Social Performance
(CSP) Studies, Traditional Owner Partnerships, Rio Tinto*



CHELSEA HILTON

*Western Australian Regional Sub Committee Co-Lead
Specialist Contractor Management, Rio Tinto*

STATE CHAIR REPORTS

Queensland

2024 has been a rewarding year for Queensland, featuring state expansion, engaging events, and a strengthened volunteer base.

This year the Queensland Committee established a more expansive reach with Jessica Taylor founding Queensland's first Regional Committee. Josephine Rahman returned as chair, after establishing the beginnings of NSW's Regional Committee in Newcastle while spending 12 months interstate.

The team hosted three major panel discussions and site tours at XXXX Brewery, CHEP's pallet repair facility, and Amazon's Lytton Fulfillment Centre. They also organised two networking events: the annual headshot session and an EOY celebration.

Over the year the committee grew stronger with the return of committee members, culminating in a Strategy Day identifying key topics for 2025: Wholistic Self, DEI learnings, and Career Building. The committee aims to inspire individuals, support organisations, and build a strong network across Queensland's metro and regional areas.



JOSEPHINE RAHMAN

Queensland State Committee Chair

Optimisation Coordinator – CIPA Supply Chain, BlueScope Steel

Queensland Regional



NAWO GLADSTONE EVENT

From its birth early this year, the Queensland Regional Committee has made significant strides in fostering connections and community engagement. We proudly hosted our first three connection events in Gladstone, each with excellent turnout and enthusiastic participation. These events have been pivotal in building a strong network of like-minded individuals. Meeting our year one goal, we successfully recruited and connected a groundswell of passionate committee members across five regions. This achievement underscores our commitment to creating a supportive and dynamic community. Looking ahead, we have developed a clear and strategic plan for 2025, ensuring continued growth and impact. The dedication and collaboration of our committee members have been instrumental in these successes, and we are excited to continue momentum in 2025.



JESSICA TAYLOR

Queensland Regional Committee Chair

Business Systems Implementation Manager – BlueScope Steel

STATE CHAIR REPORTS

New South Wales - Metro

The NAWO NSW Committee refocused its strategy in 2024 to prioritise high-quality far-reaching events and meaningful connections with our members.

By leveraging hybrid event technology, we expanded our reach while preserving in-person engagement, including popular factory tours. Event highlights included a live-streamed water tour and panel discussion at Sydney Water, a virtual tour of Tooheys Brewery, and a session on Strength-Based Leadership, featuring insights from Owens & Minor's Australian healthcare business.

Our coffee catch ups at Sydney Olympic Park and Wetherill Park were well-attended, and we look forward to wrapping up the year with an event hosted by Diageo in North Sydney.

The NSW Committee continues to grow, with new volunteers contributing diverse perspectives and enriching our group.



KYLIE JONES

*New South Wales State Committee Co-Chair
Senior Manager – Lidcombe Processing,
Tassal Group*



ABBY PHILLIPS

*New South Wales State Committee Co-Chair
Director of Continuous Improvement – International Markets,
Owens and Minor*

New South Wales - Regional



The Newcastle Regional Committee began in 2024 with just two members and a goal to increase membership and host meaningful events in the region. Through personal networking, we identified and welcomed two additional members and an executive mentor/sponsor. Our first networking event in April sparked significant interest in NAWO and its mission to support and unite women in operational industries across the region. This momentum continued with our second event in October, which further increased interest in NAWO, leading to committee growth and potential future collaboration with a partner organisation. The committee is hosting one more event in 2024 to continue building on the connections made from the October event.

In 2025, the Newcastle committee aims to:

- Continue expanding our membership.
- Identify and execute impactful NAWO events across the Newcastle/Hunter region.



LYNN JOHNSON

Newcastle Regional Committee Chair

DEI Lead APAC & IMETA, CHEP Australia

South Australia

This year, the South Australia Committee has had impact by hosting key events in partnership with member organisations, driving progress toward greater gender balance. Through these collaborations, our members shared both the challenges and successes they've encountered, providing valuable insights to the community.



We focused on industries such as drilling services, mining, retail, logistics, manufacturing, and wine, where gender diversity remains critical. By integrating feedback from previous events and leveraging corporate team support, we enhanced the quality of our initiatives. Highlights included on-site tours with member organisations, where they generously shared their stories, fostering knowledge growth and the betterment of the NAWO community. We also deepened connections among members through facilitated Intention Journal discussions. Our plan for the committee in 2025 is to extend the team to have broader impact across our members and continue to deliver outstanding events.



LESLEY MARCHIORO

South Australian State Committee Chair

Group Executive – People & Culture, SAGE Group

Victoria

The Victoria Committee has had a great year with some huge contributions from all our committee members to ensure that we have a range of opportunities for our members to connect. We agreed at the end of 2023 that we would schedule a number of coffee catch ups across the metro area for 2024. We launched in February with the theme of setting goals for the year and handing out Intention Journals. The catch ups were held bi-monthly in the South East, CBD and North West on the same date, and proved to be a winning strategy with regular attendance, shared learning and and some great new relationships formed. We have also had fabulous site visits at CSF proteins, Bluescope Steel, Stramit and Asahi.

Thank you so much to our committee members who organised each of these events, and to the member companies who hosted. We are off to a great start for 2025 with the first quarter already scheduled.



JENNY GILLAM
Victoria State Committee Chair
Director, Jenny Gillam Consulting



NAWO VIC SITE TOUR - BLUESCOPE

STATE CHAIR REPORTS

Western Australia - Metro

This year, our committee has been proud to deliver a diverse range of impactful events, including ‘Knead to Connect’, a Women in Resources Awards Dinner, Super Networking, Neurodiverse – You Can Ask That, Job Share, and the Women's Wellness Workshop. Each event fostered connection, learning, and inclusivity, creating opportunities for personal and professional growth.



We were thrilled to welcome new committee members whose fresh perspectives and ideas contributed to the success of these initiatives. At the same time, the ongoing commitment and dedication of our long-standing members continue to be the backbone of our efforts. Together, we have cultivated a collaborative, innovative environment that empowers us to support each other and drive positive change within our community. We look forward to continuing this important work and achieving even more in the coming year.



HANNAH THETFORD
Western Australian State Committee Co-Chair
Principle Production System, Rio Tinto



ANNABEL ROBERTSON-HOPA
Western Australian State Committee Co-Chair
National HR Manager, Infrabuild

STATE CHAIR REPORTS

Western Australia - Regional

The WA regional committee spans over 1,800 kms from Busselton in the South to Port Hedland in the North. From inception in 2021 our volunteers, primarily from the hectic mining, oil and gas industries have rolled up their sleeves to connect like-minded people both in person and virtually, fostering meaningful relationships whilst promoting NAWO’s important messaging to the remote WA regions.

This year, we hosted an intimate sundowner with small businesses in Karratha, expanded the ‘When I grow up’ event to the regions, partnered with the Stars Foundation to co-host their Futures Forum and are finalising the ‘Walking in Two Worlds’ event to be held in Tom Price, ensuring the amazing Indigenous women in operations are seen, heard and supported.

We continue to make significant contributions in remote WA regions and look forward to sustained growth and impact in 2025.



CHELSEA HILTON
*Western Australian Regional Sub Committee Co-Lead
Specialist Contractor Management, Rio Tinto*



JOCELYN VOLKNER
*Western Australian Regional Sub Committee Co-Lead
Senior Advisor, Communities and Social Performance
(CSP) Studies, Traditional Owner Partnerships, Rio Tinto*

Intersectionality Advisory Committee

The Intersectionality Advisory Committee met three times to refine our focus and improve our impact. We reviewed our charter and established clearer ways of working, which will enable us to better embed an intersectionality lens across all NAWO offerings in the coming year. We also said goodbye to an amazing neuro-divergent member who recommended another fantastic new member. We are in current discussions with a member with a physical disability to complement the intersectional representation. We want all members to feel seen and supported in every initiative we undertake. So our focus will include sharing our insights and learnings more broadly across our state committees to enrich the inclusivity of our offerings. In 2025, our priority will be integrating intersectionality into every aspect of NAWO’s national events, mentoring programs, and podcast or event features.



BRENDA DENBESTEN
IAC Chair
STEM Empowerment Coach & Founder of Brenda Denbesten Coaching



SELENA BUNT
Operations Director, Competitive Capabilities International (CCi)



KARYN ERVIN
Chief People Officer, Aboriginal Hostels Limited



DIVYA PASUPULETI
Executive Manager - Business Strategy, Transformation and Enablement NBN Co.



ANITA TAN
Psychologist, Communications & Board Advisor

EMMA DELLAR
Principal Geophysicist Operations, Fortescue Metals Group Ltd



EMILY KENDALL
Engineer, South32



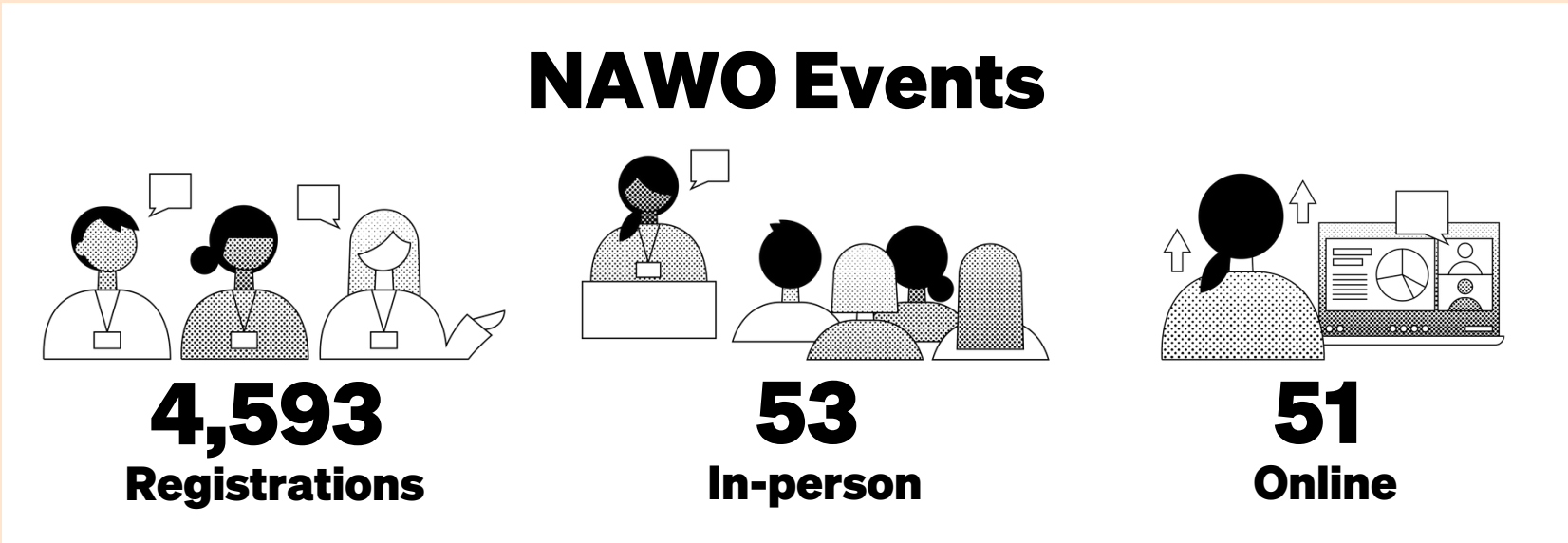
KELLY SQUIBB
Digital Experience Project Manager, Bunnings



OUR YEAR IN NUMBERS

Supporting Individuals

Provide resources and support, ensuring that women are attracted to historically male-oriented industries, functions and disciplines, and can navigate existing systemic barriers to thrive in their careers.

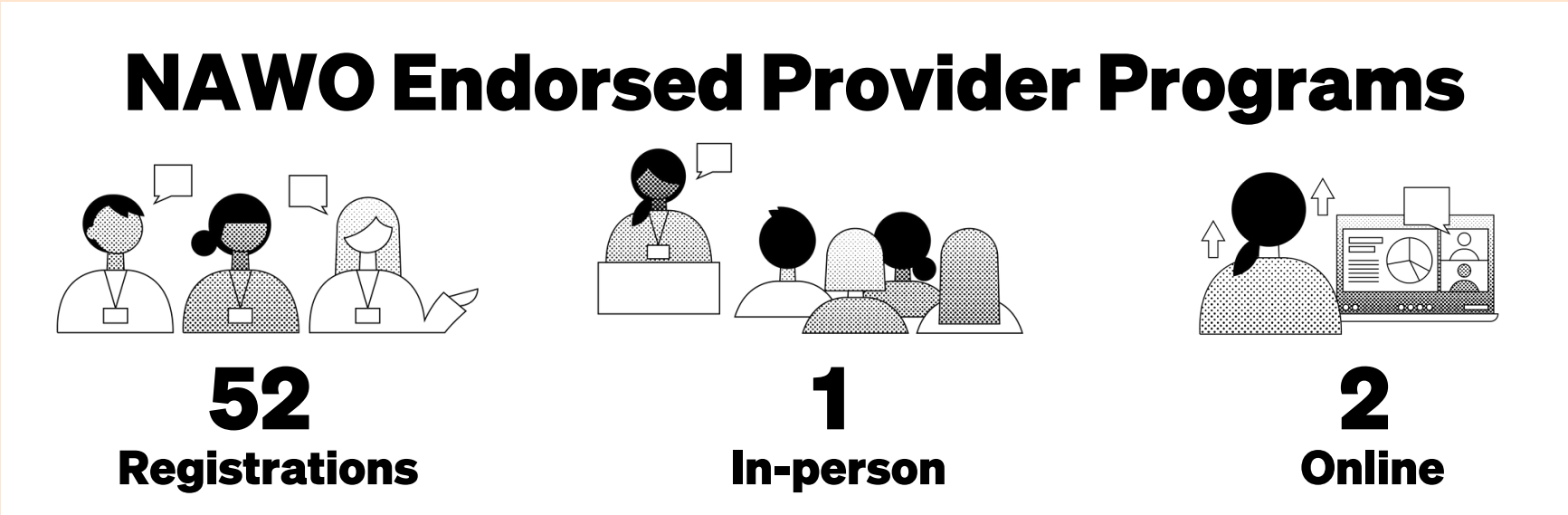
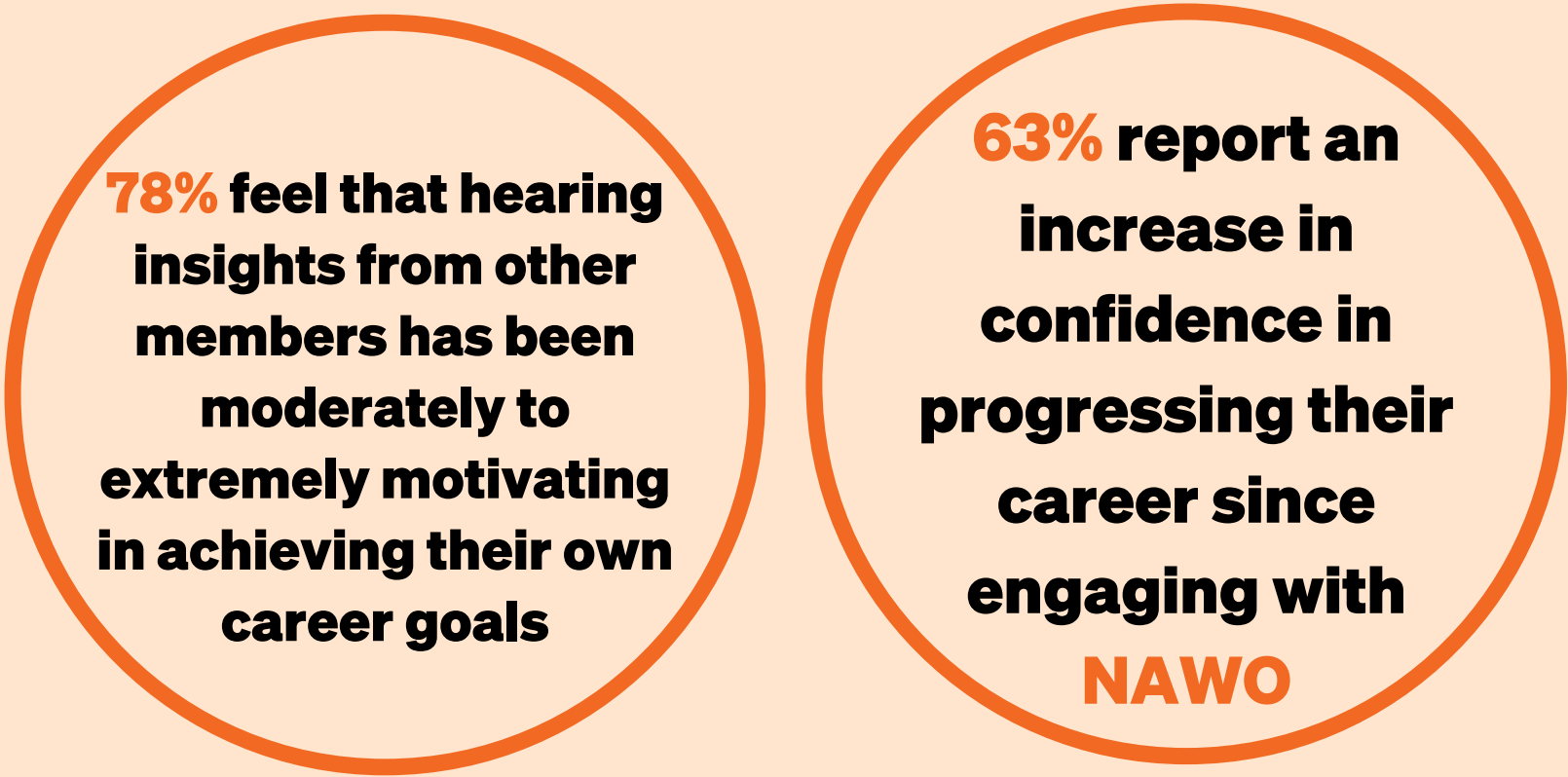


“Great way to network and learn about the great work organisations are doing in relation to diversity and change management, within their organisations.”

EVENT ATTENDEE

“The course delivered a lot of practical guidance and tips that were relevant, demonstrated with clear examples.”

THE ART OF NEGOTIATING & INFLUENCING PROGRAM PARTICIPANTS



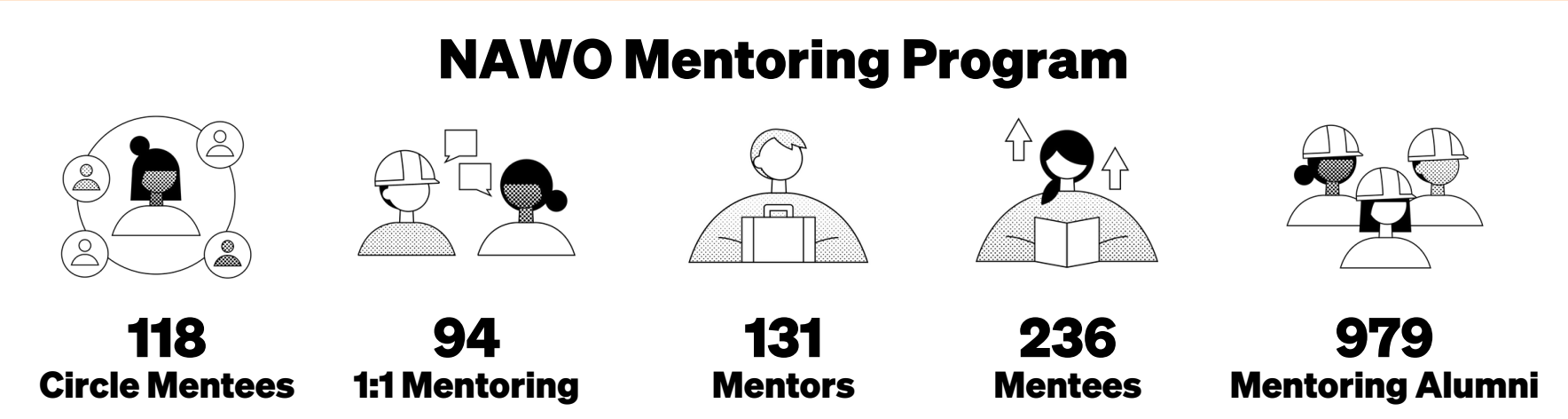
OUR YEAR IN NUMBERS

Supporting Individuals

Provide resources and support, ensuring that women are attracted to historically male-oriented industries, functions and disciplines, and can navigate existing systemic barriers to thrive in their careers.

This year with thanks to the Victorian Office for Women we received full funding for the Mentor Program, which enabled an enhanced delivery and evaluation of the program nationally, and a new focus on supporting women in the Victorian energy and manufacturing industries. We offered 30 sponsored mentoring places for Victorian based women either working in manufacturing and energy, or looking to transition into the energy industry.

Through our partnership with Amazon we strengthened our Mentor Alumni Program. Our inaugural cohort of alumni were inducted at the November Mentor End of Year event and we continue to engage with and grow our alumni through connection events and our highly anticipated End of Year Mentor Alumni Celebration.



92% have found
NAWO tools and
resources for career
development
valuable within the
last 12 months



OUR YEAR IN NUMBERS

Supporting Individuals

NAWO’s 100 Women in Operations campaign celebrates the careers of women in operations across our multi-industry network.



Madeline Savage
Demand & Supply Planning
Manager, Oji Fibre Solutions



Claudia Cascia
Head of Supply Chain
Yates (DuluxGroup)



Rajita Baniya
Senior Data Centre Engineer
AWS



Hailey Page
Senior Security Program Manager
AWS



Natalie Szkraba
EHS&T Manager – APAC
Boart Longyear Australia Pty Ltd



Rhiannon Kira
Operations Supervisor
ProPharma (EBOS Group Limited)



Amanda McNaughton
Executive GM–Supply Chain &
Manufacturing Operations, Bradken



Amanpreet Kaur Sandhu
Delivery Station Manager
Amazon



Huia Raniera
Site Manager
GrainCorp Limited



Ashley Obrigewitsch
Process Group Leader
CSBP (WesCEF)



Mariam Asif
Maintenance & Reliability Specialist
Bradken



Hayley Jones
Health & Safety Advisor
Treasury Wine Estates

These outstanding women in operations were nominated and recognised in the FY 24.

TITLES AS OF 30 JUNE 2024
NAWO ANNUAL REPORT 2023 - 2024



Carmel Callaghan
Team Leader
Australia Post



Belinda Weggelaar
Prill and Despatch Superintendent
WesCEF



Nicole Morgan
Asset Maintenance Manager
Viva Energy



OUR YEAR IN NUMBERS

Supporting Individuals

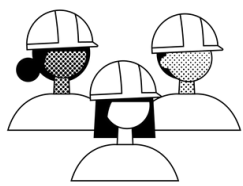


OUR YEAR IN NUMBERS

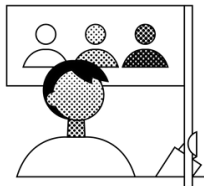
Supporting Leaders

Strengthen and support leaders to cultivate inclusive workplaces where people feel they belong and where their unique contributions, regardless of their identity, is valued.

NAWO GEM Mentoring Program



4
Mentors

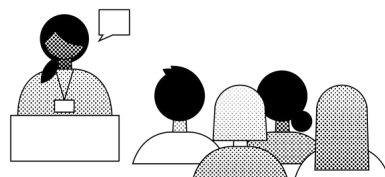


20
Mentees

For the first time this year we piloted the Gender Equality Men, or GEM, Program. The program seeks to support men working across operations with the support, resources and expertise they need to step-up as leaders promoting better gender balance in the workplace.

"I felt really supported by my mentor and fellow GEM participants within my circle. It allowed for great and open conversations. The overall program and topics each month including via Our Watch really supported my learning and helped to understand and be more aware of the obstacles to opportunity and equity that women experience and face."

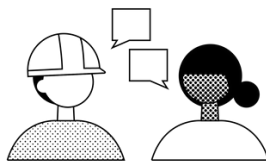
GEM PROGRAM PARTICIPANT



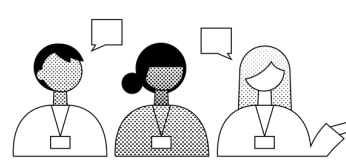
2
Executive
Forums



52
Executive Forum
Participants



188
Knowledge Share
Forum Participants



3
Knowledge Share
Forums

62% of organisational leaders state that insights gained from the NAWO network contributed moderately to highly to strengthening their individual efforts to drive gender balance.

OUR YEAR IN NUMBERS

Supporting Leaders

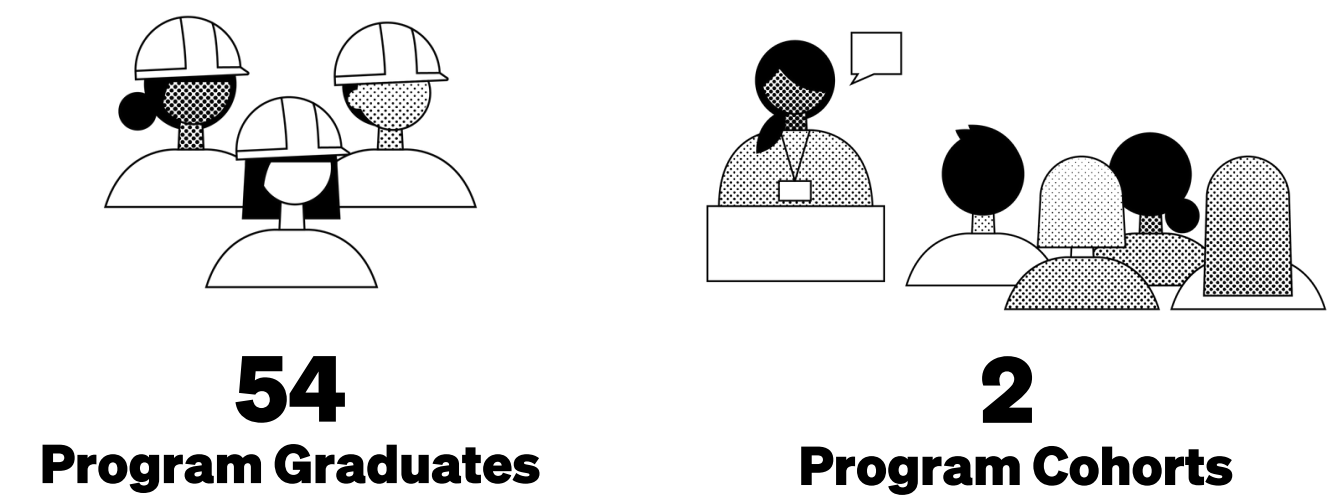
Strengthen and support leaders to cultivate inclusive workplaces where people feel they belong and where their unique contributions, regardless of their identity, is valued.



“All learning is important, this particular course is more important than others. It will challenge everything you thought you knew about yourself and your perception of treatment of others. Absolutely recommend for all.”

INCLUSION HABITS FOR OPERATIONS LEADERS PARTICIPANT

Inclusion Habits for Operations Leaders



64% said that NAWO was helping them to effectively navigate challenges related to gender inequality at work

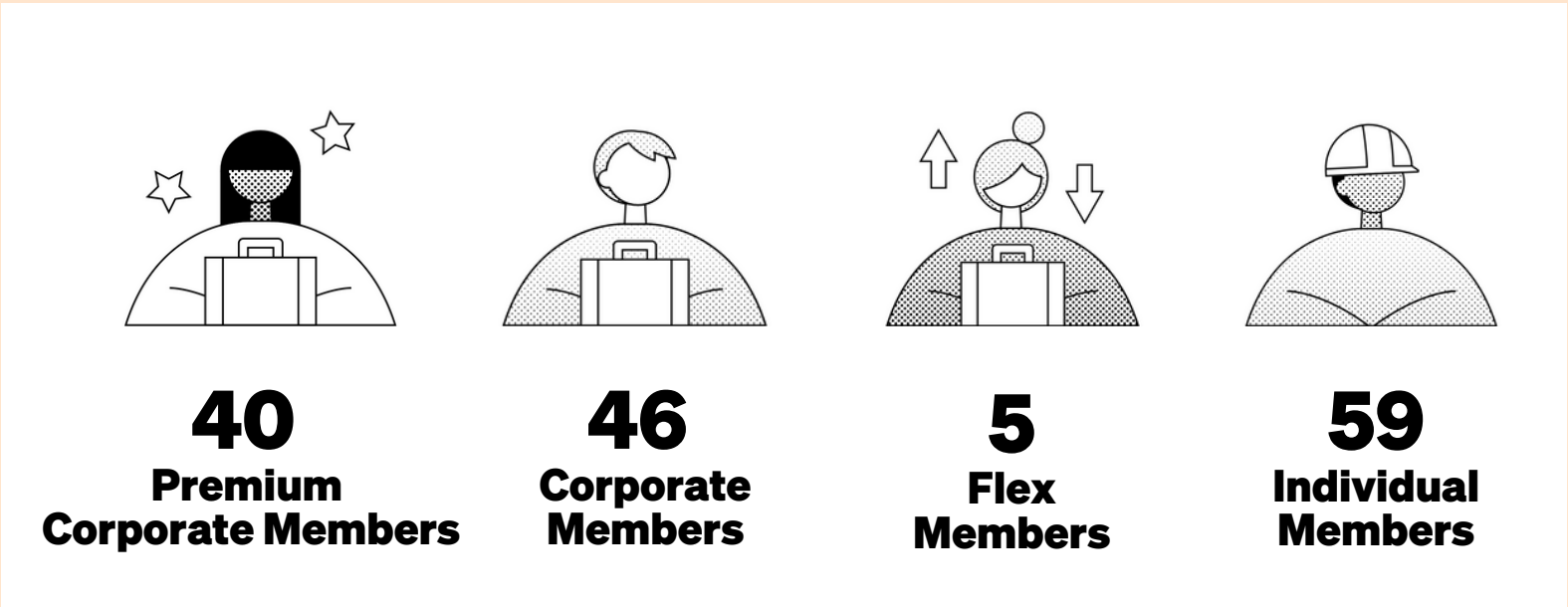
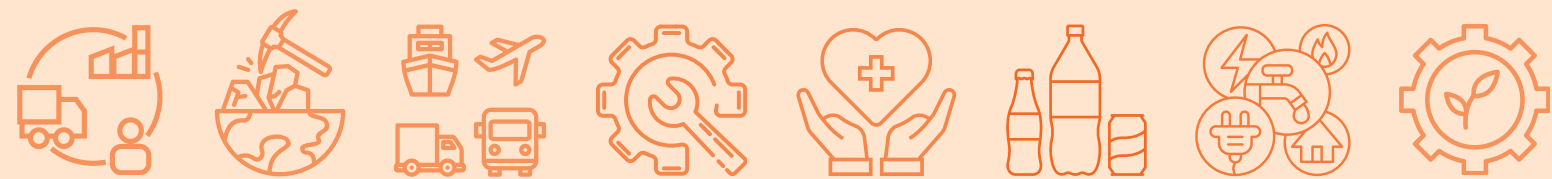
OUR YEAR IN NUMBERS

Supporting Organisations
across Multiple Industries

Harness the power of networking and knowledge-sharing across multiple industries and organisations to grow a network championing gender balance, diversity, and inclusion and reflecting the diverse voices and experiences of all members.

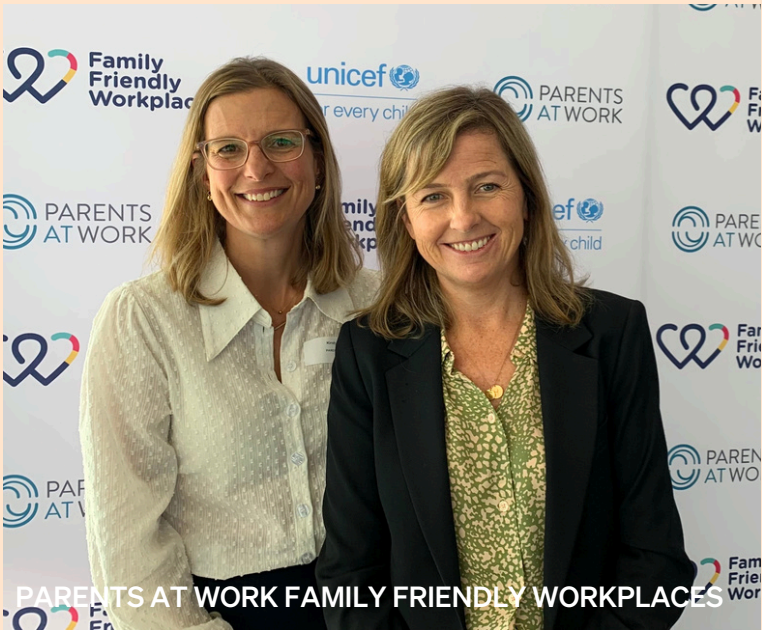
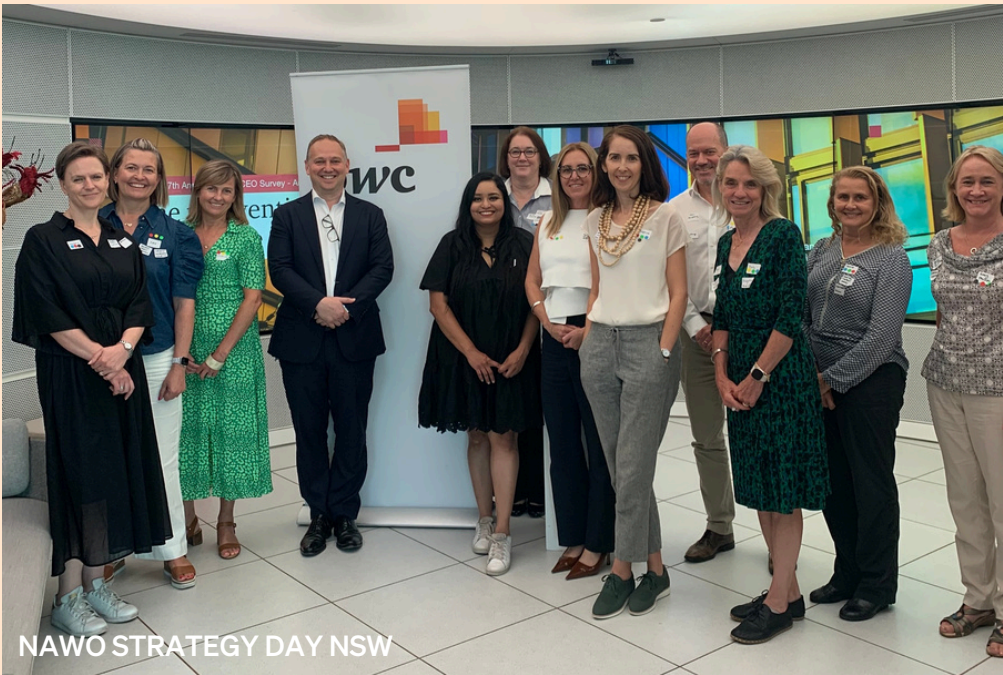
Allied Pinnacle Pty Limited	idoba
AusNet Services	Lineage
Blackmores Limited	Owens & Minor Products and Healthcare Services
Blackwoods	
CEVA Logistics	Pilbara Minerals
CNH Industrial	TASWater
Colgate - Palmolive	The Arnott's Group
Fenner Conveyors	Timberlink Australia New Zealand
Fonterra	TMX Transform
Haigh's Chocolates	WesCEF

Welcome to all of our new member companies joining NAWO during the year.



OUR YEAR IN NUMBERS

Supporting Organisations
across Multiple Industries



FINANCIALS

Income Statement

FOR END OF YEAR JUNE 30 2024

		2024	2023
INCOME	Corporate Membership	\$622,706	\$543,533
	Program & Event Income	\$211,379	\$261,943
	Other Income	\$24,115	\$12,471
	Sponsorship	\$10,000	\$31,586
	Government Grant	-	\$111,200
	TOTAL INCOME	\$868,200	\$960,733
EXPENDITURE	Salaries & Consulting	\$504,426	\$405,566
	Program Costs	\$67,798	\$193,120
	Technology	\$122,860	\$136,636
	Governance	\$43,794	\$48,781
	Events	\$93,969	\$56,270
	Marketing	\$12,460	\$18,880
	Travel	\$21,481	\$16,700
	General Costs	\$14,471	\$47,089
TOTAL EXPENDITURE		\$881,259	\$923,042
NET SURPLUS/ (LOSS)		(\$13,059)	\$37,691

Statement of Financial Position

AS AT JUNE 30 2024

		2024	2023
CURRENT ASSETS	Cash at Bank	\$504,379	\$560,300
	Trade Debtors	\$391,187	\$312,684
TOTAL ASSETS		\$895,566	\$872,984
CURRENT LIABILITIES	Trade Creditors & Accruals	\$35,306	\$43,754
	GST payable	\$37,289	\$25,059
	Employee entitlements	\$43,822	\$41,223
	Income in advance	\$257,695	\$237,435
TOTAL LIABILITIES		\$374,112	\$347,471
NET ASSETS		\$521,454	\$525,513
EQUITY	Accumulate surplus brought forward	\$534,513	\$487,822
	Net operating surplus/(loss) for the year	(\$13,059)	\$37,691
ACCUMULATED SURPLUS CARRIED FORWARD		\$521,454	\$525,513

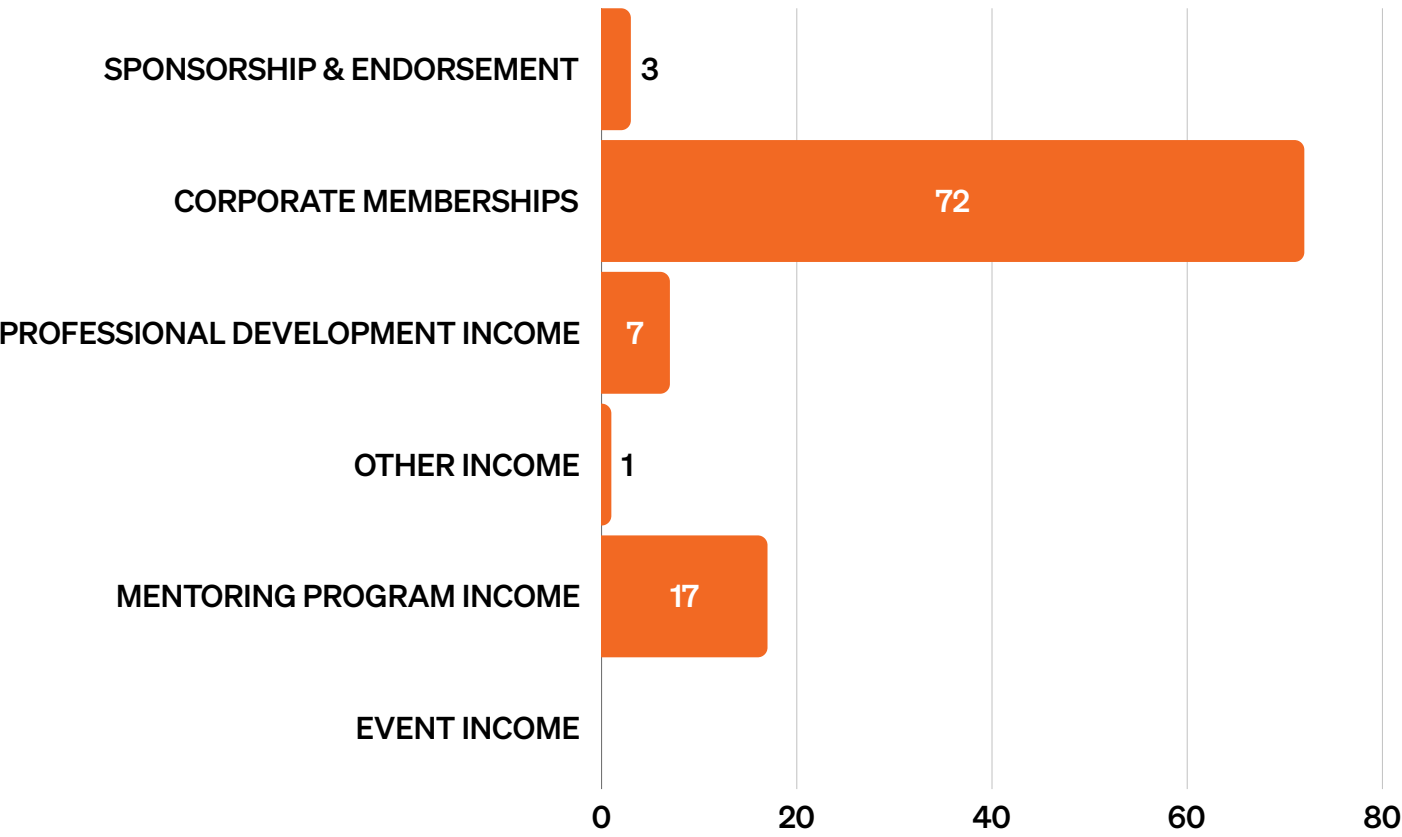
FINANCIALS

Statement of Cash Flows

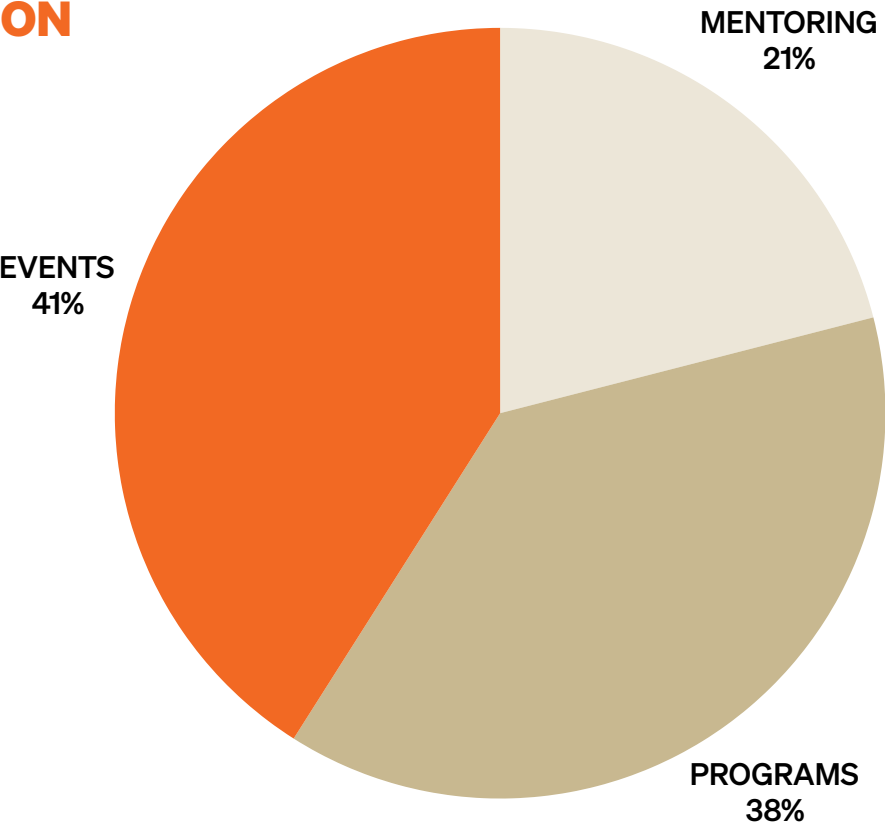
FOR YEAR ENDED 30 JUNE 2024

	2024	2023
Cashflows from Operations		
Receipts from members and sponsors	\$786,354	\$806,068
Interest received	\$3,343	\$2,496
Payments to suppliers and employees	(\$845,618)	(\$676,903)
TOTAL	(\$55,921)	\$131,661
Cashflows from Investing Activities	\$0	\$0
Cashflows from Financing Activities	\$0	\$0
Net increase/(decrease) in cash held	(\$55,921)	\$131,661
Cash at beginning of year	\$560,300	\$428,639
CASH AT END OF YEAR	\$504,379	\$560,300

NAWO INCOME



INCOME UTILISATION



Funding & Partnerships

IT HAS BEEN ANOTHER COLLABORATIVE YEAR WITH OUR GOVERNMENT AND INDUSTRY PARTNERS.

Mentoring has been in focus with our partners as we enjoyed generous support for the program from both the Victorian Government and Amazon.

We also thank Amazon for supporting the creation of a NAWO testimonial video. Three women in operations were filmed on site at member companies CHEP, BlueScope and Amazon and shared the impact the NAWO membership has had on them and their workplaces.

With our Executive Forum partner PwC we delivered two successful Executive Forums. In Sydney we focused on Idoba and Bradken's initiative of 'leading through listening' and in Melbourne we delved into 'leader led sponsorship'. Thank you to PwC Managing Partners Suji Kanagalingam and Adam Lai and their teams for their support.

We collaborated with our advocacy partner Parents at Work on a NAWO Knowledge Share Forum and highlightlinh their Family Friendly Workplaces survey and findings and the need for genuinely inclusive policies for parents and care givers.

Thanks to our industry partners the Australian Gender Equality Council and Indigenous Women in Mining & Recourses Australia for their work and support of NAWO. We also thank our endorsed providers Rebecca Hopkins, Julie Holeman, Jo Marshall and Annlie Blundell who delivered outstanding development programs and content to our members this year



NSW EXECUTIVE FORUM HOSTED BY PWC

HONORARY MEMBERS

Phillip Austin

President, CHEP Asia Pacific, Brambles

Matthew Brierley

*Director, Matthew Brierley Consulting Pty Ltd;
Leadership Coach, Newcrest Mining*

Simon Bromell

President - Beverage, Orora Limited

Annette Carey

Non-Executive Director

Loretta Croker

*General Manager, Australia and New Zealand
Commercial Operations, CSL Behring (Australia)*

Anna Dartnell

Group Executive Bulk, Aurizon

Kathryn Fagg AO

Chair & Non-Executive Director

James Fazzino

Chair & Non Executive Director

Catherine Fitzsimons

Director & Head of Operations, Ward Air

TITLES AS OF 30 JUNE 2024

NAWO ANNUAL REPORT 2023 - 2024

Neil Fleming

Self-Employed

Kylie Fraser

*Area Managing Director Oceania, A.P.
Moller - Maersk*

Tim Hart

Chair, National Stock Exchange of Australia

Kathy Hirschfeld AM

Chair & Non-Executive Director

Kathy Karabatsas

CEO | CFO | Board Director | Advisor | Coach

May Lee

General Manager Quality, Fonterra

Lis Mannes

Non-Executive Director

Ros McCarthy

Self-Employed

Megan McCracken

*Owner, Pleiades Consulting; Chair, Freight &
Logistics Council, WA, Non-Executive
Director, Pacific Energy*

Rebecca McGrath FAICD

Chair & Non-Executive Director

Sophie Ray

Non-Executive Director

Rebecca Roberts

GM People, Australian Steel Products, BlueScope

Michael Schneider

Managing Director, Bunnings Group Ltd

Carolyn Schroten

*National Optimisation Manager,
Primary Connect*

Angela Tatlis

*Independant Advisor
Invoke Performance PL*

Chantelle Thom

*Global Manager Equity, Inclusion & Diversity
Rio Tinto*

Tim Wall

Senior Advisor ANZ, dss+

**THE NATIONAL ASSOCIATION
OF WOMEN IN OPERATIONS**

NAWO ANNUAL REPORT 2023 - 2024



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**ABN 57 164 216 711
ACN 634 113 063**

EMAIL: INFO@NAWO.ORG.AU



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NAWO PODCASTS



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