

Business Events Sydney
2017—2018 Financial Report





Table of contents

Directors' Report	4
Auditor's Independence Declaration	12
Independent Audit Report	13
Directors' Declaration	15
Statement of Surplus or Deficit and Other Comprehensive Income	16
Statement of Financial Position	17
Statement of Changes in Funds	18
Statement of Cash Flows	19
Notes to the Financial Statements	20

Directors' Report

The directors present their report on Business Events Sydney Limited (BESydney) (ACN: 002 630 364) for the financial year ended 30 June 2018.

1. General information

Directors

The names of the directors in office at any time during, or since the end of the year are:

The Hon. Bruce Baird AM *Appointed 1/9/2017*
 Mr Bran Black *Appointed 1/6/2018*
 Mr Peter Grey *Appointed 1/6/2018*
 Dr Marlene Kanga AM *Appointed 1/9/2017*
 Ms Sandra Chipchase
 The Hon. Patricia Forsythe
 Mr Scott Boyes
 Mr James Granter *Appointed 17/11/2017*
 Ms Andrea Werner
 Mr Colin Hughes *Resigned 31/8/2017 after 10 years' service*
 The Hon. Robert Hill AC *Resigned 31/8/2017 after 8 years' service*
 Professor Mary O'Kane AC *Resigned 30/4/2018 after 8 years' service*
 Ms Gabrielle Trainor AO *Resigned 1/6/2018 after 6 years' service*
 Ms Deanna Varga *Resigned 17/8/2017 after 1 year' service*

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

The Hon. Bruce Baird AM *Independent Director and Chair*

Bruce Baird's professional career has spanned the Australian Trade Commission service and the NSW and Federal Parliaments. He was the Federal member for Cook for nine years and during that time he was Chairman of both the Trade Committee and the House Standing Committee on Economics.

He previously held roles as NSW Minister for Transport, Tourism, Roads and Minister for Sydney's Olympic Bid. Prior to this he was Australia's Assistant Trade Commissioner in Germany and Trade Commissioner in New York. Prior Board positions include Chair of the National Rail Corporation and Chair of the Tourism and Transport Forum. Bruce is an experienced board member and provides a unique perspective on supporting BESydney's efforts to secure global events that generate trade and industry growth.

Mr Bran Black

Independent Director, Chair of the Governance, Nomination and Remuneration Committee

Bran Black is the CEO of the NUW Alliance, a joint venture between the Universities of Newcastle, NSW and Wollongong established to help solve some of the big problems facing NSW, and in doing so to generate economic benefits for the state and for the nation.

Bran was previously Chief of Staff to the NSW Attorney General and the NSW Environment and Heritage Minister. During his time in government he led the delivery of major reforms, including the 2017 criminal justice reforms and the establishment of the biodiversity conservation trust in 2016. Bran commenced his career as a corporate lawyer before being appointed General Counsel at the NSW Liberal Party in 2011 and, subsequently, General Manager of Commercial Operations at Evolve Housing (a tier 1 Community Housing Provider) in 2014. He is a Director of LawAccess NSW and has served as chair of the Inner City Legal Centre. He also volunteers his time as a patrol captain at Manly Life Saving Club. He graduated from Sydney University in 2003 with an honours degree in Law and a degree in Arts.

Mr Peter Grey

Independent Director, Chair of the Finance, Risk and Audit Committee

Peter Grey has extensive experience in foreign policy, trade and commercial issues. As well as being a former Australian Trade and Investment Commission (Austrade) CEO, Mr Grey held a range of senior positions including as Deputy Secretary of the Department of Foreign Affairs and Trade; Ambassador to Japan, the European Union, and the World Trade Organization; and Chief Trade Negotiator. He now holds a range of senior roles in business including as Chair, MLC Ltd; Senior Advisor, International, Link Group; and Senior Advisor, International Business Engagement, Corrs Chambers Westgarth. Mr Grey has a Bachelor of Economics (Hons) from Sydney University and an MBA from Stanford University.

Dr Marlene Kanga AM, Hon. FIEAust, Hon. FICHEME, FTSE *Independent Director*

Dr Marlene Kanga is a Board member of Sydney Water Corporation, AirServices Australia, iOmniscient Pty. Ltd and other boards involving innovation. She is President

of the World Federation of Engineering Organisations, the peak body for engineering institutions internationally representing some 100 nations and 30 million engineers. Dr Kanga is an Honorary Fellow of the Institution of Engineers Australia, Honorary Fellow of the Institution of Chemical Engineers (UK), Fellow, the Academy of Technology Science and Engineering (Australia), and Fellow, the Australian Institute of Company Directors. She has been listed among the Top 100 Women of Influence in Australia and the Top 100 Engineers in Australia. She is a Member of the Order of Australia as recognition of her leadership of the engineering profession.

Ms Sandra Chipchase

Destination NSW Director
B.Bus Comm GAICD

Sandra Chipchase is CEO of Destination NSW, the State Government's tourism and major events agency, and is Executive Producer of Vivid Sydney - Australia's largest event. Sandra brings a wealth of experience in international and domestic tourism and business events marketing, business and commercial asset management, business events and major events acquisition and management.

Her past roles have included senior positions with Tourism Australia in Frankfurt, Chicago and New York; General Manager Marketing at Sydney Convention and Visitors Bureau (now Business Events Sydney); Executive Director Commercial with Sydney Harbour Foreshore Authority; and Executive Director for Australia at World EXPO 2000. Prior to her current role, Sandra was CEO of Melbourne Convention and Visitors Bureau.

Sandra was co-author of the National Business Events Strategy and the NSW Visitor Economy Taskforce Report. She has received an award from Sony Music Australia for creativity and innovation, and Meetings & Events Australia's national Outstanding Industry Contribution Award. Sandra is a member of the NSW Australia Day Committee and the NSW Government Steering Committee for the Sydney International Convention, Exhibition and Entertainment Precinct.

The Hon. Patricia Forsythe

Destination NSW Director
FAICD

Patricia Forsythe is Executive Director of the Sydney Business Chamber and a Director of Destination NSW; the Port Authority of NSW; Cricket NSW and is Chair of the NSW International Education Advisory Board for Study NSW. She is also a member of Macquarie University Council.

Mr Scott Boyes

Member Director

Scott Boyes is the Vice President Operations NSW / ACT for Accor. Previously, Scott held the position of Regional General Manager of Accor in Victoria, Tasmania and South Australia.

An experienced hotelier, Scott has worked in the hospitality industry since 1992, commencing his career with Accor Asia Pacific in 1994 upon graduation from the Blue Mountains International Hotel Management School.

In 2005, he was one of three people from Australia and New Zealand to be awarded the prestigious Accor Bernache Award for his achievements in financial performance. The Bernache Award is the highest individual award within Accor, globally recognising individual performance throughout the group, which employs over 250,000 people worldwide.

Mr James Granter

Member Director

James Granter is the General Manager, Sales of Luna Park Sydney, responsible for the long term revenue growth of this major Australian tourist attraction event precinct. He has P&L responsibility for the events, functions and groups business.

As General Manager of a major Australian private event and tourism provider operating on Government land, Mr Granter has extensive experience in managing and communicating with a diverse range of public and private sector stakeholders and is actively engaged with Federal, State and Local Government, community and key stakeholders.

Ms Andrea Werner

Member Director

Andrea Werner brings to the board of BESydney, 30 years' sales and marketing experience within the Meeting, Incentive, Convention and Exhibition market. This has given Andrea a deep knowledge of the business events market. Importantly, this experience has been gained across many different sectors - hotels and venues (One&Only Resorts, Regent/Four Seasons Hotels, Hunter Resort - Hunter Valley, Tattersalls Club - Elizabeth Street, Sydney and Shoal Bay Resort & Spa - Port Stephens); convention bureaux (Business Events Wellington - NZ); professional conference organiser (Focus New Zealand) and as a small business owner (Werner Venues and Hotels). These roles involved regional and metropolitan destinations in NSW with domestic and international clients. Andrea is currently working for Emirates One&Only Wolgan Valley - a BESydney regional member.

Directors' Report

continued

Company secretary

The following person held the position of Company secretary at the end of the financial year:

Ms Sonya Stewart, who is also the Chief Financial Officer of the Company, has held this position since November 2005.

Members' guarantee

Business Events Sydney Limited is a Company limited by guarantee. In the event of, and for the purpose of winding up of the Company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$50, subject to the provisions of the Company's constitution.

At 30 June 2018 the collective liability of members was \$ 7,700 (2017: \$ 8,200).

Principal activities

The principal activities of Business Events Sydney Limited during the financial year were:

- the attraction of business events to NSW to deliver economic, strategic and social benefits for Sydney, NSW, Australian and global communities;
- the provision of customised specialist event bidding services;
- partnering with public and private sector stakeholders to maximise the benefits to the economy and the community.

No significant changes in the nature of the Company's activity occurred during the financial year.

Short and long term objectives

BESydney establishes short and long term objectives aligned to its Purpose Statement, which is set out below:

BESydney provides customised specialist bidding services, partnering with a diverse range of public and private sector stakeholders, to secure international business events that deliver economic, strategic and social benefits for Sydney, NSW, Australian and global communities.

The organisation goals of BESydney are:

- achievement of targeted hosting outcomes for events held in the current year;
- achievement of targeted bidding outcomes for events held in current and future years;
- ensuring our people have the professional skills and competencies to enable achievement of our purpose;
- maintaining organisational sustainability and good governance.

In line with best practice, the Company regularly reviews and updates its activities through its annual business plan process, to ensure a successful alignment with our organisational purpose and operational plans.

2. Operating results and review of operations for the year

Operating results

The surplus of the Company after providing for income tax amounted to \$ 38,910 (2017: \$ 42,722).

The company's financial result of a surplus of \$38,910 for the 2017/18 financial year represents a continuation of the balanced budget approach of recent years. As a not for-profit organisation, the Company strives to invest all its annual revenue into a variety of activities in pursuit of its core objectives, with a small financial surplus being the targeted financial outcome.

The NSW Government is the major funder of BESydney, with support also provided by industry members in the form of subscription revenue, co operative marketing support and other in kind support. Income received by BESydney from the NSW Government to support the activities of the International Convention Centre, Sydney (ICC Sydney) decreased by \$400,000 in the 2017/18 financial year, reflecting the transition of the new International Convention Centre, Sydney (ICC Sydney) from "opening" phase to "business as usual" operations.

Bidding for business events is increasingly complex and sophisticated, requiring the retention of a highly skilled team of specialists. Employee costs account for 60% of total expenditure. Marketing activities continued to be focused around promotion of the new ICC Sydney, Sydney and NSW, aligned to the Sydney Shines brand.

The Company's financial reserves at the end of the financial year are strong, at just over \$1.6m.

Review of operations

i. Events secured

During the 2017/18 financial year, BESydney secured 86 business events, which are expected to attract 73,000 delegates staying 316,000 delegate days and generate an estimated \$262 million in direct expenditure for Sydney and NSW. Listed below are some highlight events secured during the year.

- **World Forum for Foreign Direct Investment 2019:** the leading global gathering for cross-border investment will attract more than 400 business leaders and senior government officials from around the world staying 1,200 delegate days generating an estimated \$1m in direct expenditure.
- **MDRT Global Conference 2019:** the Million Dollar Round Table will attract some 7,500 of the world's top earning professionals from life insurance and financial services industries, staying 30,000 delegate days generating an estimated \$19 million in direct expenditure.
- **BWL International Convention 2019:** Best World Lifestyle will bring some 6,000 delegates over five days to Sydney generating an estimated \$30 million in direct expenditure.
- **World Congress on Medical and Health Informatics (MedInfo) 2021:** will attract some 1,300 delegates staying 6,500 delegate days generating an estimated \$5 million in direct expenditure. MedInfo provides the world's leading scientists, medical practitioners, entrepreneurs, educators as well as students a high quality platform for sharing of the world's current research and application in these fields.
- **Conference of the International Society for Soil Mechanics and Geotechnical Engineering - ICSMGE 2021:** will attract some 1,500 delegates staying 7,500 delegate days generating an estimated \$6 million in direct expenditure. Delegates include engineers, geologists, seismologists and other professionals engaged in the fields of geotechnical engineering, foundation design, construction and manufacturing.

ii. Events held

During the 2017/18 financial year, 88 business events previously secured by BESydney were held. These events attracted 55,000 delegates who stayed 241,000 delegate days and generated an estimated \$200 million in direct expenditure for Sydney and NSW. Listed below are some highlight events held during the year:

- **August 2017: International Conference on Machine Learning - ICML 2017,** a forum for government officials, scientists, academics, researchers and industry professionals, attracted 2,400 delegates

staying 9,400 delegate days and generated an estimated \$5 million in direct expenditure.

- **October 2017:** Demonstrating the strength of Sydney as a global professional services hub, the **International Bar Association (IBA) Annual Conference** attracted 4,000 delegates staying over 23,500 delegate days and spending an estimated \$16 million in direct expenditure.
- **November 2017: 22nd Congress of the Asian Pacific Society of Respirology 2017** attracted 1,700 delegates staying 6,600 delegate days and generated an estimated \$5m in direct expenditure, with delegates participating in scientific and educational sessions to explore the latest developments, medical advances, cutting edge treatments, and breakthroughs in the management of respiratory illnesses.
- **April 2018: Global Summit of Women 2018** had a business focus on women's advancement in the global economy. The event attracted over 1,200 delegates, from 65 countries, staying 3,800 delegate days and generated an estimated \$2 million in direct expenditure for NSW.
- **May 2018: Jeunesse Greater China Incentive** brought 6,500 delegates to Sydney staying 39,000 delegate days during Vivid Festival, generating an estimated \$40 million in direct expenditure.

iii. Sales and Marketing activities

Throughout the 2017/18 financial year BESydney continued to build brand awareness, strengthen Sydney's profile and reputation as a premier international business events destination, and create more opportunities for local and international profiling through a range of marketing and communications activities.

- **Sydney Speaker Series:** This successful annual series of client engagement events, presented in partnership with ICC Sydney, continued to raise Sydney's profile in international markets, as well as positioning BESydney as a global thought leader.

- **London, November 2017:** High calibre decision-makers were treated to a presentation at Australia House by Lord Jonathan Evans, former Director-General of the British Security Service MI5 and Chief Security Officer for the 2012 London Olympic and Paralympic Games. Lord Evans spoke to the topic of how international business events organisers should look to the learnings of previous Olympic events when it comes to issues of security and cybersecurity in today's changing global environment
- **International industry tradeshows:** BESydney continued to showcase Sydney as a premier global business events destination via key industry tradeshows

Directors' Report

continued

within Australia and internationally. These events establish new contacts and leads, nurture developing contacts, and reinforce the Sydney and BESydney brand position within the greater business events industry as a serious player at the forefront of the sector globally.

- *IMEX Las Vegas, October 2017*: BESydney partnered with ICC Sydney and Tourism Australia.
- *IMEX Frankfurt, May 2018*: BESydney partnered with ICC Sydney and Tourism Australia. The Sydney brand was prominent with a new wall display and Lyn Lewis-Smith presented at the *She Means Business* forum as well as the *IMEX Policy* forum. She was also interviewed in the exhibition's *Show Daily*.
- *Ambassador Dinner, November 2017*: BESydney's annual flagship event, the Ambassador Dinner and Investiture was hosted at the new ICC Sydney. The event was attended by BESydney Ambassadors and luminaries including Patron of the Ambassador Program, NSW Premier, The Hon. Gladys Berejiklian MP, and saw six new Ambassadors invested into the Program. The Australia Oration was presented by Professor Jane Latimer on behalf of Elizabeth Broderick AO.
- *Advertising program*: To raise the profile of Sydney as a leading international business events destination, BESydney moved beyond a traditional business events trade media focus, to broaden its reach with advertising in targeted international and domestic markets including: *San Francisco Business Times, Harvard Business Review, Qantas InFlight, Company Director (AICD), China Inflight, and CEO Insight*.
- *Digital*: BESydney focussed on increasing its digital presence across social platforms including Twitter, LinkedIn and Facebook producing strong results across all online media platforms. The organisation continued to build its digital footprint in the ever-growing Chinese market with the China microsite and expanding presence on Chinese social media channels – WeChat and Weibo.
- *Sydney Shines magazine*: Two editions of the organisation's signature *Sydney Shines* publication were distributed to stakeholders, influencers and decision-makers. A special edition *IEEE Sydney Shines* was produced with great effect.
- *Lead generation campaign*: With funding support through Tourism Australia's *Advance Program*, BESydney partnered with Business Events Australia to develop and implement the China Incentive *Gold Rush* campaign. The aim was to generate leads for BESydney to convert into new business from the China Incentive market during the following year – 2019 - BESydney's 50th Anniversary year. The campaign was also designed to increase brand awareness of Sydney being the No.1 destination for incentive events.

Research program

BESydney and the University of Technology Sydney (UTS) released further ground-breaking research in their Beyond Tourism Benefits series, a collaboration that has changed the way business events representatives, politicians and academics view the contribution of business events. This latest research demonstrates the vital role that conferences have played in some of the most significant global discoveries of the last 50 years.

'The Power of Conferences: stories of serendipity, innovation and driving social change' includes stories from Nobel Laureates Barry Marshall AC and Brian Schmidt AC, as well as a host of other Australian luminaries. Professor Ian Frazer AC talks about the role conferences played in his discovery of the HPV vaccine, which is saving millions of women from HPV-related cancer - and may eradicate it within a generation. For the father of photovoltaics, Scientia Professor Martin Green AM, conferences played an integral part in helping him and his team 'outpace' NASA and COMSAT in the global race to create a solar cell with 20% efficiency - and more recently go on to achieve an unequalled efficiency level of 40%. While Professor Tom Calma AO and The Hon. Linda Burney MP describe how conferences have been instrumental in transforming educational opportunities and outcomes for indigenous children and young people in Australia. The book released in December 2017, has gained extensive media coverage and strong support across the industry.

BESydney and UTS continued their regular program of research to understand delegate expenditure and legacy outcomes from events, with outcomes informing business insights and strategy.

An additional piece of research was conducted during the period, to provide a legacy case study on the Global Summit of Women. This event presented a significant opportunity for women to build strong networks where participants were able to share resources and acquire new knowledge and skills. Face-to-face interviews were conducted on a sample of almost 100 delegates attending the conference, with evidence-based results from the research clearly showing the benefits of the summit:

- 88% of respondents gained new ideas through the summit
- 82% gained new knowledge through the summit
- 67% of the respondents experienced an "a ha" / "light bulb" moment at the summit.

Delegates indicated that as a result of attending the event:

- 82% will use the networks gained at the summit to increase their organisation's ability to empower women

- 79% will use the confidence gained at the summit to increase their organisation's ability to empower women
- 79% will use the knowledge and/or skills gained to advance and empower women

This valuable case study research continues to support and inform the legacy benefits of business events.

Stakeholder engagement

The optimisation of the economic, strategic and social benefits of business events for the community requires the support and active participation of a diverse range of stakeholders including academia, the not-for-profit sector, government (Local, State and Commonwealth) and corporate industry leaders. Engagement with these stakeholders supports the BESydney's industry sector bidding teams to identify the legacy opportunities presented by each event, and access the expertise and networks required to successfully bid for that event to be held in NSW. Our activities are supported by our NSW Government partners, Destination NSW and Place Management NSW, the City of Sydney and major partners Accor and Qantas.

A series of events and communication touchpoints were conducted with strategic partners and members throughout the year to encourage collaboration, share insights and strengthen industry stakeholder relationships. These included:

- Biannual pipeline update event for strategic partners: Held August 2017 and February 2018, this event provides an update for partners on BESydney's key strategic initiatives and priorities, as well as an insight into BESydney's results and pipeline of confirmed business.
- Bimonthly membership engagement sessions: Available to all members and strategic partners, this session provides an introduction to BESydney and training on the partner community portal for new members or induction of new contacts.
- *AIME, February 2018* - The largest industry trade show in Australia, this annual event held in Melbourne is an opportunity for the organisation's partners (strategic partners and members) to liaise directly with buyers and conference decision-makers.

A number of newsletters were actioned throughout the year to continue engagement with strategic partner and member stakeholders.

- *Partner Engage*: Four editions were distributed between July 2017 - June 2018. This newsletter provides

partners and members with information regarding key BESydney activity and initiatives, bid wins, industry news and partner updates, as well as communication from the BESydney Member Directors.

Public relations

Ongoing public relations activity continued throughout the period, with the External Relations team targeting domestic and international industry, and mainstream Australian media to build awareness of events won for Sydney and to raise the profile of BESydney's work, the sector and the sector's contribution to tourism and broader economic and social benefits.

3. Other items

Significant changes in state of affairs

There have been no significant changes in the state of affairs of the Company during the year.

Events after the reporting date

No other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the company, the results of those operations or the state of affairs of the Company in future financial years.

Environmental issues

The Company's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory of Australia.

BESydney has signed an MOU with the City of Sydney as an associate member of the Sustainable Destination Partnership launched by Lord Mayor Clover Moore in June 2018 at the Sydney Opera House. The program will identify ways for businesses from the accommodation and entertainment sector to become greener through environmental ratings, increased use of renewable energy, reduced water use and improved waste management and recycling. BESydney's role is as an advisor and influencer.

Meetings of directors

During the financial year, 6 meetings of directors were held. Attendances by each director during the year were as follows:

Directors' Report

continued

	Board meetings	
	Number eligible to attend	Number attended
The Hon. Bruce Baird AM (Chair)	5	5
Mr Bran Black	1	1
Mr Peter Grey	1	0
Dr Marlene Kanga AM	6	4
Ms Sandra Chipchase	6	6
The Honourable Patricia Forsythe	6	6
Mr Scott Boyes	6	4
Mr James Granter	4	4
Ms Andrea Werner	6	6
Mr Colin Hughes (Chair)	1	1
The Hon. Robert Hill AC	1	0
Professor Mary O'Kane AC	5	4
Ms Gabrielle Trainor AO	5	5
Ms Deanna Varga	1	1

Board Sub Committees

Finance Risk & Audit Committee (FRAC)

The FRAC consists of three members including two Independent Directors and one independent non-executive member. Meetings are also attended by the Chief Executive Officer and Chief Financial Officer.

The FRAC is appointed by the BESydney Board. The Committee's Charter is to assist the Board in the effective discharge of its governance responsibilities in the following areas:

- Review and monitor the integrity of BESydney financial reports and statements;
- Review and make recommendations regarding the adequacy and integrity of BESydney enterprise risk management framework, systems of internal control and risk management processes;
- Review whether BESydney is in compliance with relevant laws and regulations; and
- Monitor the scope, performance and independence of the external auditor.

The Committee reports to the Board on any significant matters arising from its meetings.

During the financial year, six meetings of the FRAC were held. Attendances by each director and the independent member during the year were as follows:

	FRAC meetings	
	Number eligible to attend	Number attended
Ms Gabrielle Trainor (Chair)	5	5
Mr Peter Grey (Chair)	1	1
Mr Colin Hughes	1	1
The Hon. Bruce Baird AM	5	5
Dr Marlene Kanga AM	6	6
Mr John Kelly*	6	6

Mr John Kelly was appointed as the Independent Member of the FRAC on 30 January 2014.

John Kelly was CFO of the Sydney Convention and Exhibition Centre from 2002 to 2013. He is a graduate in Hotel and Catering Management and holds an MBA from Trinity College Dublin. He has worked in the hotel and catering industry, holding financial and operational positions including internal auditor of Mecca Leisure PLC and finance executive with Whitbread PLC.

Prior to joining the Centre, he worked for Wagon Lits, part of the Accor Group, and was instrumental in establishing the catering operation for the Eurostar high speed train. During 2016 Mr Kelly worked for the NSW State Government, advising on the operational readiness of ICC Sydney.

John is a member of the Australian Institute of Company Directors, is pre-qualified under the NSW Government 'Prequalification Scheme: Audit and Risk Committee Member', has worked as a consultant in the convention and exhibition industry for projects in Australia, New Zealand and India. He is also an Independent Member on the Audit and Risk Management Committees for the NSW Clinical Excellence Commission and the NSW Agency for Clinical Innovation.

Governance, Nomination and Remuneration Committee (GNRC)

The GNRC consists of 2 Independent Directors. Meetings are also attended by the Chief Executive Officer and Chief Financial Officer.

The GRNC is appointed by the BESydney Board. The Committee's Charter is to assist the Board in the effective discharge of its governance responsibilities in the following areas:

- Board composition, structure, organisation and remuneration
- Senior executive selection, performance and remuneration
- Human Resources matters

The Committee reports to the Board on any significant matters arising from its meetings.

During the financial year, six meetings of the GRNC were held. Attendances by each director during the year were as follows:

	GNRC meetings	
	Number eligible to attend	Number attended
Professor Mary O'Kane AC (Chair)	5	5
Mr Bran Black (Chair)	1	1
The Hon. Robert Hill AC	1	1
The Hon. Bruce Baird AM	5	5

Indemnification and insurance of directors and officers

During the year the Company paid a premium to insure the directors and officers of the Company.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the directors in their capacity as directors of the entity and any other payments arising from liabilities incurred by the directors in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the directors or the improper use by the directors of their position or of any information to gain advantage for themselves or someone else to cause detriment to the entity.

Auditor's independence declaration

The lead auditor's independence declaration in accordance with subdivision 60 C of the *Corporations Act 2001*, for the year ended 30 June 2018 has been received and can be found on page 12 of the financial report.

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



The Hon. Bruce Baird AM
Director



Mr Peter Grey
Director

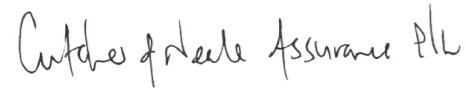
Dated 21 August 2018

Auditor's Independence Declaration

Auditor's Independence Declaration under section 307C of the Corporations Act 2001 to the Directors of Business Events Sydney Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2018, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Cutcher & Neale Assurance Pty Ltd
(An authorised audit company)



Mark O'Connor
Director

14 August 2018

NEWCASTLE

Independent Audit Report to the Members of Business Events Sydney Limited

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Business Events Sydney Limited (the Company), which comprises the statement of financial position as at 30 June 2018, the statement of surplus or deficit and other comprehensive income, the statement of changes in funds and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2018 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* 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 our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The directors are responsible for the other information. The other information obtained at the date of this auditor's report was limited to the Directors Report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting

Independent Audit Report to the Members of Business Events Sydney Limited

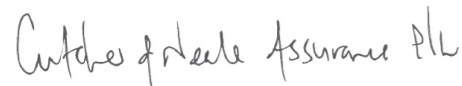
Report on the Audit of the Financial Report Continue

unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our 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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of the auditor's report.



Cutcher & Neale Assurance Pty Ltd



M.J.O'Connor
Partner

NEWCASTLE

22 August 2018

Directors' Declaration

The directors of the entity declare that:

1. The financial statements and notes, as set out on pages 16 to 29, are in accordance with the *Corporations Act 2001* 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 2018 and of the performance for the year ended on that date of the entity.
2. In the directors' opinion, there are reasonable grounds to believe that the entity 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..



The Hon. Bruce Baird AM
Director



Mr. Peter Grey
Director

Dated 21 August 2018

Statement of Surplus or Deficit and Other Comprehensive Income For the Year Ended 30 June 2018

	Note	2018 \$	2017 \$
Revenue	2	11,626,159	12,129,923
Occupancy expenses		(518,536)	(487,304)
Employee costs		(7,000,207)	(6,790,381)
Depreciation and amortisation expense		(236,161)	(227,775)
Sales and marketing expense		(2,148,648)	(2,215,701)
Administration expense		(1,683,697)	(2,366,040)
Surplus / (deficit) before income tax		38,910	42,722
Income tax expense	1(c)	—	—
Surplus / (deficit) after income tax		38,910	42,722
Other comprehensive income		—	—
Total comprehensive income for the year		38,910	42,722

The accompanying notes form part of these financial statements.

Statement of Financial Position As at 30 June 2018

	Note	2018 \$	2017 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	11,215,900	9,124,451
Trade and other receivables	4	532,544	1,264,441
Prepayments		121,495	240,380
TOTAL CURRENT ASSETS		11,869,939	10,629,273
NON-CURRENT ASSETS			
Trade and other receivables	4	55,310	129,054
Property, plant and equipment	5	407,358	555,781
TOTAL NON-CURRENT ASSETS		462,668	684,835
TOTAL ASSETS		12,332,607	11,314,108
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	2,222,887	1,994,789
Employee benefits	7	773,393	912,487
Other liabilities	8	7,280,983	6,341,712
TOTAL CURRENT LIABILITIES		10,277,263	9,248,988
NON-CURRENT LIABILITIES			
Trade and other payables	6	82,967	193,578
Employee benefits	7	248,766	192,092
Long term provisions	9	110,250	105,000
TOTAL NON-CURRENT LIABILITIES		441,983	490,669
TOTAL LIABILITIES		10,719,246	9,739,657
NET ASSETS		1,613,361	1,574,451
FUNDS			
Accumulated Funds		1,613,361	1,574,451
TOTAL FUNDS		1,613,361	1,574,451

The accompanying notes form part of these financial statements.

Statement of Changes in Funds for the Year Ended 30 June 2018

2018	Accumulated Funds \$
Balance at 1 July 2017	1,574,451
Surplus for the year	38,910
Balance at 30 June 2018	1,613,361

2017	Accumulated Funds \$
Balance at 1 July 2016	1,531,729
Surplus for the year	42,722
Balance at 30 June 2017	1,574,451

The accompanying notes form part of these financial statements.

Statement of Cash Flows for the Year Ended 30 June 2018

	Note	2018 \$	2017 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from government contributions, membership subscriptions, co-operative activities and other grants		14,189,471	12,839,083
Payments to suppliers, contractors and employees		(12,222,684)	(13,675,212)
Interest received		212,400	217,170
Net cash provided by (used in) operating activities	11(a)	2,179,187	(618,959)
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment	5(a)	(87,738)	(181,606)
Net cash used by investing activities		(87,738)	(181,606)
Net increase (decrease) in cash and cash equivalents held		2,091,449	(800,565)
Cash and cash equivalents at beginning of year		9,124,451	9,925,016
Cash and cash equivalents at end of financial year	3	11,215,900	9,124,451

The accompanying notes form part of these financial statements.

Notes to the Financial Statements for the Year Ended 30 June 2018

The financial statements are for Business Events Sydney Limited as an individual entity, incorporated and domiciled in Australia. Business Events Sydney Limited is a not-for-profit Company limited by guarantee.

The functional and presentation currency of Business Events Sydney Limited is Australian dollars.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Act 2001*.

The significant accounting policies used in the preparation and presentation of these financial statements are provided below and are consistent with prior reporting periods unless otherwise stated.

The financial statements are based on historical costs.

The financial report was authorised for issue by the Directors on 21 August 2018.

(b) Comparative Amounts

Comparatives are consistent with prior years, unless otherwise stated.

(c) Income Tax

No provision for income tax has been raised as the Company is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

(d) Revenue and other income

Government Contributions

Government funding which is contingent upon certain outcomes, including the expenditure of certain amounts, is recognised as revenue only when those outcomes are achieved and only to the extent of the expenditure incurred. Funding received that has not achieved such outcomes is recognised as unexpended funds. Operational funding which is not contingent upon certain outcomes is recognised as revenue over the periods to which it relates.

Event Income

Revenue from the sale of tickets for events is brought to account on an accrual basis for the period it relates.

Membership Subscriptions

Revenue from the provision of membership subscriptions is brought to account on an accruals basis for the period it relates.

Invoices issued prior to the subscription period are credited to an unearned income holding account and accordingly credited to the income account when income has been derived. New members' subscriptions are for 12 months from the date of processing and income is credited on a proportional basis to the income account.

Strategic Partnerships

Quantifiable strategic partnership contributions are recognised at fair value for the period it relates.

Unquantifiable strategic partnership contributions are recognised at fair value when the expenditure is incurred.

Interest

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

All revenue is stated net of the amount of goods and services tax (GST).

(e) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(f) Trade Receivables

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost, less provision for doubtful debts. Collectability of trade receivables is constantly reviewed and uncollectable debts are written-off. These amounts have been included in other expenses.

(g) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost less accumulated depreciation and impairment losses. Assets purchased with a value less than \$1,000 are expensed in the period acquired.

Items of property, plant and equipment that have been donated or acquired at nominal cost, are recognised at fair value of the asset at the date the Company obtains control of the asset.

Depreciation

The depreciable amount of all property, plant and equipment is depreciated on a straight-line basis or diminishing value basis over their estimated useful lives to the Company commencing from the date management determine that the asset is available for use. Leasehold improvements are depreciated

over the shorter of either the unexpired period of the lease or the estimated useful life of the improvements.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Plant and Equipment	11.25% - 40%
Furniture, Fixtures and Fittings	11.25% - 40%
Computer Software	33%
Leasehold improvements	20%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

When an asset is disposed, the gain or loss is calculated by comparing proceeds received with its carrying amount and is taken to the statement of surplus or deficit and other comprehensive income.

(h) Impairment of non-financial assets

At the end of each reporting period the Company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, is compared to the asset's carrying amount. Any excess of the assets carrying amount over its recoverable amount is recognised in the statement of surplus or deficit and other comprehensive income.

(i) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instrument. For financial assets, this is the equivalent to the date that the Company commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Classification and subsequent measurement

The Company does not designate any interest as being subject to the requirements of accounting standards specifically applicable to financial instruments.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting year.

Impairment of financial assets

At the end of the reporting period the Company assesses whether there is any objective evidence that a financial asset is impaired. Impairment losses are recognised in the statement of surplus or deficit and other comprehensive income.

(j) Trade and other payables

Trade payables

These amounts represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

Event funding accrual

These amounts represent liabilities for cash and non-cash commitments made to secure future events. The commitment is recognised upon offer to the client. It is the Company's policy to recognise all bid funding accruals as current payables, the policy is made on the basis that all funding will be distributed.

Funded contributions

These amounts represent funded contributions provided by Destination NSW and Tourism Australia towards events. The Company release these funds to the event holders as requested by Destination NSW and Tourism Australia in accordance with formal funding agreements. These amounts are recognised as a current payable.

(k) Unexpended Funds

The Company receives Government contributions to fund projects for contracted periods of time. Where there is a contractual obligation to return unexpended amounts, these contributions are treated as unexpended funds in the balance sheet. Where the unexpended funds can be spent in a subsequent financial period, these funds are recognised as future funding. Where required by the contract, unexpended contributions are returned if they are not required to extinguish the service obligations under the contract.

(l) 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.

Notes to the Financial Report For the Year Ended 30 June 2018

continued

Make Good Provision

The Company recognises a provision for the estimated cost required to return the leased property at Level 20, 100 William Street, Sydney NSW 2011 to its pre-fit out condition, taking into account the risks and uncertainties surrounding the obligation.

(m) Leases

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred. The lease is not recognised in the statement of financial position.

(n) Employee benefits

Employee benefits relate to amounts expected to be paid to or on behalf of employees for wages earned, performance incentives, annual leave, long service leave and superannuation

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs.

Employee benefits expected to be settled more than twelve months after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions made by the Company to an employee superannuation fund are charged as an expense when incurred.

(o) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis and the GST component of cash flows arising from investing and financing activities which are recoverable from, or payable to, the taxation authority are classified as operating cash flows.

(p) Critical accounting estimates and judgements

The Company evaluates estimates and judgements incorporated into the financial report 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. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affect both current and future periods. The effect of the change relating to the current period is recognised as income or expense in the current period. The effect, if any, on future periods is recognised as income or expense in those future periods.

The significant estimates and judgements made have been described below.

Key estimates - impairment

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. Fair value less costs to sell or current replacement cost calculations performed in assessing recoverable amounts incorporate a number of key estimates.

Key estimates - provisions

As described in the accounting policies, provisions are measured at managements best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes.

(q) Economic dependence

Business Events Sydney Limited is dependent on State Government funding for the majority of its revenue used to operate the business. At the date of this report the Board of Directors has no reason to believe that State Government contributions will not continue.

2. REVENUE AND OTHER INCOME

	2018 \$	2017 \$
Revenue from ordinary operations		
- State Government contribution	9,729,000	10,129,000
- Local Government contribution	158,075	270,196
- Membership Subscriptions and Sponsorship	1,353,810	1,269,606
- Co-operative advertising and exhibition revenue	97,900	132,996
	11,338,785	11,801,798
Other income		
- Investment revenue	212,400	217,170
- Export market development grant	74,975	110,955
	287,375	328,125
Total revenue & other income	11,626,160	12,129,923

3. CASH AND CASH EQUIVALENTS

Cash on hand	130	-
Cash at bank	2,719,973	1,848,010
Short-term bank deposits	8,495,797	7,049,291
Term deposits (a)	227,150	227,150
	11,215,900	9,124,451

(a) Charge held by landlord of \$227,150 for Sydney office rental bond.

4. TRADE AND OTHER RECEIVABLES

CURRENT		
Trade receivables	458,805	1,190,695
Other receivables	73,739	73,746
	532,544	1,264,441
NON-CURRENT		
Other receivables	55,310	129,054

Notes to the Financial Statements for the Year Ended 30 June 2018

continued

5. PROPERTY, PLANT AND EQUIPMENT

	2018 \$	2017 \$
Furniture, fixture and fittings		
At cost	130,357	130,357
Accumulated depreciation	(93,560)	(71,571)
Total furniture, fixture and fittings	36,797	58,786
Office equipment		
At cost	512,589	493,860
Accumulated depreciation	(423,552)	(446,788)
Total office equipment	89,037	47,072
Computer software		
At cost	157,950	157,950
Accumulated depreciation	(78,614)	(25,964)
Total computer software	79,336	131,986
Leasehold improvements		
At cost	569,099	569,099
Accumulated depreciation	(366,911)	(251,162)
Total leasehold improvements	202,188	317,937
Total property, plant and equipment	407,358	555,781

(a) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

Year ended 30 June 2018	Furniture, Fixtures and Fittings \$	Office Equipment \$	Computer Software \$	Leasehold Improvements \$	Total \$
Balance at the beginning of year	58,786	47,072	131,986	317,937	555,781
Additions	—	87,738	—	—	87,738
Depreciation expense	(21,989)	(45,773)	(52,650)	(115,749)	(236,161)
Balance at the end of the year	36,797	89,037	79,336	202,188	407,358

The Company moved to new leased office premises at 100 William Street Sydney in May 2015. Under the terms of the new lease, while the Company was responsible for fit-out costs for the new premises the landlord provided a substantial lease incentive to offset fit-out costs incurred. In accordance with the accounting standards this incentive will be recognised as a rent reduction over the term of the lease.

6. TRADE AND OTHER PAYABLES

	2018 \$	2017 \$
CURRENT		
Unsecured liabilities		
Trade payables	2,112,282	1,884,167
Other payables	110,605	110,622
	2,222,887	1,994,789
NON-CURRENT		
Unsecured liabilities		
Other payables	82,967	193,578

7. EMPLOYEE BENEFITS

	2018 \$	2017 \$
CURRENT		
Annual leave	314,674	324,057
Long service leave	239,581	253,013
Performance based remuneration (a)	219,138	335,417
	773,393	912,487
NON-CURRENT		
Long service leave	144,350	13,268
Performance based remuneration (a)	104,416	178,824
	248,766	192,092

(a) Performance based remuneration

Performance based remuneration - current	219,138	335,417
Performance based remuneration - non-current	104,416	178,824
Total	323,554	514,241

Since July 2013, the Company has provided 'at risk' performance based incentives to its staff. The incentives have both short term and long term qualifying criteria and are subject to retention clauses. This results in liabilities from multiple incentive years being included in the year end balance.

Notes to the Financial Statements for the Year Ended 30 June 2018

continued

8. OTHER LIABILITIES

	2018 \$	2017 \$
CURRENT		
Unexpended funds	6,561,588	5,864,540
Memberships in advance	719,395	477,172
	7,280,983	6,341,712

9. PROVISIONS

	2018 \$	2017 \$
NON-CURRENT		
Provision for lease make good on Sydney office premises	110,250	105,000

10. CAPITAL AND LEASING COMMITMENTS

(a) Operating Leases

	2018 \$	2017 \$
Minimum lease payments under non-cancellable operating leases:		
- not later than one year	580,732	622,654
- later than one year	450,455	580,732
- not later than five years	169,037	619,492
	1,200,224	1,822,878

The Company leases various office premises under a non-cancellable operating lease. The lease has varying terms, escalation clause and renewal rights. On renewal, the term of the lease is re-negotiated.

11. CASH FLOW

(a) Reconciliation of result for the year to cash flows from operating activities

	2018 \$	2017 \$
Net surplus for the year	38,910	42,722
Non-cash flows in operating surplus:		
- depreciation & amortisation	236,161	227,775
Changes in assets and liabilities:		
- (increase)/decrease in debtors	805,642	(493,706)
- (increase)/decrease in other assets	118,886	(91,488)
- increase/(decrease) in funding in advance	939,271	347,144
- increase/(decrease) in trade and other payables	117,487	(84,622)
- increase/(decrease) in employee benefits	(77,170)	(566,784)
Cashflow from operations	2,179,187	(618,959)

Credit standby arrangements with banks

The Company has a credit card facility amounting to \$50,000 (2017: \$ 50,000). As at 30 June 2018, \$4,081 of this facility was used (2017: \$ 10,236). These facilities are secured by a charge over term deposits valuing \$50,000.

12. KEY MANAGEMENT PERSONNEL REMUNERATION

(a) Total Directors Remuneration

	2018 \$	2017 \$
Directors' Fees	86,458	85,010
Superannuation	5,093	6,204
Total Directors' Remuneration	91,551	91,214
Number of Remunerated Directors	8	4

Notes to the Financial Statements for the Year Ended 30 June 2018

continued

(b) Total Executive Personnel Remuneration

	2018 \$	2017 \$
Executive personnel remuneration for the financial year, as described in note 1(n)		
Fixed Salary	912,995	1,048,752
Superannuation	71,876	93,413
Total Fixed Remuneration	984,871	1,142,165
"At Risk" Performance Related Benefits		
- Short Term Incentive Plan	43,342	-
- Long Term Incentive Plan	76,570	201,576
Total Executive Personnel Remuneration	1,104,783	1,343,741
Number of Executive positions	4	4

(c) Executive Personnel Remuneration by Band

The remuneration of the Executive fell within the following bands:

(i) Fixed Remuneration by Band

Fixed Remuneration consists of contracted salary, parking arrangements and contributions by BESydney to a superannuation fund of the employee. In August 2017 a member of the Executive resigned and that position was not replaced.

Band Analysis: Fixed Remuneration

Executive Personnel		
\$0 - \$50,000	1	-
\$200,000 - \$250,000	-	2
\$250,000 - \$300,000	2	1
\$400,000 - \$450,000	1	1
Total	4	4

(ii) "At Risk" Performance Related Benefits by Band

"At Risk" Performance Related Benefit for the Executive are provided under formal Plans, reviewed and approved by the Board annually and administered by the Governance, Nomination and Remuneration Committee. The Executive Leadership Team Short Term Incentive Program (ELT STIP) commenced in the 2018 calendar year, and provides participants with a maximum potential incentive of 15% of base salary (excluding superannuation). Awards under the ELT STIP will be approved at the Board's discretion, after assessment of the Executive Teams' achievement against the measures of success established for the Organisation Goals outlined in the Business Plan.

Prior to CY2018, an Executive Long Term Incentive Plan (LTIP) was in place, and provided participants with a maximum potential incentive of 25% of base salary (excluding superannuation) if the agreed performance gateway was exceeded by 30%, with a deferred payout mechanism to support the company's executive retention objectives. Payout of any incentive allocated for a performance year is in multiple tranches over following years, (year 1 - 50%, year 2 - 25%, year 3 - 12.5%, year 4 - 6.25%, year 5 - 3.2% etc) and is contingent on continued employment. A final allocation to the LTIP in respect of performance for the 2017 calendar year was approved by the Board in March 2018.

Band Analysis: "At Risk" Performance Related Benefits - Long Term Incentive Plan

Executive Personnel	2018	2017
\$0 - \$50,000	2	2
\$50,000 - \$100,000	1	2
Total	3	4

(iii) Total Potential Remuneration by Band

Total Potential Remuneration is the aggregate of fixed remuneration and the incentive allocated or expected to be allocated under the ELT STIP/LTIP in respect of the financial year. It represents potential remuneration as the terms of the LTIP require participants to continue to be employed for a further five years to receive payout of full incentive allocated in respect of a given performance year.

Band Analysis: Total Potential Remuneration

Executive Personnel		
\$0 - \$50,000	1	-
\$200,000 - \$250,000	-	1
\$250,000 - \$300,000	2	1
\$300,000 - \$350,000	-	1
\$450,000 - \$500,000	1	-
\$500,000 - \$550,000	-	1
Total	4	4

13. RELATED PARTIES

The Company promotes a Client to Member Program, whereby members goods and services are promoted to clients. This service is available to all members, with promotion opportunities dependent on membership level. As members of the Company, some Directors and their businesses participate in the program, on terms that are no more favourable than that which is available to all members of the same membership level.

The Company also endeavours to purchase its members goods and services where appropriate. As members of the Company, some Directors and their businesses may enter into transactions with the Company. All such transactions between the Directors and the Company are on arms-length terms, and no more favourable to either party than other negotiated commercial arrangements.

Australia office

Level 20, 100 William Street
Sydney, NSW, 2011, Australia
Phone: +61 2 9331 4045
Fax: +61 2 9360 1223
Email: info@besydney.com.au

Europe office

Australia Centre, Australia House
6th Floor Melbourne Place, The Strand
London, WC2B 4LG, United Kingdom
Phone: +44 207 438 4616
Email: ukoffice@besydney.com.au

Americas office

700-838 West Hastings Street
Vancouver, BC V6C 0A6, Canada
Phone: +1 604 801 9673
Email: americanoffice@besydney.com.au

Singapore office

30 Raffles Place
23/F Chevron House
Singapore, 048622
Phone: +65 6233 5624
Email: singaporeoffice@besydney.com.au

China office

Unit 4303, Level 43, CITIC Square,
1168 Nanjing Road West
Shanghai 200041, P.R.China
Phone: 86 21 5292 8833
Email: chinaoffice@besydney.com.au

India office

No. 83, 3 North Avenue (Building 3)
Maker Maxity, Bandra Kurla Complex
Bandra (E), Mumbai, 400051, India
Phone: +91 22 6749 3034
Mobile: +91 9873 70 76 79
Email: pbawa@besydney.com.au



businesseventssydney.com.au

Photos: Mikal Wilbow; Let's Go Surfing, Wugoolra Indigenous Festival Sydney Opera House Australia Day, James Horan; Destination NSW, Daniel Boud; Destination NSW, Zareh Nalbandian image; James Horan. Media call preview for Paint Yard, Central Park; Destination NSW

© Business Events Sydney 2018