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**Complete Workforce Australia Pty Ltd**

**ABN 48 630 393 832**

**Interim Report - 31 December 2020**

**Complete Workforce Australia Pty Ltd**  
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**31 December 2020**

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**General information**

The financial statements cover Complete Workforce Australia Pty Ltd ('the Company') as an individual entity. The financial statements are presented in Australian dollars, which is Complete Workforce Australia Pty Ltd's functional and presentation currency.

Complete Workforce Australia Pty Ltd is a company limited by shares, incorporated, and domiciled in Australia. Its registered office and principal place of business are:

**Registered office**

41-47 Colin Street  
West Perth

**Principal place of business**

273 Great Eastern Highway  
Belmont WA 6104

A description of the nature of the Company's operations and its principal activities are included in the director's report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of the sole director, on 3 April 2021.

**Complete Workforce Australia Pty Ltd**  
**Director's report**  
**31 December 2020**

The sole director presents his report, together with the financial statements, on the Company for the half-year ended 31 December 2020.

**Director**

The following person was the sole Director and Company Secretary of the Company during the whole of the financial year and up to the date of this report, unless otherwise stated:

Daniel Cowley-Cooper

**Principal activities**

During the financial half-year the principal continuing activities of the Company consisted of:

- Labour hire services

**Dividends**

There were no dividends paid, recommended, or declared during the current or previous financial half-year.

**Review of operations**

The profit for the Company after providing for income tax amounted to \$58,208 (31 December 2019: loss of \$174,511).


**Significant changes in the state of affairs**

There were no significant changes in the state of affairs of the Company during the financial half-year.

**Auditor's independence declaration**

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this Director's report.

This report is made in accordance with a resolution of the sole director, pursuant to section 306(3)(a) of the Corporations Act 2001.

  
Daniel Cowley-Cooper  
Director

3 April 2021  
Perth

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To The Board of Directors

**Auditor's Independence Declaration under Section 307C of the Corporations Act 2001**

As lead audit Partner for the review of the financial statements of Complete Workforce Australia Pty Ltd the half year ended 31 December 2020. I declare that to the best of my knowledge and belief, there have been no contraventions of:

- the auditor independence requirements of the *Corporations Act 2001* in relation to the review; and
- any applicable code of professional conduct in relation to the review.

Yours faithfully

**BENTLEYS**  
Chartered Accountants

**MARK DEALURENTIS CA**  
Partner

Dated at Perth this 3<sup>rd</sup> day of April 2021

**Complete Workforce Australia Pty Ltd**  
**Statement of profit or loss and other comprehensive income**  
**For the half-year ended 31 December 2020**

	Note	Dec 2020 \$	Unaudited Dec 2019* \$
<b>Revenue</b>	4	4,968,335	962,122
Other income	5	50,000	-
<b>Expenses</b>			
Employee benefits expense		(4,943,813)	(1,133,124)
Administration		(5,047)	(1,174)
Finance costs		-	(2,335)
<b>Profit/(loss) before income tax expense</b>		69,475	(174,511)
Income tax expense		(11,267)	-
<b>Profit/(loss) after income tax expense for the half-year attributable to the owners of Complete Workforce Australia Pty Ltd</b>		58,208	(174,511)
Other comprehensive income for the half-year, net of tax		-	-
<b>Total comprehensive income for the half-year attributable to the owners of Complete Workforce Australia Pty Ltd</b>		<u>58,208</u>	<u>(174,511)</u>
		\$	\$
Basic earnings/(loss) per share		582.08	(1,745.11)
Diluted earnings/(loss) per share		582.08	(1,745.11)

\*The 31 Dec 2019 half year financial statements were not reviewed by Bentleys.

*The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes*

**Complete Workforce Australia Pty Ltd**  
**Statement of financial position**  
**As at 31 December 2020**

	Note	Dec 2020 \$	Jun 2020 \$
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	6	4,323	1,043
Trade and other receivables	7	1,182,874	580,000
<b>Total current assets</b>		<u>1,187,197</u>	<u>581,043</u>
<b>Non-current assets</b>			
Deferred tax		70,589	81,856
<b>Total non-current assets</b>		<u>70,589</u>	<u>81,856</u>
<b>Total assets</b>		<u>1,257,786</u>	<u>662,899</u>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Trade and other payables	8	1,342,556	828,602
Provisions	9	22,725	-
<b>Total current liabilities</b>		<u>1,365,281</u>	<u>828,602</u>
<b>Total liabilities</b>		<u>1,365,281</u>	<u>828,602</u>
<b>Net liabilities</b>		<u>(107,495)</u>	<u>(165,703)</u>
<b>Equity</b>			
Issued capital		100	100
Accumulated losses		(107,595)	(165,803)
<b>Total deficiency in equity</b>		<u>(107,495)</u>	<u>(165,703)</u>

*The above statement of financial position should be read in conjunction with the accompanying notes*

**Complete Workforce Australia Pty Ltd**  
**Statement of changes in equity**  
**For the half-year ended 31 December 2020**

	<b>Issued capital \$</b>	<b>Accumulated losses \$</b>	<b>Total deficiency in equity \$</b>
Balance at 1 July 2019	100	(103,082)	(102,982)
Loss after income tax expense for the half-year	-	(174,511)	(174,511)
Other comprehensive income for the half-year, net of tax	-	-	-
<b>Total comprehensive income for the half-year</b>	<b>-</b>	<b>(174,511)</b>	<b>(174,511)</b>
<b>Balance at 31 December 2019 (Unaudited*)</b>	<b>100</b>	<b>(277,593)</b>	<b>(277,493)</b>
	<b>Issued capital \$</b>	<b>Accumulated losses \$</b>	<b>Total deficiency in equity \$</b>
Balance at 1 July 2020	100	(165,803)	(165,703)
Profit after income tax expense for the half-year	-	58,208	58,208
Other comprehensive income for the half-year, net of tax	-	-	-
<b>Total comprehensive income for the half-year</b>	<b>-</b>	<b>58,208</b>	<b>58,208</b>
<b>Balance at 31 December 2020</b>	<b>100</b>	<b>(107,595)</b>	<b>(107,495)</b>

\* The 31 Dec 2019 half year financial statements were not reviewed by Bentleys.

**Complete Workforce Australia Pty Ltd**  
**Statement of cash flows**  
**For the half-year ended 31 December 2020**

	Dec 2020 \$	Unaudited Dec 2019 \$
<b>Cash flows from operating activities</b>		
Receipts from customers	4,365,461	972,288
Payments to suppliers and employees	(4,412,181)	(944,911)
Other revenue	(46,720)	27,377
Interest and other finance costs paid	50,000	-
	-	(2,335)
<b>Net cash from operating activities</b>	<b>3,280</b>	<b>25,042</b>
<b>Net cash from investing activities</b>	<b>-</b>	<b>-</b>
<b>Net cash from financing activities</b>	<b>-</b>	<b>-</b>
<b>Net increase in cash and cash equivalents</b>	<b>3,280</b>	<b>25,042</b>
Cash and cash equivalents at the beginning of the financial half-year	1,043	283
<b>Cash and cash equivalents at the end of the financial half-year</b>	<b>4,323</b>	<b>25,325</b>

\* The 31 Dec 2019 half year financial statements were not reviewed by Bentleys.

*The above statement of cash flows should be read in conjunction with the accompanying notes*



**Complete Workforce Australia Pty Ltd**  
**Notes to the financial statements**  
**31 December 2020**

**Note 1. Significant accounting policies**

These general purpose financial statements for the interim half-year reporting period ended 31 December 2020 have been prepared in accordance with Australian Accounting Standard AASB 134 'Interim Financial Reporting' and the Corporations Act 2001, as appropriate for for-profit oriented entities. Compliance with AASB 134 ensures compliance with International Financial Reporting Standard IAS 34 'Interim Financial Reporting'.

These general purpose financial statements do not include all the notes of the type normally included in annual financial statements. Accordingly, these financial statements are to be read in conjunction with the Annual Report for the year ended 30 June 2020.

The 31 December 2019 comparatives have not been reviewed by the auditors Bentleys.

The principal accounting policies adopted are consistent with those of the previous financial year and corresponding interim reporting period, unless otherwise stated.

**New or amended Accounting Standards and Interpretations adopted**

The Company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

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

**Going concern**

The spread of novel coronavirus (COVID-19) was declared a public health emergency by the World Health Organisation on 31 January 2020 and upgraded to a global pandemic on 11 March 2020. The rapid rise of the virus has seen an unprecedented global response by Governments, regulators and industry sectors. The Australian Federal Government enacted its emergency plan on 29 February 2020 which has seen the closure of Australian borders from 20 March 2020, an increasing level of restrictions on corporate Australia's ability to operate, significant volatility and instability in financial markets and the release of a number of government stimulus packages to support individuals and businesses as the Australian and global economies face significant slowdowns and uncertainties.

Despite the declaration of a global pandemic, the business has been able to capitalise on the opportunity through obtaining contracts with the Western Australian Government to provide security services for hotel quarantine sites.

For the half-year ended 31 December 2020, COVID-19 has impacted the Company, specifically as follows:

- Implications on the current period financial performance and cash flows (particularly operating cash flows).

The Company incurred a profit after tax for the half-year of \$58,208 (2019: loss of \$174,511) and net cash inflow from operating activities of \$3,280 (2019 half-year: inflows of \$25,042) and had a working capital deficiency of \$178,084 at 31 December 2020. (30 June 2020: \$247,559)

The Company did not have any capital commitments of as of 31 December 2020.

The Director has prepared projected cash flow information for the 12 months from the date of approval of these financial statements taking into consideration the estimation of the continued business impacts of COVID-19. In response to the uncertainty arising from this, the Director has considered that the business growth will continue for at least 12 months. After this point in time, the Company is anticipating being able to secure other substantial contracts within the mining sector.

- These forecasts indicate that, after taking into account all reasonably possible downsides, the Company is expected to continue to operate, with headroom and within available cash levels. Key to the forecasts are relevant assumptions regarding the business, business model, any legal or regulatory restrictions and shareholder support, in particular:

Mitigating actions undertaken or planned by the Director and Site Services Holdings Group ('SSH') to manage and respond to cash flow uncertainties or potential risks of shortfall in financing and the implementation status and uncertainties that arise from them.

**Complete Workforce Australia Pty Ltd**  
**Notes to the financial statements**  
**31 December 2020**

**Note 1. Significant accounting policies (continued)**

The Director is satisfied that the Company will be able to raise additional funds as required and therefore it is appropriate to prepare the financial statements on a going concern basis. The Group is in advanced discussions regarding a proposed listing on the Australian Securities Exchange via a reverse takeover. The proposed transaction will require compliance with Chapters 1 and 2 of the ASX Listing Rules and completion of a proposed capital raising of \$6.25 million (before costs).

In the event that the Company is unable to obtain sufficient funding for ongoing operating and capital requirements, there is a material uncertainty that may cast significant doubt as to whether the Company will continue as a going concern and therefore proceed with realising its assets and discharging its liabilities in the normal course of business at the amounts stated in the financial report. The financial statements do not include any adjustment relating to the recoverability or classification of recorded asset amounts or to the amounts or classification of liabilities that may be necessary should the Company not be able to continue as a going concern.

**Note 2. Critical accounting judgements, estimates and assumptions**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

*Coronavirus (COVID-19) pandemic*

Judgement has been exercised in considering the impacts that the Coronavirus (COVID-19) pandemic has had, or may have, on the Company based on known information. This consideration extends to the nature of the products and services offered, customers, supply chain, staffing and geographic regions in which the Company operates. Other than as addressed in specific notes, there does not currently appear to be either any significant impact upon the financial statements or any significant uncertainties with respect to events or conditions which may impact the Company unfavourably as at the reporting date or subsequently as a result of the Coronavirus (COVID-19) pandemic.

*Income tax*

The Company is subject to income taxes in the jurisdictions in which it operates. Significant judgement is required in determining the provision for income tax. There are many transactions and calculations undertaken during the ordinary course of business for which the ultimate tax determination is uncertain. The Company recognises liabilities for anticipated tax audit issues based on the Company's current understanding of the tax law. Where the final tax outcome of these matters is different from the carrying amounts, such differences will impact the current and deferred tax provisions in the period in which such determination is made.

*Recovery of deferred tax assets*

Deferred tax assets are recognised for deductible temporary differences only if the Company considers it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

**Note 3. Segment information**

The Director's determined that the Company has one reportable segment, being labour hire services in Australia, consequently the Company does not report segmented operations.

**Complete Workforce Australia Pty Ltd**  
**Notes to the financial statements**  
**31 December 2020**

**Note 4. Revenue**

	Dec 2020 \$	Unaudited Dec 2019* \$
Management fees	<u>4,968,335</u>	<u>962,122</u>

**Note 5. Other income**

	Dec 2020 \$	Unaudited Dec 2019* \$
Subsidies and grants	<u>50,000</u>	<u>-</u>

**Note 6. Cash and cash equivalents**

	Dec 2020 \$	Jun 2020 \$
Cash on hand	100	100
Cash at bank	<u>4,223</u>	<u>943</u>
	<u>4,323</u>	<u>1,043</u>

**Note 7. Trade and other receivables**

	Dec 2020 \$	Jun 2020 \$
Trade receivables	41,222	105,339
Related party receivable	<u>1,141,652</u>	<u>474,661</u>
	<u>1,182,874</u>	<u>580,000</u>

**Note 8. Trade and other payables**

	Dec 2020 \$	Jun 2020 \$
Trade payables	8,471	-
GST and PAYG payable	1,046,391	666,514
Other payables	<u>287,694</u>	<u>162,088</u>
	<u>1,342,556</u>	<u>828,602</u>

\* The 31 Dec 2019 half year financial statements were not reviewed by Bentleys.

**Complete Workforce Australia Pty Ltd**  
**Notes to the financial statements**  
**31 December 2020**

**Note 9. Provisions**

	Dec 2020	Jun 2020
	\$	\$
Annual leave	<u>22,725</u>	<u>-</u>

**Note 10. Dividends**

There were no dividends paid, recommended or declared during the current or previous financial half-year.

**Note 11. Events after the reporting period**

SSH Group Limited ('SSH') formerly known as Jacka Resources Limited ('Jacka') has executed a binding terms sheet agreement to acquire 100% of the entities which constitute the businesses known as Site Services Holdings Group ('SSH') which includes Site Services Holdings Pty Ltd, Complete Workforce Australia Pty Ltd and Site Services Holdings Trust. Completion of the acquisition of SSH will occur upon the Initial Public Offer ('IPO') of Jacka on the ASX including a capital raising of \$6.25 million.

**Complete Workforce Australia Pty Ltd**  
**Director's declaration**  
**31 December 2020**

In the sole director's opinion:

- the attached financial statements and notes comply with the Corporations Act 2001, Australian Accounting Standard AASB 134 'Interim Financial Reporting', the Corporations Regulations 2001 and other mandatory professional reporting requirements;
- the attached financial statements and notes give a true and fair view of the Company's financial position as at 31 December 2020 and of its performance for the financial half-year ended on that date; and
- there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the sole director made pursuant to section 303(5)(a) of the Corporations Act 2001.

  
Daniel Cowley-Cooper  
Director

3 April 2021  
Perth

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## Independent Auditor's Review Report

### To the Members of Complete Workforce Australia Pty Ltd

#### Conclusion

We have reviewed the accompanying half-year financial report of Complete Workforce Australia Pty Ltd ("the Company") which comprises the statement of financial position as at 31 December 2020, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the half-year ended on that date, a summary of significant accounting policies and other selected explanatory notes, and the directors' declaration.

Based on our review, which is not an audit, we have not become aware of any matter that makes us believe that the half-year financial report of Complete Workforce Australia Pty Ltd does not comply with the *Corporations Act 2001* including:

- a. Giving a true and fair view of the Complete Workforce Australia Pty Ltd financial position as at 31 December 2020 and of its performance for the half-year ended on that date; and
- b. Complying with Accounting Standard AASB 134: *Interim Financial Reporting* and *Corporations Regulations 2001*.

#### Basis for Conclusion

We conducted our review in accordance with ASRE 2410 *Review of a Financial Report Performed by the Independent Auditor of the Entity*. Our responsibilities are further described in the *Auditor's Responsibilities for the Review 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* that are relevant to our audit of the annual 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 review report.

# Independent Auditor's Review Report

To the Members of Complete Workforce Australia Pty Ltd (Continued)



## Material Uncertainty Related to Going Concern

We draw attention to Note 1 in the financial report, which indicates that the Company had a working capital deficit of \$178,084 as at 31 December 2020. As stated in Note 1, these events or conditions, along with other matters as set forth in Note 1, indicate that a material uncertainty exists that may cast significant doubt on the Company's ability to continue as a going concern. Our conclusion is not modified in respect of this.

## Responsibility of the Directors for the Financial Report

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

## Auditor's Responsibility for the Review of the Financial Report

Our responsibility is to express a conclusion on the half-year financial report based on our review. ASRE 2410 requires us to conclude whether we have become aware of any matter that makes us believe that the half-year financial report is not in accordance with the *Corporations Act 2001* including giving a true and fair view of the Company's financial position as at 31 December 2020 and its performance for the half-year ended on that date, and complying with Accounting Standard AASB 134 *Interim Financial Reporting* and the *Corporations Regulations 2001*.

A review of a half-year financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

**BENTLEYS**  
Chartered Accountants

**MARK DELAURENTIS CA**  
Partner

Dated at Perth this 3<sup>rd</sup> day of April 2021

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