



WMRR

Annual Report

2022

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Acknowledgement of Country

The Waste Management and Resource Recovery Association of Australia (WMRR) acknowledges the Traditional Custodians of the land on which we live and work, honours the ancestors and the Elders past, present and emerging and we extend that respect to all Aboriginal people, who continue to care for Country.

We recognise that our National Office is located on Gadigal Land of the people of the Eora Nation.

WMRR also recognises Aboriginal and Torres Strait Islander peoples' spiritual and cultural connection and inherent right to protect the land, waters, sky and natural resources of Australia. This connection goes deep and has since the Dreaming.

Our story so far

Our Vision

WMRR is the national peak body that leads the success of the waste management and resource recovery industry in Australia.

Our Sector

WMRR's diverse membership spans the breadth and depth of the Australian waste and resource recovery (WARR) industry, representing all stakeholders in this essential sector, which contributes \$15.8 billion to the economy annually and creates in excess of 50,000 jobs.

In 2022 WMRR had 2,223 financial members from over 500 organisations that operate across the supply chain from within private industry, the three (3) levels of government, universities, and the not-for-profit sector.

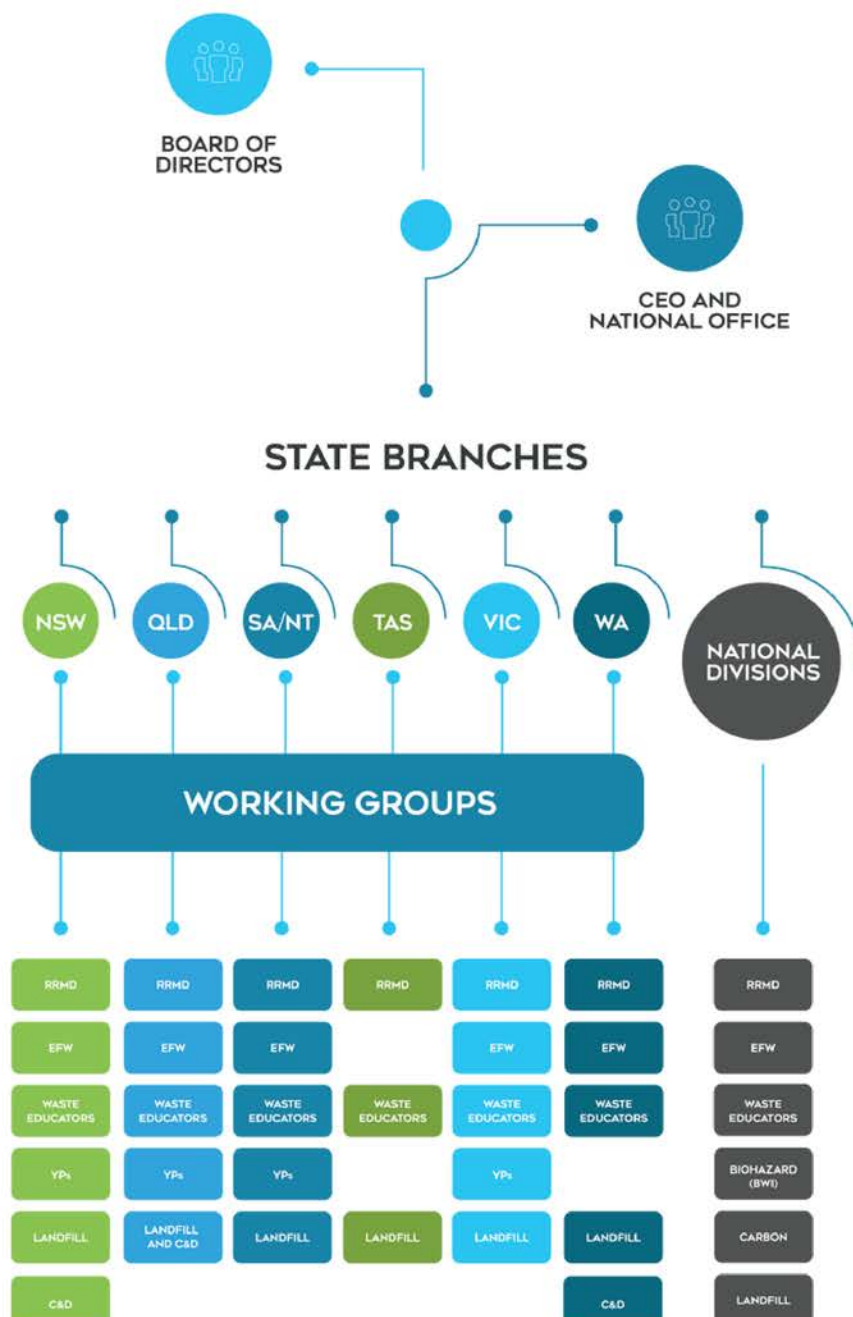
WMRR recognises that it cannot be the voice of industry, without understanding both the complexities and interdependencies of the entire industry. As such our members are involved in a range of activities in the Australian economy, from across and within the waste management hierarchy, including infrastructure investment and operations, collection, remanufacturing of valuable products from resource recovered materials, carbon management and mitigation, energy recovery, responsible management of residual materials and community engagement and education.

WMRR Structure

Member networks exist at the national, state, and specific industry sector level.

In 2022, WMRR offered:

- six (6) national divisions that held 29 meetings;
- six (6) state branch committees that held 54 meetings; and
- 28 state-based working groups that held approximately 170 meetings.



WMRR's Guiding Principles

1

Positive, professional and responsible engagement

with the community, all sectors of business, and government is critical to the success of the WARR industry, building trust in it, and creating social license for the sector.

2

The waste management hierarchy and circular economy

are consistently adopted and pursued nationally for the safe, strategic and efficient use and management of materials, including the mitigation of carbon impacts.

3

WARR infrastructure is strategically planned and valued

given the significance as both an essential service and the producer and remanufacturer of secondary raw materials for the Australian economy.

Priority Advocacy Areas

- Utilise WMRR's national remit and knowledge to drive improved government coordination across Australia and deliver consistent and appropriate evidence-based policy and regulatory settings for the WARR industry.
- Improve the quality and collection of WARR data nationally to enhance and support consistent and transparent classification and management of materials and build knowledge of evidence-led policy for the sector.
- Champion the importance and high standards of the WARR sector and support the professionalism of the individuals working within it to the community, business, and government.
- Foster consistent high-quality education, standards, and knowledge for the industry, the community, government and business about the waste management hierarchy, circular economy, and carbon impacts.
- Influence and engage in consistent, proactive, and ongoing reform of state and national regulatory and policy frameworks to ensure a responsive, level playing field that provides certainty for industry.
- Ensure that the regulatory and policy framework which underpins the WARR sector is supportive and responsive to the entire waste management hierarchy, including mechanisms that support the creation of a circular economy, market development, and the management of carbon impacts.
- Drive knowledge and understanding of the value a systems-based approach to material management plays in addressing greenhouse gas (GHG) emissions and carbon abatement for achieving net zero within the community and economy.
- Champion knowledge that facilitates the creation of secondary raw materials, investment in resource recovery and remanufacturing, and sustainable procurement as necessary across all sectors of the community, government, and business.
- Advocate that, in order to support the essential role that the WARR industry provides, at least 50% of funding derived by government must be returned to the industry to ensure ongoing development and growth of industry to meet the state and national resource recovery targets.

WMRR's President's Report

Where did 2022 go? Yet again it has been a year of intense activity and one where once again, the industry has faced extraordinary challenges. Whilst we have now seemingly 'moved on' from COVID-19 and integrated its affects into our daily operations and lives, a new set of trials have faced the broader industry with the level of demand for our services greater than ever and the staffing levels available to meet this need at one of the lowest levels seen in my career.

Every aspect of our industry is affected whether it be drivers collecting and delivering resources between sites, staff operating complex sites and facilities, consultants undertaking design and reporting functions or administration, business development, policy and management teams providing key logistics and leadership within government, business and the broader sector itself.

While these challenges have presented themselves, once again the sector – every one of you reading this report – has delivered and minimised the impact of these testing circumstances, ensuring our customers can have faith in this essential service that we provide. That is not to say there have not been setbacks with some activities succumbing to their work environment, however even then we have adapted quickly - minimising disruptions and preventing social and environmental concerns from arising.

WMRR has not escaped unscathed through this period with the departure of some wonderful, valued staff. In particular, I would like to thank Jacqueline Ong whose efforts and support to our CEO Gayle Sloan were exemplary and with whom it was a joy to work. Whilst her departure saddened all (and created a fair bit of extra work for Gayle in the short term), it also gave us the opportunity to welcome some new people into the WMRR team and we look forward to the valuable contribution they will be making to the organisation.

Speaking of a valuable contribution, I would like to once again recognise Gayle's tremendous efforts in continuing to drive WMRR forward as the Peak Industry body. Tireless is just one adjective of many that I can use to describe the determination and endeavour Gayle displays day in and day out in the engagement with all parts of the country, around key issues at national, state and local levels. It is these efforts that see the level of satisfaction within our membership base sitting at wonderful levels and ensuring WMRR's offering to these members is appreciated as a highly valued resource.

The level of engagement that we have at state and national level with regulators and the broader government is seen by others and recognised as being first-class. Development of initiatives such as the training and accreditation program for our sector are continuing to be worked upon. While making sure that when they are brought out to industry, they deliver both what is wanted and needed for our members and broader industry.

WMRR's President's Report

However, like all things, resourcing this endeavour is proving challenging.

In 2022 WMRR did however play a real role in delivering a number of key policies and changes across the WARR sector nationally, including:

- Victoria and Tasmania Container Deposit/ Return Schemes– split responsibility model adopted in both;
- A number of states moving towards consistent input for organics to enable quality product development, in particular clarifying that only food and garden organic material should be included with an allowance for a bin liner for transporting material to the bin (these states being Queensland, NSW, Victoria);
- EfW policies developed in Victoria and Queensland, as well as guideline development in Queensland and NSW with WMRR creating a social license toolkit to support these;
- The NSW proposed revocation of recovered fines did not proceed following extensive industry work supported by WMRR and WCRA;
- Continuing to raise the supply chain issues of PFAS nationally;
- A landfill levy is now implemented across all states with the recent addition of Tasmania. Victoria increased the rate and Queensland are addressing some challenges.

That being said, we cannot and will not sit back and relax. Continual change presents new and ever evolving challenges that we must identify and address. Inflationary pressures, continued regulatory reform, infrastructure needs and of course externalities like the war in Ukraine all affect how the sector works and highlight the important role that WMRR plays in working for you, our members.

It is also important to recognise and say thank you to the members who support WMRR both financially as well as through the provision of their time, skills, and experience to help WMRR provide valuable knowledge and engagement. For me this is what truly makes the Association, for we are nothing without our members.

As a final note, I also take this opportunity to thank the WMRR Board for their leadership and commitment to the sector and look forward to continuing to work with them in the year ahead.

Geoff Webster
WMRR National President



Summary of 2022 Member Services



Member Networks

State/ Territory branch committees in New South Wales/ Australian Capital Territory, Victoria, Queensland, South Australia/ Northern Territory, Western Australia, and Tasmania met throughout the year to progress WARR policies and develop industry standards and strategies in conjunction with State/ Territory working groups across a range of sectors.

In 2022, engagement in working groups, state branch committees and national divisions continued to remain high with over 1,600 participants across WMRR, with working groups leading a number of projects locally and nationally on behalf of industry and the association.

WMRR Advocacy

Submissions to Government

Federal

- Crediting period extension review of the Carbon Credits (Carbon Farming Initiative – Source Separated Organic Waste) Method Determination 2016 (13 January 2022)
- Stewardship for Consumers and Other Electrical and Electronic Products (2 March 2022)
- WMRR's five (5)-point federal action plan (11 April 2022) – Delivering Net-Zero through the Circular Economy
- Draft alternative waste treatment method variation (11 May 2022)
- AS 23907 Sharps injury protection – Requirements and test methods – Sharps containers (ISO 23907-2:2019, MOD) (24 May 2022)
- Safeguard Mechanism (SGM) Reforms – Consultation 2022 (20 September 2022)
- Independent Review of Australian Carbon Credit Units (2022) (26 September 2022)
- Waste Export Levy (12 December 2022)
- Plastic pollution in oceans & waterways (22 December 2022)

Australian Capital Territory

- Single-use plastics: tranche two (2) (10 January 2022)
- Single-use plastics: tranche three (3) (8 December 2022)
- Circular Economy Strategy (8 December 2022)

Northern Territory

- Northern Territory Circular Economy Strategy 2022–2027 (28 January 2022)

Tasmania

- Waste and Resource Recovery Regulations 2022 (19 April 2022)

Western Australia

- Western Australia's Plan for Plastics (18 November 2022)
- Environmental Regulation Reform (13 December 2022)

WMRR Advocacy

Submissions to Government

New South Wales

- Protection of the Environment Operations (General) Amendment (Thermal Energy from Waste) Regulation 2021 (18 March 2022)
- EPA's proposed Recovered Fines and Recovered Soils Orders and Exemptions (21 March 2023)
- Review of Domestic Waste Management Charges (28 April 2022)
- NSW Resource Recovery Framework review (18 May 2022)
- The Green Paper – Securing future innovation and global competitiveness in NSW (24 June 2022)
- Driving NSW's Circular Economy (2 December 2022)

Queensland

- Single use plastics survey (28 January 2022)
- Independent EPA consultation (4 February 2022)
- Waste levy efficacy and Waste Management and Resource Recovery Strategy review (15 June 2022)
- Independent EPA survey responses (21 July 2022)

South Australia

- Turning the tide: The future of single-use plastic in South Australia (17 February 2022)
- SA waste and resource recovery election priorities (4 March 2022)

Victoria

- Standardising recycling at home across Victoria (10 January 2022)
- Draft regulations to ban single-use plastic items in Victoria (17 May 2022)
- CDS draft regulations and RIS (22 June 2022)
- Setting the standard for better recycling at home (26 October 2022)

WMRR Member Information

Media Releases and Member Communications

Association members are kept up to date and informed of industry and Association news through WMRR's regular electronic correspondence, including:

- Weekly Resource Bulletins that provide a comprehensive round-up of weekly policy and regulatory changes, grants, commercial, and funding announcements, industry and government reports, and current consultations from around Australia;
- Specific issue updates as required (in 2022 updates have been flood disaster related);
- Monthly Wrap-Ups which showcase the Association's activities, media releases, a snapshot of our CEO's appearances in mainstream and trade media, WMRR's policy submissions for the month as well as a few of our forthcoming events and conferences. WMRR CEO's bi-monthly Inside Waste CEO column and National President's Board communiqué are also featured in these.

WMRR Member Information

Media Releases and Member Communications

Media Releases

- Australia ReMade – well-intentioned campaign supported
- Billion-dollar Queensland WARR package a win for community, environment, and industry
- Solving Australia's food waste problem requires purposeful planning
- NT's proposed levy a step in the right direction
- COVID-19 quarantine exemptions must extend to WARR
- A new era for Tasmanian WARR
- Tasmania's circular ambitions hang in the balance this week
- SA election: WMRR seeks commitment to waste and resource recovery priorities
- New federal government sparks optimism for WARR
- Energy from waste – part of a holistic approach to building a circular economy
- The role of EfW in delivering a net zero future
- From the CEO's desk – turning communication and engagement on its head
- Delivering net zero through the circular economy – WMRR's federal action plan
- Nominations open for WMRR Board of Directors
- WMRR welcomes returning Peak Industry member, Veolia
- WMRR welcomes Queensland's single-use plastics roadmap; calls for national harmonisation
- WMRR welcomes Environment Ministers focus on consistency and going circular
- WMRR Supports Container Expansion in QLD
- WMRR response to the news of Redcycle
- WMRR welcomes the announcement of Circular Economy Ministerial Advisory Group

WMRR Member Information

Conferences and Events

As part of WMRR's commitment to providing value to members, in part through learning and networking opportunities, the Association sought to maintain its commitment to delivering high quality, content rich events, conferences and on-line offerings across Australia in 2022.

With the resumption of face-to-face events nationally WMRR was able in 2022 to increase the number of conferences delivered by 50%. WMRR also held 13 events and ten (10) online webinars including two (2) Tasmanian WARR Forums (Hobart in April and Launceston in November), combined almost 3,000 people attended these activities in 2022.

National conferences

2022 EfW Conference

Originally scheduled for 2021, with the theme 'The role of EfW in delivering a net zero future' the two (2) day conference was held at ZINC in Melbourne on 16 and 17 March 2022, with numerous industry experts coming to the table to uncover pathways that will lead Australia to a low-carbon future. The conference also focused on the regulatory landscape, planning and development, stakeholder engagement, and technology and innovation – the factors that are all the more pertinent today as proponents move forward in their EfW journey and more projects start to come online across Australia. Over 170 people attended across two (2) conference days and two (2) social functions.

2022 ENVIRO Conference

After a four (4) year hiatus due to COVID-19, the conference returned to the WARR-path on 30 and 31 August 2022 at the QT Canberra to cover all things circular under the theme 'On Australia's WARR-path to a circular economy'. How the waste management hierarchy intersects with the circular economy, the role that industry, the community and government can play in transitioning Australia at a local, regional, and state level, and how we can become one common market that develops national strategic systems that value and manage materials were all explored at this event. WMRR hosted 150 people, across the two (2) days, taking in a quality program of local and international speakers, and networking at two (2) social functions.

WMRR Member Information

Conferences and Events

2022 Waste and Recycle Conference (WMRR supported)

The annual Waste & Recycle Conference returned to the Crown Perth on 13 and 14 September 2022 for a two (2) day conference plus pre-conference tours on 12 September 2022. The conference theme 'RE-thinking WA by Reducing, Recovering and Remanufacturing', was the perfect catalyst for presentations and conversations across the event. Headline keynote speakers included Dr Karl and Peter Newman AO. The conference was well attended by over 350 delegates, speakers, sponsors and exhibitors.

2022 WARR SA Conference and Buy Recycled Expo SA

The biennial WARR SA Conference returned to the Adelaide Convention Centre on 8 and 9 November 2022 under the theme 'Where the rubber hits the road.' Over 140 people registered to attend the two (2) day conference and pre-conference technical tour on Monday, 7 November 2022.

The Buy Recycled Expo SA is a free exhibition run alongside the conference in partnership with Green Industries SA.

WMRR also collaborated with Impact Enviro on Waste 2022 (Coffs conference).

WMRR Member Information

Conferences and Events

2022 Events

New South Wales

- Breakfast with the Minister
- Women of WARR leadership breakfast
- Christmas function

Queensland

- Women of WARR leadership breakfast
- Social License to Operate Workshop
- Christmas function (Mission Beach)

South Australia

- Women of WARR leadership breakfast
- SA golf day
- Breakfast with GISA
- Christmas function

Tasmania

- Tasmanian WARR Forum I (Hobart)
- Tasmanian WARR Forum II and Christmas function (Launceston)

Victoria

- Women of WARR leadership breakfast
- Christmas dinner

Western Australia

- Breakfast with the Minister
- Christmas function

National event

- WMRR 2022 Annual General Meeting

Webinars

- E-stewardship in Australia
- EfW Webinar I – Energy from Waste: debunking the myths
- EfW Webinar II – The fundamentals of Energy from Waste
- Queensland waste levy efficacy review
- Behaviour change 101
- Stop, sort, bury, burn
- CE policy lessons from Scotland
- Social Licence to Operate



National Division Reports



Cleanaway's Head of Carbon, Taku Ide, speaking at WMRR's 2022 ENVIRO Conference

Biohazard waste industry (BWI)

COVID-19 was at the forefront of the BWI divisions collective mind as the year started, after two (2) years of classifying, managing and treating COVID-19 infected material and clinical waste across Australian jurisdictions. In 2022, we continued this work on protocols and processes for the classification of clinical materials and assisted in addressing issues as they arose throughout the pandemic response.

The goal of nationally consistent prioritisation remained and with the ongoing support of WMRR CEO, Gayle Sloan, the division worked state-by-state basis to ultimately gain a relatively consistent approach across all jurisdictions. As each state EPA and health department adopted this consistent approach, WMRR and BWI members assisted in sharing these developments with clinical facilities and sites across Australia through an education and awareness campaign to ensure that these directives were understood and being followed. This led to the development of BWI's fifth COVID-19 statement and waste management guidance for each jurisdiction.

In 2022 the division also worked closely with Standards Australia to provide comments on the review of Australian Standards for Sharps containers (AS 23907)- sharps containers – a critical area that directly impacts the safety of customers and operators alike and is a great example of the high level of expertise required to successfully work in the area of clinical waste management.

BWI members have also been instrumental in working with respective EPAs to develop suitable waste tracker systems for hazardous materials. The first jurisdiction that we worked with being Victoria, with NSW and Queensland embarking on their system in 2023.

BWI members were sad to see Tim Lee, the division chairperson since 2018, step down in 2022. We are extremely grateful that Debbie Costin then stepped in, however Debbie has now moved on to a role outside of industry. As such WMRR is excited to fill this role in 2023, along with building membership and continuing to be the trusted point of reference for the management of biohazardous waste streams.

Tim Lee / Debbie Costin
Division Chairs



National Carbon Division

Australia's emissions to June 2022 were estimated to be 486.9 million tonnes (Mt) of carbon dioxide equivalent (CO₂-e), with waste emissions for the year totalling 13 Mt, accounting for 2.7% of Australia's total CO₂-emissions.

WMRR believes that the sector can significantly reduce our direct emissions and assist the entire supply chain in reducing its carbon footprint, as well as doubling the amount of Australian Carbon Credit units (ACCUs) generated, by leveraging current and future instruments such as the NSW Waste and Sustainable Materials Strategy, which addresses organic waste collections and circular economy approaches that manage waste and materials more efficiently and reduce emissions.

With a new Federal government, 2022 was marked by significant activity and interest in carbon markets across all sectors in Australia. With the change in government, new questions and debates were raised on Australia's approach to tackling climate change. Projects from the WARR sector continue to play a vital part in the Emissions Reduction Fund (ERF), however the ability to claim ACCUs from resource recovery activities has not to date reached its full potential given some rigid and impractical rules in existence.

Chubb Review

WMRR contributed to this review, as we believe that it is necessary to look at the integrated system within Australia as opposed to individual mechanisms in isolation to address carbon emissions. WMRR has called on the government to move away from the linear National Waste Policy Action Plan 2019 and towards a genuine circular strategy that links all aspects of material management with carbon mitigation to achieve the Paris Agreement targets. WMRR believes that the sector can significantly reduce our direct emissions and drastically increase the amount of ACCUs generated.

To achieve this the WARR sector needs to be included in developing new methodologies to assist in meeting national targets of both resource recovery and carbon mitigation by 2030. The WARR sector plays a vital and integral role in managing emissions in the transition to a circular economy. ACCUs can help mitigate investment risks and incentivise proponents to find solutions to abate more emissions.

WMRR also advocates strongly that there is an urgent need for better interaction and complementarity between different WARR and carbon management schemes and policy both at and within, the state and federal levels in Australia. Clear vision and guidance are required to enable long-term investment decisions and continuous improvement. Investments in WARR management may be significantly hampered without an effective ACCU scheme.

National Carbon Division

To address WMRRs concerns with the current scheme, WMRR proposed altering the requirement to register before commencing project development, enabling greater participation and aggregation of materials, and linking ACCUs to assets/ processing facilities rather than simply to the waste generators.

Draft Safeguard Mechanism Rules

The Draft Safeguard Mechanism Rules are aimed at limiting emissions from large industrial facilities emitting over 100,000 tonnes of carbon dioxide equivalent per year, as heavy industry is expected to overtake electricity as the highest-emitting sector in the country. The rules will work with the Emissions Reduction Fund (ERF) administered by the Clean Energy Regulator, to set emissions baselines for these facilities, which should reduce their emissions over time.

The proposed reforms at this stage impact a number of landfills in the WARR sector and are unlikely to drive the investment in resource recovery and emission reduction required. WMRR continues to advocate for a robust and practical framework for our sector. Again WMRR reiterated in this review that it is necessary for government to look at the integrated system within Australia as opposed to individual mechanisms in isolation. To support Australia's emissions reduction target, WMRR suggests creating a roadmap for circularity in Australia that requires a complete rethink of how materials are extracted and managed.

Other Division initiatives

The division were involved in developing the Delivering Net Zero emissions through the Circular Economy WMRR's five (5)-point federal election plan which included maximise carbon abatement through the WARR sector as point one (1) and recommended six (6) actions.

Carbon also features more prominently in WMRR's Strategic Business Plan 2023-2026, through Priority Advocacy Areas and Key Initiatives, drafted in 2022.

Delivering Net Zero emissions through the Circular Economy

Over the next 12 months, the National Carbon Division will continue to support WMRR's vision for delivering Net Zero emissions through the circular economy. We genuinely look forward to a significant increase in activity and importance in this policy area in Australia. It is truly an exciting time!

Julien Gastaldi
Division Chair



National Energy From Waste

The EfW Sector continues to move at differing paces across Australia in 2022. With active construction of facilities in the West of Australia and both regulatory and policy settings being developed and amended in the East. To date whilst energy recovery has a clear role on the waste management hierarchy, and we have seen consistent application across the world, EfW remains an area in Australia where there is neither a consistent view or approach. Creating this consistency (in policy, approach and regulatory settings) is definitely an area that WMRR continues to be focused on achieving with both government and industry.

It is however pleasing to see a mix of different project approaches coming to market, with both industry led (NSW, Queensland and Victoria) as well as government procured (Victoria and NSW) in 2022. Demonstrating that there is not a lack of interest or appetite to develop such facilities.

2022 did witness some very differing policy approaches by states. With further development of a cap mechanism in Victoria, including a commensurate licensing regime currently underway and a review of the NSW policy to include work undertaken by the NSW Chief Scientist.

The Division was actively involved in developing and promoting the 2022 EfW Conference 'The role of EfW in delivering a net zero future'. This was a terrific event that brought together many in and around this vital sector including finance and equity specialists, local council, regulators and project proponents locally and internationally.

With the first major facility opening in late 2023, the Division looks forward to continuing its important work to ensure a certain regulatory framework for EfW in Australia and contributing to Australia's 80% recovery target by 2030.

Ron Wainberg
Division Chair



The EfW
Sector
continues to
move at
differing paces
across
Australia in
2022

National Resource Recovery & Remanufacturing Division

WMRR partnered with Green Industries SA (GISA) to deliver the Buy Recycled Expo alongside WMRR's biennial South Australia Conference in November 2022. WMRR utilises this event to showcase the array of products that are currently made from recycle, to assist in driving demand and knowledge of both what is available and can be done!

There is a real need to increase demand for these products made from secondary raw materials through every means possible, be it procurement, prioritising in project specifications, tendering and general awareness raising as to what is (or can be) made with recycled materials, right here in Australia. In the absence of this how else will we recover 80% by 2030?

2022 was a year of continued progress for the National RRMD Division, as state chairs continued pushing for local market demand and development and continued to explore pathways and opportunities to play a role in linking stakeholders in the supply chain.

Packaging material continued to be a hot topic in 2022 with the November 2021 APCO report finding significant challenges for Australia to meet the 2025 National Packaging Targets. Soft plastic packaging proved that we need to stop focusing simply on collecting materials and start focusing on creating demand for the

recycled materials that these inputs make.

Packaging material continued to be a hot topic in 2022 with the November 2021 APCO report finding significant challenges for Australia to meet the 2025 National Packaging Targets. Soft plastic packaging proved that we need to stop focusing simply on collecting materials and start focusing on creating demand for the recycled materials that these inputs make.

This can be said for all streams and material types- a paradigm shift is very much key as well as increased emphasis on design. Throughout the year the division considered product design's interactions with the higher-level objects of the waste management hierarchy. In the first instance products must be designed to prevent waste and pollution from being created and designed and produced to ensure reusability, repairability and refurbishment.

As Food Organics and Garden Organics (FOGO) programs continued to be rolled out across jurisdictions, we saw Queensland launch their Organics Strategy and differing advice across the nation when it comes to accepting packaging, especially fiber-based packaging containing PFAS or plastic packaging. WMRR, and working group chairs worked with government departments, EPAs, councils and providers to attempt to drive a nationally

National Resource Recovery & Remanufacturing Division

consistent approach utilising the science and evidence underpinning the general compost order in NSW.

The federal government continued to roll out the waste export bans, with the second stage of the plastics ban starting on 1 July 2022. While this particular one is challenging for some materials – LDPE in particular - the concept of controlling and maximizing our resources is the right one.

In October 2022 end-of-life tyres, mattresses and plastics in health care were added to the Minister's Product Stewardship Priority List 2022-2023. Signally to industry that this government is prepared to regulate if industry is not acting appropriately.

The next 12 months will be a test for the sector to push Australia towards creating a genuine circular economy and buy products made from recycled materials. We need a concerted effort to develop product pathways and promote choosing recycled materials over virgin if we have any hope of reaching 80% diversion by 2030.

Kelvin Davies
A/Division Chair



National Waste Educators Division

In our second year of operation, I am no less in awe of our team of state working group chairs from across Australia (representing NSW, Victoria, Queensland, WA and SA/NT to be precise). Education and behaviour change in and around our industry has never been more important than now, but what is required is not more of the same. It really is time to be innovative and have courage – well this is what we are hearing! As a network, we continuously look to engage people who can support us on this quest.

We invited Mark Boulet a Research Fellow from BehaviourWorks Australia to share the keys to influencing behaviour change, and how these insights can be applied to drive much-needed change in consumption at a national webinar.

Throughout the year the committee discussed areas of interest and topics which benefit educators nationally. This included material management and social media. What is the value of materials we are purchasing, what are we doing with it and how are we looking at take back schemes that recognise these materials as resources, not waste.

The demise in November 2022 of the collection of soft plastics through the RedCycle program is a great example of this. The division reflected on social media trends, with Jimmy Reese's video 'The guy who decides recycling' going viral in early 2022. How we leverage off this publicity and future viral events and how we can get creative with platforms like TikTok and Instagram to reach, engage and educate a greater audience.

One of the division's objectives in 2022 was to develop a survey to gauge interest from waste educators on what topics they would like to see in future webinars. Topics of interest included green washing, current legislation and how educators can support this and successful reuse/avoidance programs. These insights will be used by the division in developing a series of webinars for 2023.

National Waste Educators Division

Every state has been working through changes in legislation or targets, whether it is around PFAS, diversion from landfill or increase of FOGO bins. All states have had a focus on the ban of single use plastics, however one of the great challenges with this is that they have all taken very different approaches towards defining and implementing these restrictions. Material management is vitally important – design, avoidance, recycling, remanufacturing, take-up of recycled products, etc. – but more important (as per the waste management hierarchy) is the consumption and avoidance piece.

In 2023 we will continue to raise the need to consider our consumption habits and take responsibility for the waste material we create whether as an individual, company, facility or society as a whole.

Grace Barilla
Division Chair



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State Branch Reports



Exhibitors at the 2022 Buy Recycled Expo SA, organised by WMRR in partnership with Green Industries SA

New South Wales

We thought that the droughts and COVID-19 impacts of 2021 had been left behind, however 2022 delivered more devastating floods in Sydney and Regional NSW which required the rapid deployment of waste management clean-up services to protect human health and the environment.

The combination of floods and other impacts, led to a systemic disruption to the operation of Sydney's essential waste management infrastructure network. The delays at landfills and closure of transfer stations resulted in significant impacts to the collection operations and customers. WMRR supported industry in resolving the short-term challenges and encouraged the NSW EPA to undertake a review of disaster waste management.

Following the 2021 announcement by the NSW EPA of its intention to revoke the Resource Recovery Orders/ Exemptions for Recovered Fines, the construction and demolition (C&D) working group continued to engage with the EPA by providing detailed submissions that highlighted the impacts of the proposed change. Overall industry engagement resulted in the reversal of the proposed revocation. The EPA and industry have agreed to work on a co-designed education package for C&D operators.

An independent review of the NSW Resource Recovery Framework, undertaken by Dr Cathy Wilkinson, delivered a much-needed focus on the protection of the environment and the need for NSW to transition to a circular economy. The NSW EPA has stated that it supports all the review's recommendations in principal, and is committed to improving the resource recovery framework.

The NSW IPART undertook a review of the domestic waste management service charges throughout the year. WMMR, industry and local government engagement resulted in the final report not supporting the pegging of local government waste management charges. A great example of an independent regulatory body listening to our essential industry.

NSW implemented a ban on several single-use plastic items, including lightweight shopping bags, straws, cutlery, plates, polystyrene cups and microbeads. The NSW EPA also introduced regulations that define where Energy from Waste facilities can be operated, effectively restricting future EFW solutions to four (4) government nominated precincts in regional NSW.

The focus on climate change by the state government now includes a Climate Change and Policy Action Plan that sets out the pathway for regulated facilities to assist the state achieve its net zero emissions by 2050 commitment.

The release of the NSW Waste Delivery Plan in December 2021 included a detailed timeline of action for 2022 across a broad spectrum of topics that impact the waste, resource recovery, circular and carbon sector, including the mandated rollout of FOGO collection services across NSW. The industry is looking forward to the policy and regulatory certainty, and the necessary strategic infrastructure planning, that will allow the sector to invest, grow and meet the community's expectations.

New South Wales

The WMRR NSW Young Professionals, Waste Educators and Resource Recovery and Market Development working groups successfully delivered a number of webinars and debates throughout the year. Whilst the Landfill working group has actively addressed ongoing challenges including operational purpose deductions and alignment of guidelines and regulations.

It has been an exciting and rewarding year. With the support of the NSW Branch members, Working Group Chairs and the WMRR team, we have collaborated and responded to multiple challenges, and I thank them for their support.

Phil Carbins
NSW Branch President



We thought that
the droughts and
COVID-19
impacts of 2021
had been left
behind, however
2022 delivered
more
devastating
floods in Sydney
and Regional
NSW which
required the
rapid
deployment of
waste
management
clean-up
services to
protect human
health and the
environment.

Queensland Branch

It is fair to say that 2022 was another moving and organising year for the WARR industry in Queensland with lots of planning, consultation and commitments. Branch and working groups were active and responsive in 2022, covering off Landfill, EfW, Young Professionals, Waste Educators and RRMD. Three (3) notable events on the calendar were our Women of WARR Leadership Breakfast in July 2022, the inaugural social license to operate (SLO) workshop and the Christmas Drinks held after the LAWMAC workshop in Mission Beach, Far North Queensland, in November 2022.

The financial year 2022-23 is the first year of the new landfill levy regime, with changes affecting the levy rate in Southeast Queensland (SEQ) to increase by \$10/year on general and regulated waste categories until 2027-28. Tied into this is a reduction in the annual advanced payment provided by the Queensland Government to offset the impact of the levy on ratepayers, which reduces to 20% by 2030-31 for South East Queensland (SEQ) councils as well as selected larger populations in regional Queensland.

Funding to support the execution of Queensland's waste strategy was announced at \$2.1 billion over a 10-year period including the \$1.1 billion Jobs and Recycling Fund for both industry and local government. Budget announcements made in mid-2022 allocated funding for industry, implementation by local government of regional plans, waste education and behaviour change.

The annual Recycling and Waste in Queensland Report released for the 2021-22 financial year indicates that there is still a lot of work to be done to improve resource recovery outcomes on the Municipal Solid Waste (MSW) (current recovery rate of 27.3%) and the Commercial and Industrial (C&I) (49.4%) streams, although C&I waste is reported as having exceeded its 2025 target. Total waste reported by the Queensland Government was 9.26 million tonnes which is still nearly 2 million tonnes lower than prior to the levy commencing. However the overall state recovery rate has fallen by 4% despite the continued gains in recovery of C&I waste.

Consultation ran early in 2022 on proposals to extend the scope of single use plastic bans across the state, with bans planned to commence from September 2023 on cotton buds, loose expanded polystyrene packaging, plastic microbeads in rinseable products, heavy weight plastic shopping bags and the mass release of lighter than air balloons. These actions were captured in a 5-year roadmap for action on single use plastics. The Queensland Government also consulted early in 2022 on the possible establishment of an independent Environmental Protection Agency. We await the findings and next steps.

Queensland Branch

At the end of 2022 the Queensland Government commenced consultation on the potential expansion of the state's Container Refund Scheme, to incorporate wine and spirit glass bottles, flavoured milk and vegetable /fruit juice, and liquid paperboard packaging for water and wine. Consultation will close in early 2023. Other reviews were announced by the Queensland Government into the End of Waste Framework and existing landfill guidelines, as well as consideration of the role of FOGO waste as a high-risk material in composting processes. The cessation of the general exemption for clean earth from the landfill levy was also announced, although negotiations are ongoing as to how the impact this imposes on operators will be managed.

Regional planning was commenced in 2022 across all local governments, building on the completion of the South-East Queensland Plan in late 2021. Additional documentation was developed associated with the establishment of precincts, with the Queensland Government developing location strategies and precinct guidelines to support the establishment of new resource recovery industries. Two (2) other key activities were undertaken by the Queensland Government, the levy efficacy review, and the statutory review of the Waste Strategy. The outcomes of these are still pending.

There are plenty of opportunities ahead with the commencement of the reduction in annual advanced payments for a number of councils and an increasing levy rate in SEQ, and several fundamental reviews, planning documents to be released. Thanks to our members and the branch committee for your dedication and commitment in 2022.

Chris Hambling
Queensland Branch President



SA / NT Branch

In 2022, the South Australian (SA) WARR sector responded to the commencement of the second tranche of single use plastic bans, continuing PFAS concerns, the commencement of the mixed plastics export ban and the halt of RedCycle soft plastics collections, as well as operationalisation of the SA EPA's financial assurances and operational use requirements and continued embedding of mass balance reporting. Continuing pandemic-related workforce challenges were also managed.

GISA continued to invest for a more circular economy, including through a focus on the built environment, organics and textiles. The SA Auditor General released a report on the management of kerbside waste services using consideration of two (2) councils' performances.

Unfortunately the year came to an end with massive flooding along River Murray communities, with around 3,300 properties and 1,200 kms of roads affected. The second tranche of single use plastic bans took effect on 1 March 2022, applying to expanded polystyrene cups, bowls, plates and clamshell containers. Importantly, oxo-degradable plastic products were prohibited from production, manufacture, supply and sale in SA.

In early 2022, a WMRR Election Priorities document was prepared and provided to parties, showing industry's key needs ahead of the state election. WMRR members also participated in:

- the EPA High Level Advisory Group
- Single Use Plastic Ban Taskforce
- Container Deposit Scheme Scoping Review Advisory Group

- re-constituted Sustainable Procurement Working Group
- new Waste to Resources EPP Review (EPP) Reference Group.

Through these groups and related discussions, WMRR has helped guide understanding of key issues across the WARR sector, including on financial assurances, stockpiling and strategic areas that will benefit from additional regulatory reform.

In September 2022, Tiana Nairn became SA Branch President and Warren Stone became Vice President, following John Phillips OAM completing his maximum two (2) terms as President. The Branch is most appreciative of John's service over an extended period. Warren Stone stepped down in November upon winning a role outside of the sector and the process of electing a new Vice President was initiated.

The biennial SA Waste & Resource Recovery conference was held in November 2022. The conference hosted over 140 registrants across the three (3) day program which included a technical tour, welcome drinks and a dinner event. The GISA Buy Recycled Expo was held concurrently with the conference.

In addition, the Women of WARR Leadership Breakfast was held in April 2022, the Branch held informal drinks in August 2022 and the Young Professionals and friends enjoyed informal Christmas drinks in early December 2022. The social calendar would not be complete without the fantastic SA Golf Day, with a great showing across a sunny day in late November.

SA/NT Branch

Working Groups

SA retained four (4) active working groups – Waste Educators, RRMD, Young Professionals and Landfill – as well as participating in various national Divisions. The efforts of chairs and active members for continuing group success is commended.

A range of meetings and presentations were held amongst the groups, including presentations from Replas on recovered soft plastic products, APR on opportunities and barriers for recovered resource markets and market development, City of Holdfast Bay on weekly food organics collections, OzHarvest Feast on food recovery, an Edwardstown revitalisation project, communicating to improve waste management behaviours, reuse and recycle hubs in the City of Adelaide.

A number of site visits were also arranged, with the Waste Educators visiting the 'foodie' organics processing machine at Salisbury and Hygiene Co (plastic free wipes) while the Young Professionals attended the CAWRA MRF, Electronic Recycling Australia and, in the Barossa, Father's Farm (e-waste/social enterprise) and Mobius Farms (black soldier flies). The Landfill group particularly aided further engagement about financial assurance policy.

The Branch Committee and Working Groups continue to be well supported by our Branch Support Officer, Brian Johnston's efforts helping to fuel our work and achievements. WMRR maintains strong collaborative relationships, including with the EPA, the Local Government Association and GISA, who continues in a special partnership as our sponsor. These important relationships aid a strong, shared understanding of key regulatory focus areas and the issues affecting sector participants, assisting us all in working together for the betterment of our essential sector.

Tiana Nairn
SA Branch President



Tasmanian Branch

The WARR sector in Tasmania continues to move forward from strength to strength, with the introduction of the state-wide legislated landfill levy on the 1 July 2022 at \$20.00 per tonne of waste that enters landfill. With the flow of funds and more critical data being collected, collated and utilised in decision making practises for years to come. This is a great step forward for the WARR industry, with a price finally being placed on the value of material in Tasmania. We hope this will be the start of a shift towards increased resource recovery including investment in the state.

The Container Refund Scheme also remains under development with a proposed start date in late 2023. Another major announcement by the State Government was the release of the Draft Tasmanian Waste and Resource Recovery Strategy 2022-2025 with the vision being Tasmania- A Place Where Nothing is Wasted.

WMRR responded to this consultation and we genuinely hope that the strategy once adopted will drive local government and the commercial/ construction sectors to implement changes through planning, investment, circularity and partnerships.

It is also pleasing to see the three (3) regional waste groups continue to be an important part of the waste sectors focus on education, behavioural change and operational changes.

WMRR's Tasmanian Forums, held twice a year, continue to grow and are very well attended by all industry stakeholders. The quality and broad spectrum of speakers ensure the day is one of knowledge sharing and enlightenment. These forums are also a great way to network amongst our peers and colleagues.

Justin Jones
Tasmanian Branch President



Victorian Branch

2022 was not quite the year free of COVID-19 that we had hoped for, after what was one of the world's longest lockdowns! It did however result in some change with the Victorian state election resulting in a change in ministers and the makeup of portfolios, with Ms Lily D'Ambrosio now the minister for Climate Action, Energy and Resources and Ms Ingrid Stitt the sector's new minister for the Environment.

The Circular Economy (Waste Reduction and Recycling) Act 2021 established Recycling Victoria, a business unit within the Department of Environment, Land, Water and Planning. Bringing the total number of government bodies operating in the Victorian WARR space to four (4)– five (5) if you include the Planning Department, making Victoria arguably the most complex government system for industry to navigate.

A number of regulatory and policy changes occurred with the introduction in Victoria of single use plastics legislation which will come into effect on 1 February 2023, the progression of the Container Deposit Scheme (CDS) with the procurement of both the Network Operators and the Scheme Coordinator in late 2022, further legislative clarity on the EfW cap and the introduction of a fourth bin for kerbside collection.

The EPA's new regulatory framework and online tracking system was in full swing in 2022, with the EPA working with industry to work through process improvements. It was terrific to see the open engagement with industry and WMRR through such intense periods of change. There was also specific engagement on a number of landfill specific issues including buffer zones.

The Branch was also integral in responding to a number of consultations this year, given the pace of change in Victoria, including–

- Standardising recycling at home across Victoria and establishing the standard for better recycling at home;
- Draft regulations to ban single-use plastic items in Victoria; and
- CDS draft regulations.

The Branch is genuinely looking forward to a very busy 2023 with the first ever Victorian Forum planned for early in the year, modelled on the successful Tasmanian Forum for industry, as well as the 2023 Australian Landfill and Transfer Station conference which will be held in Melbourne in June 2023!

Anthony Spiteri
Victorian Branch President



WA Branch

2022 was a dynamic year for the WARR sector in WA as we emerged from the COVID-19 pandemic. I took over as President from Lia Barnett following the WMRR elections in mid-2022 and would like to take the opportunity to thank Lia for her efforts as President during her tenure.

A lack of waste infrastructure continues to hamper the state in achieving the goals contained in the Waste Avoidance and Resource Recovery Strategy 2030 (Waste Strategy). WMRR has an important role to play in facilitating the shift to a low-waste, circular economy.

The WA Branch has three (3) strategic initiatives to focus our efforts, advocate for–

- the finalisation of the waste levy review.
- the finalisation of a resource recovery framework to ensure policy and regulatory pathways to enable the transition to a circular economy.
- the procurement of secondary recovered materials by all levels of government.

I am pleased to report that our focused approach is starting to bear fruit with the State Government acknowledging these important initiatives.

The WA Branch responded to two (2) important consultations during the year. The first was the EPA Regulatory Framework Review that will attempt to refocus efforts of the regulator to better align with the objectives in the Waste Strategy. The review is wide sweeping and ambitious, but the overall principals are supported by WMRR.

One of our strong recommendations is to work closer with peak industry bodies such as WMRR if the EPA genuinely wants to become more customer focused. The second submission was on Western Australia's Plan for Plastics, including stage two (2) bans on single use plastic. WMRR supports the use of regulation to eliminate single use plastics and provided the government with some guidance on achieving the overall objective. Which included a focus on avoiding the creation of these materials in the first place, well considered alternative products and continuous and consistent education to the community.

The Waste and Recycle Conference held in September 2022 had many highlights, particularly the keynote speech from Dr Karl Kruszelnicki. The attendance and time given by key WA politicians and government officers was pleasing and illustrates the high standing of WMRR by key decision makers. FOGO was a central theme at the conference, and we heard some excellent presentations from councils on the east coast of Australia and their experiences. The circular economy was also a key focus of the conference, with presentations from many interesting speakers including the Green Alliance Deal. This group made up of state and local government bodies as well as the private sector are establishing a framework for the sustainable procurement of recovered materials.

WA Branch

Construction of two (2) EfW plants continued during the year and their significance to the Australian WARR landscape should not be underestimated. With a combined value of over \$1.2 billion, the projects represent the largest investment in waste infrastructure in Australia's history. The COVID-19 era presents significant challenges for any large infrastructure project, with supply chain issues, rampant inflation, and skills shortages felt by both the EfW plants. The projects will move into the operational phase in 2023 and hopefully provide a catalyst for more energy recovery plants across the nation.

2022 culminated in the year end Christmas function held at Fibber McGees Irish Pub in Leederville. The event was attended by 40 WMRR member. It's amazing what a pint and a pastry will do to mobilise our members. The highlight of the event were presentations from two (2) of the winners of the 2022 Waste Sorted Awards. Gordon Bateup, founder and CEO of GreenChair, gave an inspirational speech on the repurposing of office furniture and equipment to many not-for-profits in WA. Gordon was the recipient of the Waste Champion Award and a glowing example of what can be achieved by a wise head and a good heart in our sector.

The other presentation was from the winners of the Local Government Award, a collaboration of WMRC and the Resource Recovery Group. Together they developed the GREAT Games education program that has reached 172,000 Perth residents and 63 schools. Education and behaviour change remain one of the most important tools for our sector to achieve our long-term objectives.

Jason Pugh
WA Branch President



Finance & Governance Reports



Governance

The Waste Management and Resource Recovery Association of Australia Ltd is a not-for-profit organisation constituted under the *Corporations Act 2001* as a company limited by guarantee. The Board of Directors, is responsible for the strategic direction and financial oversight of the association.

The Board

- Geoffrey Webster (President, appointed 8 June 2021)
- Bjoern Becker (appointed 16 January 2019)
- Christine Wardle (appointed 10 June 2020)
- Henry Anning (appointed 28 April 2021)
- Garth Lamb (appointed 17 August 2021)
- Mark Biddulph (appointed 19 February 2020)
- Mark Rawson (Vice President, appointed 10 June 2020)
- Toby Terlet (appointed 10 June 2020)
- Georgina Davis (retired June 2022)
- Kim Glassborow (retired June 2022)
- Mike Ritchie (retired June 2022)
- Timothy Youe (retired June 2022)
- Geraldine Busby (resigned December 2022)
- Isabel Axio (appointed 7 June 2022)
- Justin Bonsey (appointed 7 June 2022)

WMRR staff

The association's projects and programs would not be possible without the hard work of the WMRR national team.

Staff employed for the year 2022:

Gayle Sloan
Jacqueline Ong (until August 2022)
Julie Gavrilovic
Justine Foster
James Pereira (from October 2022)
Romany Maunder (from November 2022)
Samira Haddad (from July 2022)

Board Committee Reports

The WMRR Board is supported by three (3) committees:

- Audit and Risk
- HR and Remuneration
- Nominations

The Audit and Risk Committee

The Audit and Risk Committee monitors the association's financial reporting, accounting and auditing policies and procedures, considers risks to WMRR, and assists management with developing responses to any recommendations of the external financial auditors.

The key objectives of the Committee are to:

- review the association's risks and arrangements
- approve terms of engagement of audit officer and scope
- monitor integrity of financial statements.

This Report should be read in conjunction with the Audited Financial Statements and External Audit Report, which are available to members on the WMRR website.

Mark Rawson
Audit and Risk committee Chair



The Nominations committee

The Nominations Committee assists the Board in fulfilling its responsibilities regarding the appointment of Directors to the WMRR Board. The Committee is made up of a smaller group of Board Directors, which leads the ongoing process of Board renewal and seeks to ensure a diverse and balanced Board.

At the 2022 AGM, we farewelled a number of amazing contributors to the WMRR Board as they had reached their maximum two (2) consecutive, two (2)-year terms: Dr Georgina Davis, Kim Glassborow, Mike Ritchie and Tim Youe. Their passion and dedication are a true asset to the association, and their continued involvement across WMRR's other activities and initiatives is greatly appreciated.

Following a nomination and election process held in early 2022, we welcomed a number of new Directors: Isabel Axio, Justin Bonsey and Geraldine Busby to the Association along with the reappointment of Christine Wardle, Toby Terlet, Mark Rawson as Vice President and.

Regrettably, due to a change in workplace, Geraldine was required to resign from the Board in November 2022 to prevent potential perceived conflict of interest issues from arising.

Board Committee Reports

The Nominations Committee

It is opportune to thank all of the Directors who volunteer their time and skills for the benefit of our essential sector as a whole.

The President and Vice President elections are deliberately held on alternate years, to support continuity for the Board. The current President's first term ends at the 2023 AGM.

At every level of the organisation, WMRR relies on the skills and energy volunteered by its membership in order to represent the sector and deliver the objectives of WMRR. We are fortunate to have a great industry with all its members playing an important role in delivering this essential service.

Geoffrey Webster
Nominations committee Chair
& HR and Remuneration committee Chair



The HR and Remuneration committee

The Board delegates matters related to the employment, remuneration, and performance of the Chief Executive Officer (CEO) to the Human Resources and Remuneration Committee, which is made up of a smaller group of Board Directors.

The major item for the Committee in 2022 was the expiry of the CEO's employment contract during the year. Following a number of discussions pertaining to overall performance as well as forward planning, agreement was reached to extend the CEO's contract for a further three (3) year period. We look forward to the continued positive impact and leadership Gayle will bring to the association and the beneficial outcomes this will deliver to WMRR members in the years ahead.

In addition to the CEO's contract extension, the Committee also met to undertake the annual review of the CEO's performance. The committee recognised the challenges and opportunities 2022 presented to the association and noted the effort and delivery by Gayle against defined and agreed upon Key Performance Indicators. Based on this performance, Gayle was awarded a portion of the bonus component of her salary.

Financial Information

Total income from memberships in 2022 was \$649,971 which was an increase on 2021 by \$14,446. The total income for the year was \$1,387,744 which was an increase on 2021 by \$276,172. This can be explained by the increase in membership numbers 2,223 in 2022 and increase of 172 members and WMRR holding three (3) conferences in 2022, compared to the two (2) conferences held in 2021.

As part of WMRR's commitment to provide greater value to its members, in part through learning and networking opportunities, we have sought to continue to increase our face to face events and conference offerings particularly as we did finally seem to come out of COVID –19 nationally, as such there was a marked increase in member attendance given the ability to deliver in person events in 2022, with 50% more conferences and over 10% increase in event participation.

Three (3) of WMRR's in-person conferences were also able to return in 2022 with Energy from Waste (EfW) in Melbourne, ENVIRO22 in Canberra and WARRSA in Adelaide, as well as two (2) Tasmanian Forums in 2022. Total conference income was \$467,516, a significant increase from 2021 by \$152,739.

The total income for the year was \$1,387,744.

WASTE MANAGEMENT AND RESOURCE RECOVERY ASSOCIATION OF AUSTRALIA LTD
ABN 78 071 897 848

INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
INCOME		
Advertising revenue	32,414	19,735
Conference income	467,156	314,417
Sponsorship	200,700	100,500
Interest received	2,609	1,091
Subscription income	649,971	635,525
Government COVID Grants	-	-
Sundry income	34,894	40,305
Total Income	1,387,744	1,111,572

Financial Information

For the year 2022, WMRR's total expenses were \$1,357,042 compared to \$1,205,290 in 2021.

This is mostly due to the EfW conference that was postponed from 2021 to 2022.

The net surplus for the 2022 year was \$30,703 which is a significant increase from the net loss of \$93,718 in 2021. This is attributed to the postponing of the EfW conference.

The total income for the year was \$1,387,744.

EXPENSES

Accounting fees	810	845
Advertising and promotion	-	15,868
Auditors remuneration	10,200	9,996
Bank & merchant fees and charges	4,801	4,525
Computer expenses	38,023	36,322
Conference costs	374,320	233,485
Depreciation & amortisation	88,490	91,798
Employment & contractor expenses	696,489	703,525
Insurance	12,933	12,480
Interest	14,010	18,459
Professional and legal fees	-	-
Consulting fees	52,548	24,900
Office amenities	4,647	3,514
Postage and courier	-	-
Printing and stationery	3,510	3,142
Rent and Outgoings	4,635	3,256
Subscriptions	6,621	5,750
Branch administration	10,465	11,356
Telephone and internet	12,680	13,769
Travelling expenses	21,608	11,784
Sundry expenses	251	515

TOTAL EXPENSES

1,357,042	1,205,291
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