



ANNUAL REPORT

2024-25



Zero damage - Zero harm - Zero disruption

Our Mission

To achieve zero damage to member/utility infrastructure resulting from construction and ground-breaking activities, preventing community disruption, and protecting people and property from harm.

Zero Damage.

Zero Harm.

Zero Disruption.

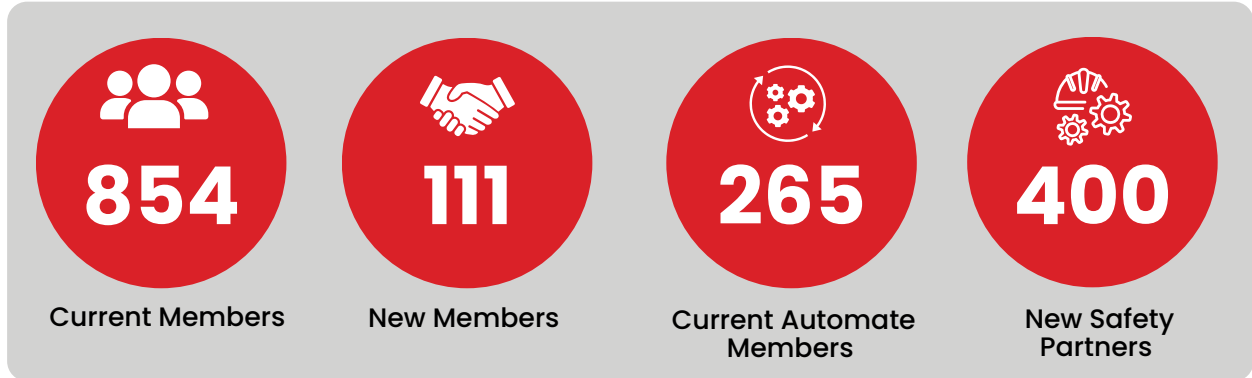


CONTENTS

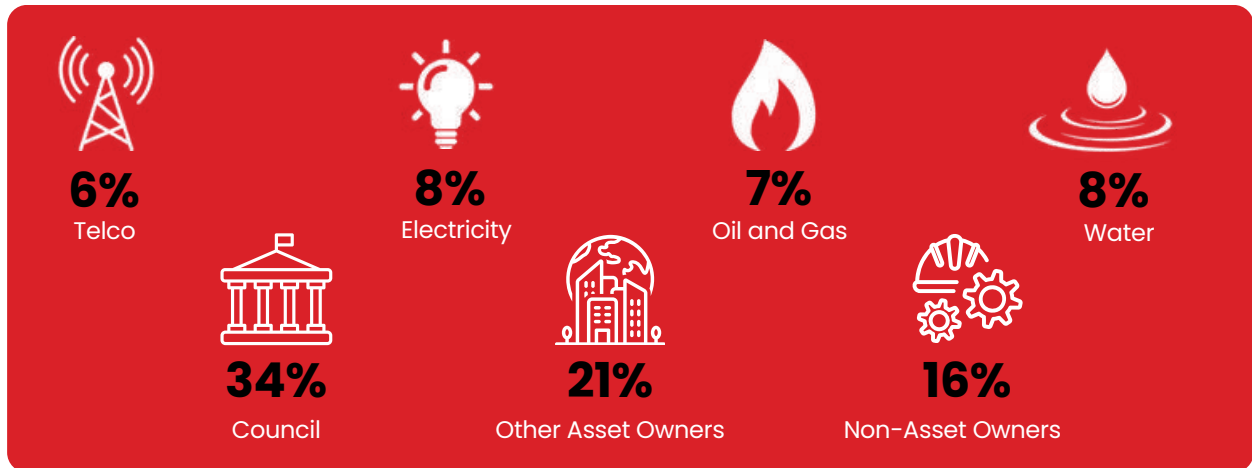
A Year of Impact	4
Our Achievements	
• Chair Report	7
• CEO Report	9
• Our Strategic Priorities	12
• BYDA Membership	14
Our Impact	
• Delivering on our Strategy	17
Our People	
• Meet the Board	21
• Meet the BYDA Team	23
Finances	24

A YEAR OF IMPACT

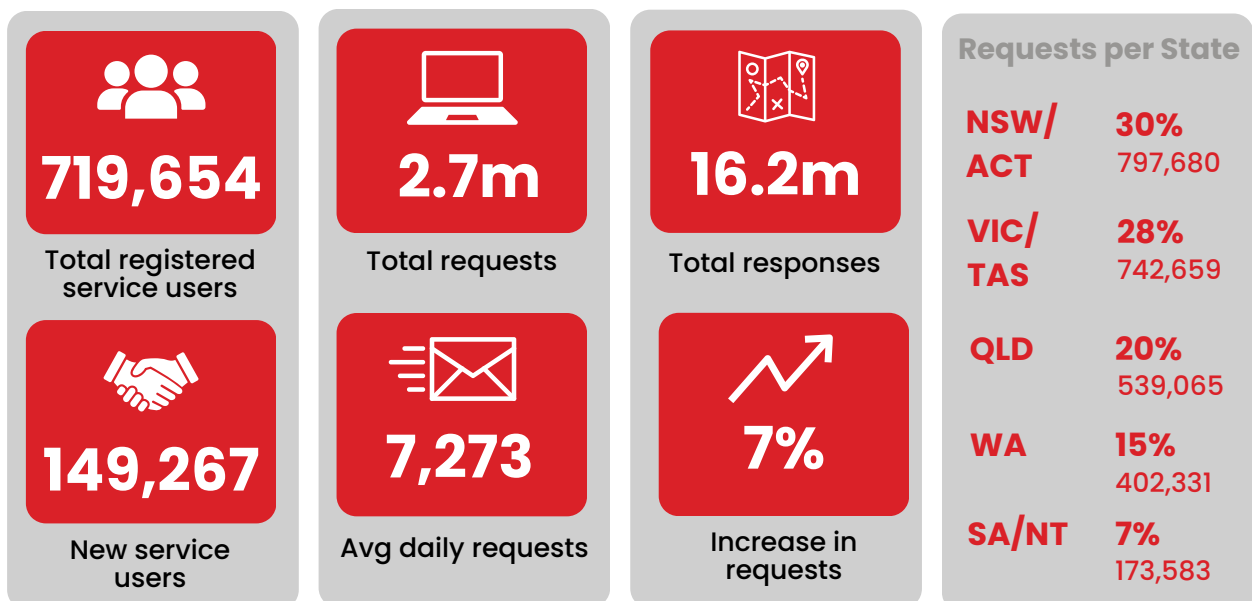
BYDA Membership



Who are BYDA members?



Utility Plan Requests



A YEAR OF IMPACT

BYDA Education & Outreach Program

995

Education
presentations
delivered



842 Face-to-Face
153 Online

28,015

Industry
attendees

100

Trade events and field days – reaching trade, construction, apprentices, DIY homeowners, agriculture

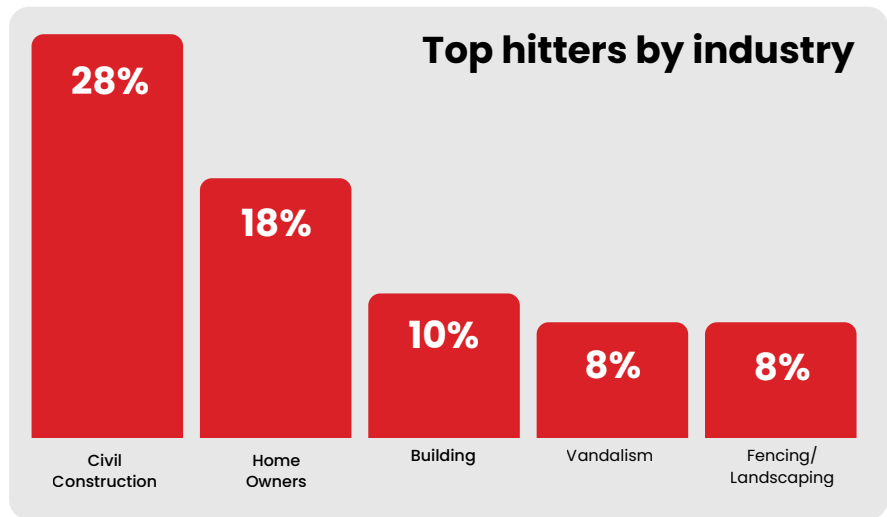
BYDA Outreach & Engagement



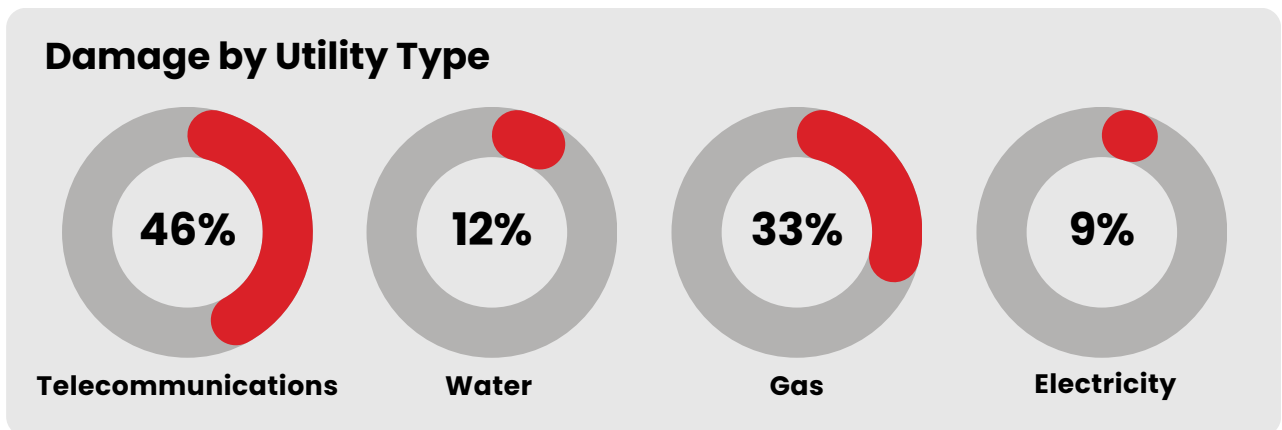
What we know about utility damages, so far...

Number of Annual Utility Strikes

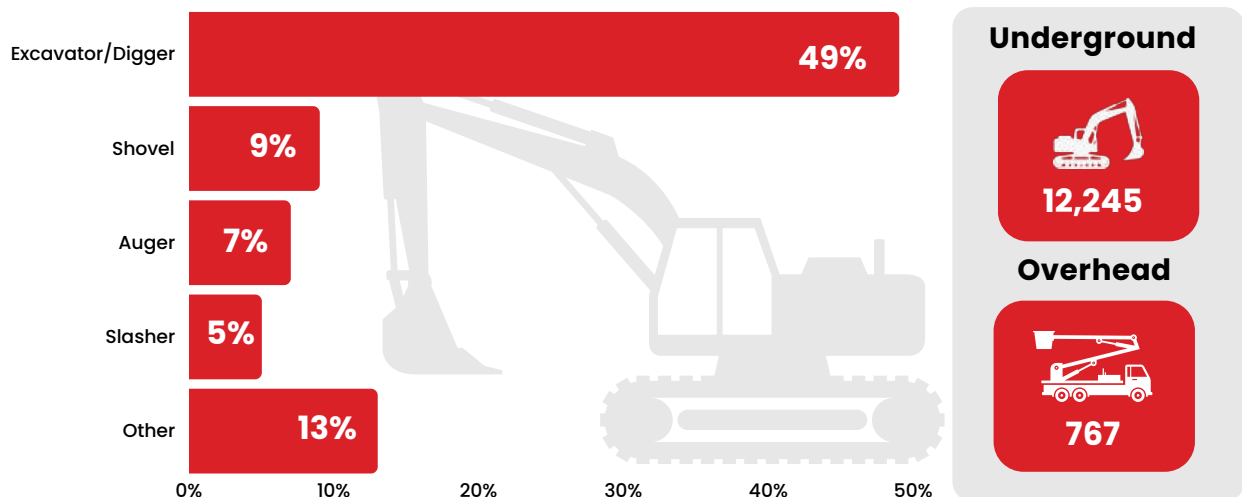
More than
13,000
strikes per year



Damage by Utility Type



Damage by Equipment



CHAIR REPORT

Stuart Smith

Driving Change, Delivering Safety

As I reflect on FY25, I would firstly like to thank you, the members of BYDA for your ongoing support. By virtue of your membership, you support BYDA's core service and core purpose of zero harm, zero damage, zero disruption. By virtue of your active engagement in BYDA initiatives, you help shape the future and expedite change. Fundamentally BYDA exists for its members. It is exciting to report that during FY25 we saw an increased level of engagement from our members, real interest in BYDA strategic initiatives, and a genuine curiosity about the challenge of change. This makes a significant difference, thank you for your contribution.

Strategic Direction

The complexity of the industry within which we operate in is increasing. Population growth, housing demand, productivity drivers and public servicing requirements places an increased burden on existing infrastructure and drives the need for new infrastructure. Industry restructuring over decades has brought many new companies and new workers. These workers in planning and construction have greater expectations of the quality, immediacy and user friendliness of information critical to their role. Accelerating technology changes such as AI and robotics are starting to have profound impact on roles and how work is performed. Public service expectations have changed with above ground and underground infrastructure damage no longer an annoyance, but material disruption to community and business essential services. Economic research conducted by BYDA in FY25 starkly revealed the true direct and indirect costs of asset damage, a conservatively estimated \$4.6 billion annually. The nation faces a productivity challenge; specific to our industry we see infrastructure projects delayed, and costs increased due to poor quality asset information.

Globally there is determined action in other geographies to address these challenges. Digital utility platforms already exist that provide real time overlayed asset information. New technology is being used to rapidly locate assets in large geographic areas to build accurate datasets. Artificial Intelligence is being used to increase the value of traditional datasets. As built feedback loops are used to continuously improve the accuracy of asset location data. Governments have responded by setting information quality level standards, sharing the responsibility for data quality with both the construction industry and asset owners. Detailed training standards have been developed to assist workers and managers who require to plan for and conduct work around assets. Economic research has demonstrated the positive ROI benefits of Subsurface Utility Engineering.

It is clear globally that the economic case for digitising underground asset data is overwhelmingly positive, supported by both international and Australian evidence. BYDA is uniquely positioned to lead this change in Australia, to coordinate the industry, detail the evidence, demonstrate the benefits and explain risk mitigation.

Positively, BYDA is already on the journey. FY25 has seen notable strategic achievements such as the incorporation of Look Up and Live (LUAL) that broadens BYDA's focus to above ground assets, publishing of economic research that revealed the true cost of asset damage in Australia and the launch of the BYDA Digital Utility Portal proof of concept.



Financials

While the future opportunities are exciting, it is important that BYDA maintains on a secure financial footing. It is pleasing to report that for FY25 BYDA remains in a stable cash positive position. Prudent financial management and a focus on revenue diversification has generated the necessary cash flow and reserves to support BYDA's operations and strategic investments. This has also enabled BYDA to keep member referral fees consistent over the last three years despite CPI increases. The BYDA Board has endorsed the audited financials.

Board Development

With the strategic challenges front of mind, the BYDA board recognises its responsibility to ensure that the Board is appropriately resourced to meet the governance requirements of today and tomorrow. The board has adopted a skills matrix to annually assess director skills, identify gaps and required actions. The skills matrix is actively used as the baseline for director recruitment, identifying required skills, industry representation, constitutional elements, leadership qualities and gender/diversity aspirations. During FY25 newer directors have undertaken AICD training to meet BYDA skills matrix defined standards. The BYDA board has also committed to a regular program of internal and external board performance reviews.

The BYDA board has also commenced a review of its key governance documents to ensure they are fit for purpose. An Advisory Council review conducted in collaboration with the regional Advisory Councils identified a set of recommendations resulting in the redrafting of the Advisory Council Charter. The Board is reviewing the constitution which was originally drafted during transformation (regional/national consolidation) that established BYDA. The current constitution contains some elements no longer relevant (relevant to transformation) as well as some potentially limiting factors to director talent acquisition. Outcomes of the review will be shared with members during calendar 2026.

“As the industry evolves, so must we. That's why our Board is actively building the skills, structures, and standards to meet tomorrow's challenges.”

Looking Forward

As we enter the second year of the BYDA five-year strategy, we remain committed to the strategic direction, pleased with the progress, realistic about the challenge ahead, and genuinely inspired by the possibilities. Change in this industry is a significant challenge, it requires our members to lean in and it requires BYDA to be a strong advocate. However, the safety of people around assets, the disruption of essential services, and the economic costs to members and the nation demands it.

Stuart Smith





CEO REPORT

Mell Greenall

From Insight to Impact: BYDA's ongoing strategic delivery

As CEO of Before You Dig Australia, my focus is firmly on the future – on ensuring BYDA is not just responsive to industry needs, but leading the conversation around safety, innovation, and digital transformation in the utility sector.

The pace of technological change, particularly the rise of AI and data-driven solutions, demands that we confront some uncomfortable truths: the industry cannot continue to rely on static PDFs as our primary form of communication. If we want to remain relevant and effective, we must evolve – towards a digital-first approach that supports more accurate data sharing, better risk assessment, and stronger feedback loops.

BYDA's role is not only to keep pace with change, but to help lead it.

Leading with Purpose: Our Team and Strategic Direction

Before reflecting on our strategic milestones, I want to recognise the exceptional BYDA team. Across Australia, they consistently deliver on our mission – going above and beyond to support our members, educate the industry, and innovate our services. Their dedication and belief in our shared vision is the engine behind our progress.

This year, we brought fresh insights to an old problem. Our economic research revealed the scale of the damage dilemma we're tackling: a conservative estimate of \$4.6 billion in annual flow-on costs to the economy from utility strikes, with every dollar spent on repairs by utilities generating up to \$111 in downstream impacts. These are not abstract figures – they represent real disruptions, real risks, and real losses.

That data formed the backbone of one of BYDA's most ambitious initiatives to date: the BYDA Digital Utility Portal. Through the delivery of Stage 1 of our Proof of Concept, we have begun demonstrating the enormous benefits of digitised utility data. According to our research, such advancements could save the economy up to \$782 million annually.

While we acknowledge some members remain cautious of digital innovation, the overwhelming support from engineering, infrastructure, and construction partners reinforces that this is the right direction. I want to personally thank Telstra, Jemena Gas, Endeavour Energy, and Ausgrid, our early champions of change – for providing GIS data that has enabled practical testing of this digital approach.

Innovation in Asset Management

The Digital Utility Portal remains a key strategic focus under our Asset Management pillar for 2025/26. We are now preparing Phase 2, which will incorporate broader user feedback and enhanced functionality. We will also continue to advocate at both state and federal levels for the government support needed to realise the full potential of this platform as the future backbone of Australia's service to support safe work near utilities.



Scaling Impact Through Education

BYDA continues to drive safety awareness through unprecedented engagement in industry education. This year, our team delivered 995 sessions to more than 20,000 professionals – a record that highlights our deep and growing connection with the construction and trades sectors.

To expand our reach, we launched accredited CPD courses via the Pointsbuild platform. These on-demand modules extend our education efforts and provide certified learning pathways aligned with professional CPD requirements. It's another way we're meeting people where they are – and ensuring managing utility safety is second nature.

Membership Growth and Digital Adoption

BYDA's membership base continues to grow, with 111 new members joining this year, bringing our total to 854. Through a new partnership with iseekplant, we also welcomed 400 safety partners from the excavation sector. These combined numbers bring our total membership to well over 1000 partners committed to utility safety.

The uptake of our BYDA Automate solution also continues to rise, with 265 members now using it to streamline their referral process.

Our referral volume grew by 7%, reaching more than 2.65 million requests in 2024–25, with New South Wales and Victoria leading activity. New user registrations also increased significantly, with 149,267 new users lodging an enquiry reflecting the expanding trust and reliance on BYDA's services.

Enhancing User Experience

This year, we proudly assumed full ownership of the award-winning Look Up and Live platform from Energy Queensland. This trusted overhead asset safety tool is now fully embedded within BYDA's referral service, with users now able to seamlessly search the overhead assets impacted by their dig site. Additional enhancements are underway, including a full upgrade to the latest Esri technology in the coming year. We acknowledge Energy Queensland's commitment to safety and their efforts to develop "Look Up and Live" and we are grateful for the trust they have given BYDA to further develop the platform and extend its reach across the country.

We launched our new information portal, that allows us to curate content for our 3 major demographics – Homeowner, Commercial and Member. Once you log in you can access our research reports, the damage data dashboard and helpful safety resources and more.

The next 12 months will see a significant redevelopment of the BYDA mobile app, aimed at aligning with evolving user expectations and providing seamless, on-the-go access to utility information nationwide.

Driving Collaboration Across the Industry

Our Utility Sector Safety Forums remain a vital channel for industry-wide dialogue. These forums bring together leaders across electricity, gas, water, and telecommunications to align on safety priorities and develop shared solutions.

We also expanded our outreach to the construction sector, co-hosting targeted workshops with the Civil Contractors Federation in QLD, WA, and SA. These sessions ensure we listen to – and learn from – the people most impacted by utility data accessibility on the ground.



Meeting the Challenge of Change

As we reflect on the year, the message is clear: relying solely on PDFs to communicate critical underground utility information is no longer sustainable. Every day, we send out up to 12,000 plan packs in paper form – without user credentialing or security screening. And yet, digital sharing – underpinned by cybersecurity protocols and credentialled user access – is viewed with scepticism.

It's time to reframe that narrative.

Our sector must stop viewing digital as a threat and instead embrace it as an opportunity. BYDA is ready to lead this shift – by industry, for industry – ensuring data is shared securely, efficiently, and in a way that improves safety outcomes.

I remain confident that by embracing innovation and continuing to challenge outdated norms, we will fulfil our vision: zero damage, zero harm, and zero disruption. Together, industry can build a safer, smarter, more resilient future

“We can't solve tomorrow's problems with yesterday's tools. BYDA is ready to lead our industry into a secure, digital future—where safety, data, and innovation work hand in hand. Every day, we send out over 12,000 utility plans in paper form—without a single security check. We must ask ourselves: is a secure digital platform really the threat, or is it the solution?”

Mell Greenall





STRATEGIC PRIORITIES

2024 – 2029

Zero Damage. Zero Harm. Zero Disruption.

OUR VISION

To achieve zero damage to member/utility infrastructure resulting from construction and ground-breaking activities, preventing community disruption, and protecting people and property from harm.

OUR MISSION

- Develop and promote education and awareness to increase skills within the industry. Develop the standards that create an uplift in industry capability.
- Facilitate industry collaboration to identify improvement opportunities and increase efficient standardisation.
- Report on damage and its impacts, using data as a catalyst for education, awareness and change.
- Advocate with government and regulatory bodies for nationally consistent best practices.
- Develop technologies that increase the ease and efficiency of using utility location information, adapt to suit user groups.
- Focused promotion of BYDA services to maximise impact.



Five Pillars of Activity

1 Asset Information

- Provide useable and relevant plan information to users.
- Support asset owners to improve the quality of plans and supporting safety information.
- Be an industry leader on GIS, asset information – the digital evolution of the referral.

2 Advocacy and Regulation

- Advocate for damage prevention with government, regulators and peer bodies.
- Drive for consistent and effective regulation across the community and all states.
- Seek to balance asset owners and the ground breaker community needs as well as social expectations for long term and sustainable outcomes.

3 Damage Impact and Investigation

- Be the source of damage data reports and cost/disruption impacts (macro/micro model).
- Play a leading role in sharing learnings from damage investigation – seek learnings and be vehicle to share across industry to improve work practices.
- Advance position as industry leader.

4 Establishing Standards

- Set the standards for asset location and protection.
- Provide targeted awareness, engagement and continuing professional development (CPD) to higher risk users.
- Set standards for VET Sector (TAFE and RTO) training with industry supported learning requirements and content.
- Set the learning requirements and content.

5 Industry Leadership

- Engage all industry members to drive outcomes.
- Deliver a bi-annual national damage prevention conference.
- Continue sector specific forums.
- Establish project specific committees as needed to support projects.
- Develop a membership model to engage the construction/trade sector.



BYDA MEMBERSHIP

Partners in Safety

A Growing Network, A Shared Commitment

With 854 members and counting – a 12% increase from 2023/24. Before You Dig Australia is proud to represent a national community united by a common goal: preventing damage, protecting lives, and minimising disruption to the essential services that keep our nation running.

Being a BYDA member means being part of something bigger. It's a commitment to safety, accountability, and the safeguarding of Australia's vast and complex underground infrastructure. Our members are not just participants; they are partners in prevention.

The Power of Connection

At the heart of BYDA is our centralised referral service, which connects those planning excavation works with asset-owning members across the country. Every time a referral is lodged, our system facilitates a critical exchange of information, ensuring that the right people have access to the right plans, at the right time. In 2024/2025, our members issued a combined effort of 44,573 plans per day.

This two-way exchange helps:

- The public and industry avoid utility strikes
- Utilities know who is working near their assets
- Everyone contribute to a safer, more efficient infrastructure environment

The More Members, the Stronger the System

The value of BYDA's service grows with every new member. The broader our membership base, the more complete and accurate the data we provide to users across Australia. That's why growing our network is not just a milestone – it's a mission.

A Diverse and Inclusive Membership

Our members include asset owners from across telecommunications, electricity, water, gas, oil, and local government, as well as state and federal agencies, education providers, healthcare networks, mining companies, and major infrastructure stakeholders. We also proudly welcome non-asset members; including excavators, utility locators, engineers, and architects, who play a vital role in promoting safe digging practices and supporting our national service.

Together, our members form the backbone of Australia's utility safety ecosystem. Welcome to our new members in 2024/2025.



Welcome to Our New Members

Growing the commitment to preventing damage, harm and disruption:

AAA Safety Training and Consultancy Pty Ltd	East Coast HDD
Access Training Centre	Electel Resources
ACOR Consultants Pty Ltd	Enviropacific Services
AD Design and Consulting	Forum Engineering Services Pty Ltd
Adelaide Airport Limited	Found It Down Under Pty Ltd
ADZ Energy Pty Ltd	Genium Civil Engineering
Agilitus Pty Ltd	Golden Plains Wind Farm
APCO Service Stations Pty Ltd	Goulburn Murray Water
ArchEdge Design	Goyder Wind Farm 1B Pty Ltd
Arden Building Maintenance Pty Ltd	Greenhill Water Supply Co Ltd
ASV Sales & Service Pty Ltd	Gridvision Pty Ltd
Aurora Environmental Consulting Pty Ltd	Hopkins Consultants PTY LTD
Australian Group Training Pty Ltd	iFind Pipes N Cables Pty Ltd
Australian Locating Services	Insight Underground Pty Ltd
Australian Survey Solutions Pty Ltd	International Bible Students Association
Australian Utility Solutions Pty Ltd	Ipsum Structures Pty Ltd
Axiom Spatial Pty Ltd	iseekplant
Ballarat Locating Services	JCO Consultants Pty Ltd
BPA Operations Pty Ltd	Keppel Bay Sailing Club
Brushwood Fencing Australia	KI Training & Assessing Pty Ltd
Burton and Field Pty Ltd	Klein Tools Australia
C&A Surveyors	KLM Spatial
Campbells Locating & Excavating Services	Mance Arraj Engineering
Certloc Global	Mark and Pauline M Anderson
Civil Design Pty Ltd	Meliora Engineering
Clarke Creek Energy Pty Ltd	Millar Merrigan
CMS Surveyors	National Fire Ants Eradication Program
Colliers International Engineering & Design WA Pty Ltd	Next Engineering
Collins Williams Consulting	Norton Survey Partners
Cook Shire Council	Ocean Reef Renewable Energy Pty Ltd
CPB Contractors	Orange City Council
CrownCo P/L	Orion Consulting Engineers Pty Ltd
CSI Concrete Scanning & Investigation Pty Ltd	Pitt & Sherry Operations
Dalton Consulting Engineers Pty Ltd	Provac Australia Pty Ltd
DD Property Co Pty Ltd	Renewal SA
Delnorth Pty Ltd	Rio Tinto Weipa
Demeza Civil Consulting Pty Ltd	Riverlee Caruso Epping Pty Ltd
Department of Resources	Rose Atkins Rimmer (infrastructure) Pty Ltd
DFRNT Group Pty Ltd	Rutherford Electrical Engineering Services Pty Ltd
Digga Australia	SMK Land Surveyors
Discovery Resorts - Wilpena Pound	Spiire
DJK Electrical and Air Pty Ltd	Stefani Group Pty Ltd
DRB Consulting Engineers	Stuart Bowling Building Design
Dulacca Energy Project Co Pty Ltd	Supagas Pty Ltd



Welcome to Our New Members

Growing the commitment to preventing damage, harm and disruption:

TA Project Services	Vactech Pty Ltd
TAFE NSW	Veolia Recycling & Recovery Pty Ltd
Tamworth Regional Council	Vision Surveys Pty Ltd
Taylor & Cullity Pty Ltd	Wallace Design Group Pty Ltd
TCP Training	Westend Market Hotel
Tenac Solutions Pty Ltd	WGA VIC PTY LTD
The Trustee for Harley Survey Group Unit Trust	Whitehaven Coal Mining Ltd
The Trustee for the 3E Trust	Youdale Strudwick & Company Pty Ltd (YSCO Geomatics)
The Tubes Pty Ltd/TradeCloud	Zenviron Pty Ltd
Titlecheck Pty Ltd	Zhinar Architects
Total Property Developments (TPD)	
uDrew Pty Ltd	
Utility Locating Services	

BYDA Members – Champions of Prevention and Progress

Being a member of Before You Dig Australia means more than joining an organisation; it means stepping up as a leader in utility damage prevention and safety. BYDA members are united by a shared commitment to safeguarding people, infrastructure, and communities. Together, we:

- **Promote** a national culture of safety to prevent damage, harm, and costly disruptions.
- **Contribute** to the development of Australia's most comprehensive access service for utility plans and safety information.
- **Enable** timely and accessible information sharing, empowering safer digging decisions across the country.
- **Stay informed** about planned works that may impact critical infrastructure.
- **Support** nationwide education and awareness campaigns for safe excavation practices.
- **Represent** a diverse network spanning utilities, government, and industry.
- **Lead** by example, advocating for best practice and continuous improvement in utility safety.

BYDA members are not just participants, they're prevention partners. Helping shape a safer, smarter, and more resilient future.



DELIVERING ON OUR STRATEGY

Progress across BYDA's Five Pillars

Over the past 12 months, Before You Dig Australia has shifted decisively from being “the place you get plans” to an industry leader driving data quality, regulatory reform, measurable damage reduction, standard setting, and whole-of-sector collaboration. The following sections outline how we advanced each of our five strategic pillars and where we’re heading next.

Asset Information

Goal: Make utility data more accurate, more accessible, more secure—and ultimately digital-by-default.

What we set out to do

- Develop the BYDA Digital Utility Portal Proof of Concept (POC) to demonstrate the benefits of machine-readable, standardised, and secure utility data sharing.
- Build the business case for digitisation by quantifying the true economic cost of utility strikes and the savings from better data.
- Reduce friction for members and users by improving automation, APIs, and plan management tools.

What we achieved

- Successfully delivered Stage 1 of the Digital Utility Portal POC, ingesting GIS data from early member champions (including Telstra, Jemena Gas, Endeavour Energy and Ausgrid) and testing AI-led digitisation of legacy PDF plans to establish a digital baseline.
- Economic analysis confirmed the conservative cost of utility strikes at \$4.6B annually, and that improved data standards and digitisation could save up to \$782M per year – validating the strategic importance of this pillar.
- Launched and expanded BYDA Automate and the Bulk Referral API, with more than 50 subscribers now halving their processing costs and improving turnaround times.
- Grew referrals by 7% to 2.65M+ requests, with NSW and VIC leading the country, demonstrating the continued reliance on BYDA as the national gateway to utility asset information.

What's next (2025/26)

- Phase 2 Pilot of the Digital Utility Portal, scaling the POC to more networks, more users, and deeper functionality (user credentialing, permissioning, auditability, and performance telemetry).
- A structured advocacy campaign with state and federal governments to gain support for the national development of the portal to become the future backbone of BYDA's services and support
- Continued focus on cyber security uplift, modern identity management and tiered access controls to move the sector safely beyond PDFs.



PROGRESS ACROSS BYDA'S FIVE PILLARS

Advocacy & Regulation

Goal: Create the policy, regulatory and funding environment that enables data sharing, digitisation, and consistent safe-digging practice nationwide.

What we set out to do

- Use our economic evidence base to drive policy discussions with state and federal governments.
- Advocate for minimum digital data sharing requirements and clearer governance over asset information access, use, and protection.
- Position BYDA as the implementation backbone for any future national utility data reforms.

What we achieved

- Elevated sector conversation around data governance, cyber standards, and tiered access models, shifting the debate from “if” to “how” digitisation can be safely delivered.
- Supported industry alignment through Utility Sector Safety Forums and targeted workshops with the construction sector (QLD, WA, SA), ensuring user needs inform policy and platform design.

What's next (2025/26)

- Targeted ministerial advocacy programs at state and federal levels to secure policy endorsement and funding mechanisms for digitisation.
- Development of a model regulatory and policy framework to support structured, credentialled digital access to utility data (including auditability, liability clarity, and privacy-by-design).
- Continued evidence-led advocacy, including periodic publication of economic and safety impact metrics.

Damage Impact & Investigation

Goal: Quantify, analyse and learn from damage to drive measurable reductions in harm, disruption, and cost.

What we set out to do

- Build a credible, consistent national damage-impact evidence base that the sector can use to make better decisions.
- Use that data to drive targeted interventions; education, standards, technology—and to evaluate what works.
- Support members to develop useable safety shares to embed learning loops.

What we achieved

- Delivered economic modelling that put a conservative dollar figure on the national cost of utility strikes and highlighted the extreme multipliers (up to 111x for telco) borne by the broader economy.
- Strengthened collaboration with construction sector stakeholders to surface real-world failure points: data quality, plan readability, contact feedback loops, and the gap between plan issue and excavation timing.

What's next (2025/26)

- Publish annual industry damage insights, focused on actionable learnings and targeted mitigation strategies.
- Embed investigation and feedback loops into BYDA tools so lessons flow back into standards, education, and digital services.

PROGRESS ACROSS BYDA'S FIVE PILLARS

Establishing Standards

Goal: Move the sector toward consistent, practical, and enforceable approaches to utility data, safe-digging practice, and competency.

What we set out to do

- Codify minimum data standards (format, attributes, metadata) for digital utility information.
- Promote competency and training standards that lift the baseline in plan reading, risk assessment, and excavation around assets.
- Ensure BYDA's tools and services are aligned with, and reinforce, industry standards.

What we achieved

- Developed the Digital Portal POC around a standards-first architecture; rationalising multiple GIS formats and PDF digitisation into a single, queryable data layer.
- Launched accredited CPD courses (via Pointsbuild), creating a structured pathway for professionals to meet annual education requirements aligned to safe-digging competencies.
- Embedded Look Up and Live (overhead safety) into the BYDA referral experience and committed to upgrading it to the latest Esri stack, ensuring consistent, modern access to overhead and underground risk information.

What's next (2025/26 and beyond)

- Publish the BYDA Utility Portal learnings report for consultation with members and government – creating a pathway to further expand and scale the portal beyond the phase 1 and 2 pilots.
- Work with industry to finalise the "BuildSkills" project to develop the traineeship for professional locators as well as the skill sets for Ground Disturbers.





PROGRESS ACROSS BYDA'S FIVE PILLARS

Industry Leadership

Goal: Be the convenor, catalyst and conscience of the sector—setting the agenda, sharing evidence, and pushing for zero damage, zero harm, zero disruption.

What we set out to do

- Lead national conversations on data, safety, digitisation and accountability.
- Expand our reach and impact through education, forums, and partnerships.
- Strengthen our brand as Australia's central coordination point for safe utility excavation.

What we achieved

- Delivered 995 education sessions to over 20,000 professionals, with overwhelmingly positive feedback—cementing BYDA as the trusted source of practical safety guidance.
- Grew our membership base to 854, with 111 new members and 400 safety partners onboarded via our partnership with iseeplant.
- Ownership of Look Up and Live, demonstrating BYDA's capacity to steward and scale critical national safety infrastructure.
- Embedded a digital-first, evidence-led narrative into every pillar of our work—transitioning BYDA's identity from a referral service to a strategic industry leader.

What's next (2025/26)

- BYDA Utility Safety Conference 2026 and expanded member-led sector forums to accelerate consensus-building and shared action.
- A national communications campaign to reframe digital data sharing as a safety enabler, supported by strong cyber and credentialing protocols.
- Continued investment in team capability, analytics, and platform maturity to keep BYDA ahead of the curve and keep the sector moving with us.

The Road Ahead

Our five pillars are mutually reinforcing: better asset information enables smarter investigation and impact measurement; robust standards and regulation make digitisation safe and sustainable; and industry leadership brings everyone to the table to deliver it together.

The challenge now is not to prove whether digitisation is needed—the economics, the safety outcomes, and the operational reality are clear. The challenge is to implement it well, securely, and at scale. BYDA is positioned and committed to lead that transformation, by industry, for industry.



MEET THE BOARD

Dedicated to our members
and innovation

Stuart Smith, BYDA Chair

A career in IT&T taught me outages were an unwanted and often preventable feature of operations. Of many possible causes, one of the most disruptive and time-consuming was underground cable damage. This triggered my initial interest in Before You Dig Australia. My passion was reinvigorated through the Transformation Project, which redesigned existing organisations into a single streamlined, customer-focused, agile entity. BYDA is now in a great position to deliver increasing value to its stakeholders, and I am pleased to have a small part in the exciting future journey.



Eric Bardy

As a long-term participant in the energy industry, I have always held safety as a core value, particularly as a senior leader in an organisation that owns and operates high-pressure gas pipelines. Protecting public safety is part of our purpose. When the opportunity to become a director arose, I saw it as a way to assist with safety across the gas pipeline sector and beyond. It is with great pride that I played a part in the organisation's transformation, improving the service's quality and efficiency. I look forward to being part of the next chapter of BYDA.



Glen Cook

I am an experienced Public Safety Specialist and Keynote Speaker. In 2020, I was named the Australian Safety Professional of the Year and recently awarded the 2022 Damage Prevention Hero of the Year at the Global Excavation Safety Conference in Tampa, Florida. Some of my impactful work includes the Look Up and Live app, an award-winning powerline mapping tool.





Mick Cooper

With 28 years in telecommunications, focusing on construction and maintenance, damage prevention has become central to my career. I've witnessed firsthand the impact of infrastructure damage on communities and businesses, leading me to join the BYDA board. This role allows me to leverage my expertise in asset protection, promote resilient strategies, and collaborate with like-minded professionals. Together, we aim to support BYDA members, businesses, and the public in safeguarding assets and ensuring safety nationwide. I also prioritise safety across industries through clear and accessible presentations.



Tobi Lawrence-Ward

As CEO of Abaxa, a growing Subsurface Utility Engineering company in Western Australia, I bring over 20 years of experience in protecting people and assets through end-to-end project solutions. My leadership focuses on a shared vision, inspiring teams, and driving innovation with high standards of excellence. On the BYDA Board, I'm committed to advancing safety, diversity, collaboration, and industry leadership, pushing BYDA towards new heights of success.



Darryl Worthington

Ensuring the safety of our community and protecting the assets of Australia's most critical infrastructure has been a priority for me through more than 12 years of construction and operations in the telecommunications industry. Experiencing the impacts on asset owners, builders, and affected stakeholders creates a strong passion to be part of the solution. It is a privilege to have the opportunity to serve on the board of an organisation with such a unique value proposition to the industry and our communities.



Saizad Ali

With more than 35 years in the utility industry across Australia and New Zealand, my expertise revolves around asset management solutions, its use in field operations, and digital transformation. I have had the privilege to drive several initiatives in my career, enhancing systems, processes, and data quality through new technology solutions. I'm excited to contribute to BYDA's digital transformation. I aim to leverage digital visualisation technologies to simplify asset information, improve accessibility, industry safety, standardisation, and collaboration, supporting BYDA in shaping the future of utility damage prevention.





MEET THE BYDA TEAM

Driving collaboration, education
and change

Our Corporate Leads and Education Team

National	CEO	Mell Greenall	mell.greenall@byda.com.au
	Chief Operating Officer	Chris Jobling	chris.jobling@byda.com.au
QLD	Territory Manager	Alex Towers	alex.towers@byda.com.au
	Service Awareness and Damage Prevention Officer	Alison Sharkey	alison.sharkey@byda.com.au
NSW	Territory Manager	Kate Birrell	kate.birrell@byda.com.au
	Service Awareness and Damage Prevention Officer	Mick Forrest	mick.forrest@byda.com.au
	Service Awareness and Damage Prevention Officer	Peter Richardson	peter.richardson@byda.com.au
VIC/TAS	Territory Manager	Blake Hillier	blake.hillier@byda.com.au
	Service Awareness and Damage Prevention Officer	Jarred Prowd	jarred.prowd@byda.com.au
SA	Territory Manager	Nigel March	nigel.march@byda.com.au
	Service Awareness and Damage Prevention Officer	Harry House	harry.house@byda.com.au
WA	Territory Manager	Justin Scotchbrook	justin.scotchbrook@byda.com.au
	Service Awareness and Damage Prevention Officer	Julie Mullett	julie.mullett@byda.com.au



The background image shows a construction site. An orange excavator is on the left, with its bucket lowered into a large, rectangular concrete pit. Two workers in high-visibility orange and yellow clothing and white hard hats are visible. One worker is standing on the right side of the pit, holding a shovel, while the other is leaning over the edge of the pit. The ground is paved asphalt, and there are some orange traffic cones in the background.

FINANCIAL STATEMENTS

2024-25

Before You Dig Australia Ltd

91 089 413 650

Financial Statements

For the Year Ended 30 June 2025

Disclaimer:

These financial statements include illustrative disclosures for an ACNC general purpose (Simplified Disclosures) company limited by guarantee and are not intended to be and are not comprehensive in relation to their subject matter. This document is not a substitute for reading technical pronouncements relating to the preparation of financial statements.

To the extent permitted by law, CaseWare Australia and New Zealand, its members, employees and agents do not accept or assume any liability, responsibility or duty of care for any consequences arising from the reliance on the information contained in this document or for any decisions based on it.

Contents
For the Year Ended 30 June 2025

	Page
Financial Statements	
Auditor's Independence Declaration under Section 60-40 of the Charities and Not-for-profits Commission Act 2012	1
Statement of Income and Retained Earnings	2
Statement of Financial Position	3
Statement of Changes in Equity	4
Statement of Cash Flows	5
Notes to the Financial Statements	6
Statement of Consolidated Entity Disclosure	22
Directors' Declaration	23
Independent Audit Report	24
Compilation Report	26

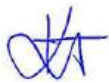
**AUDITOR'S INDEPENDENCE DECLARATION
UNDER S60-40 OF THE AUSTRALIAN CHARITIES AND NOT FOR PROFIT COMMISSION ACT 2012
TO THE DIRECTORS OF BEFORE YOU DIG AUSTRALIA LIMITED**

In accordance with Subdivision 60-C of the *Australian Charities and Not-for-profits Commissions Act 2012*, I am pleased to provide the following declaration of independence to the directors of Before You Dig Australia Limited.

As the lead audit partner for the audit of the financial statements of Before You Dig Australia Limited for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been no contraventions of:

- i) the auditor independence requirements of the *Australian Charities and Not-for-profits Commissions Act 2012* in relation to the audit; and
- ii) any applicable code of professional conduct in relation to the audit.

RSD Audit



Kathie Teasdale

Director

Bendigo

Dated: 22 October 2025

Statement of Income and Retained Earnings

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue	4	9,819,608	9,182,772
Other income	4	726,895	755,767
Other income - non-operating	4	-	2,007,265
Cost of sales	5	(2,512,678)	(2,169,916)
General & administrative expenses		(439,404)	(490,268)
Operating expenses		(189,175)	(130,855)
Projects expense		(1,000,516)	(564,556)
Governance expenses		(244,107)	(341,191)
Marketing & promotional expenses		(1,295,022)	(1,608,211)
Education & awareness expenses		(171,209)	(110,919)
Motor vehicle expenses		(93,222)	(86,790)
IT & software expenses		(299,446)	(159,541)
Occupancy expenses		(113,307)	(151,063)
Employment expenses		(3,200,641)	(3,191,393)
Employee engagement expense		(110,033)	(56,992)
Other expenses - non-operating		(496,252)	(414,010)
Profit for the year		381,491	2,470,099
Retained earnings			
Retained earnings at the start of the year		14,118,014	11,647,915
Retained earnings at the end of the year		14,499,505	14,118,014

The accompanying notes form part of these financial statements.

Statement of Financial Position

As At 30 June 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	1,437,191	1,537,109
Financial assets	7	12,646,889	9,728,815
Trade and other receivables	8	349,544	984,338
Other assets	9	166,488	122,026
TOTAL CURRENT ASSETS		14,600,112	12,372,288
NON-CURRENT ASSETS			
Property, plant and equipment	10	1,482,759	2,653,278
Right-of-use assets	11	142,862	389,873
TOTAL NON-CURRENT ASSETS		1,625,621	3,043,151
TOTAL ASSETS		16,225,733	15,415,439
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	12	1,053,367	264,769
Lease liabilities	11	90,336	198,813
Employee benefits	13	403,272	356,402
Other liabilities	14	77,006	187,208
TOTAL CURRENT LIABILITIES		1,623,981	1,007,192
NON-CURRENT LIABILITIES			
Lease liabilities	11	70,687	231,922
Employee benefits	13	31,560	58,311
TOTAL NON-CURRENT LIABILITIES		102,247	290,233
TOTAL LIABILITIES		1,726,228	1,297,425
NET ASSETS		14,499,505	14,118,014
EQUITY			
Retained earnings		14,499,505	14,118,014
TOTAL EQUITY		14,499,505	14,118,014

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

As At 30 June 2025

	Retained Surplus \$	Total Equity \$
Balance at 1 July 2023	11,647,915	11,647,915
Surplus after income tax expense for the year	2,470,099	2,470,099
Other comprehensive income for the year, net of tax	-	-
Total comprehensive surplus for the year	<u>2,470,099</u>	<u>2,470,099</u>
Balance at 30 June 2024	<u>14,118,014</u>	<u>14,118,014</u>
Balance at 1 July 2024	14,118,014	14,118,014
Surplus after income tax expense for the year	381,491	381,491
Other comprehensive income for the year, net of tax	-	-
Total comprehensive surplus for the year	<u>381,491</u>	<u>381,491</u>
Balance at 30 June 2025	<u>14,499,505</u>	<u>14,499,505</u>

Statement of Cash Flows

For the Year Ended 30 June 2025

	2025	2024
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
20		
Cash receipts in the course of operations	11,451,799	9,822,117
Cash payments to suppliers and employees	<u>(10,155,842)</u>	<u>(9,375,430)</u>
Net cash provided by operating activities	<u>1,295,957</u>	<u>446,687</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Proceeds from sale of plant and equipment	1,195,835	8,500
Purchase of property, plant and equipment	(40,495)	-
Net (payments) from term deposit investments	(2,364,413)	(9,433,122)
Net receipts from Tranche contributions	-	2,043,802
Net cash (used in) investing activities	<u>(1,209,073)</u>	<u>(7,380,820)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Principal repayments of lease liabilities	<u>(186,802)</u>	<u>(205,610)</u>
Net cash (used in) financing activities	<u>(186,802)</u>	<u>(205,610)</u>
Net (decrease) in cash and cash equivalents held	(99,918)	(7,139,743)
Cash and cash equivalents at beginning of year	<u>1,537,109</u>	<u>8,676,852</u>
Cash and cash equivalents at end of financial year	<u>1,437,191</u>	<u>1,537,109</u>

Notes to the Financial Statements

For the Year Ended 30 June 2025

The financial report covers Before You Dig Australia as an individual entity. Before You Dig Australia Ltd is a not-for-profit Company, registered and domiciled in Australia.

The principal activities of the Company for the year ended 30 June 2025 were providing solutions to protect workers and the community and prevent damage to infrastructure assets across Australia.

The functional and presentation currency of Before You Dig Australia Ltd is Australian dollars.

The financial report was authorised for issue by the Chair on 16 October 2025.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those services.

Generally, the timing of the payment for rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Summary of Significant Accounting Policies (continued)

(a) Revenue and other income (continued)

Specific revenue streams

The revenue recognition policies for the principal revenue streams of the Company is:

Membership Fees

Revenue from the provision of referral and ancillary member services is recognised over the period in which the services are rendered. Contracts for referral services are fixed price contracts.

For fixed price contracts, the contracts include an enforceable right for the Company to receive payment for services performed to date based on the deemed number of referrals processed.

Revenue from rendering of a service is recognized upon the delivery of the service to the customers.

The terms of the Company's fixed price contracts either require that the customer pay the fixed amount in instalments over the financial year or full payment upfront.

Where payment is required upfront, a contract liability is recognised on receipt of the payment and recognised as revenue as the services are provided.

Where payment is required in instalments, at the end of the reporting period, if the services rendered by the Company exceed the payments received, a contract asset is recognised. If the payments received exceed the services rendered, the Company recognises contract liability.

The company follows a 5-step process to determine whether and when to recognize revenue:

- (i) Identify the contract with a customer.
- (ii) Identifying the performance obligation.
- (iii) Determining the transaction price.
- (iv) Allocating the transaction price of the performance obligations.
- (v) Recognising revenue when/as the performance obligation(s) are satisfied.

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

Tranche Member Contributions

These amounts are the Tranche monies received from the State DBYD entities as part of their wind-up.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Summary of Significant Accounting Policies (continued)

(a) Revenue and other income (continued)

Other income

Other income is recognised on an accruals basis when the Company is entitled to it.

(b) Income Tax

The Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(c) 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 payable are stated inclusive of GST.

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

(d) Volunteer services

Volunteer services are recognized at fair value and based on the number of meetings attended by volunteer directors in the financial year.

The company obtains benchmark remuneration rates for volunteer chair and directors from the schedules of the "Appointment and Remuneration Guidelines" issued by the Victoria State Government Premier and Cabinet.

(e) Property, plant and equipment

Each class of plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment.

Items of property, plant and equipment acquired for significantly less than fair value have been recorded at the acquisition date of fair value.

Assets acquired for less than \$5,000 are expensed.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Summary of Significant Accounting Policies (continued)

Depreciation

Property, plant, and equipment is depreciated on a straight-line basis over the asset's useful life to the Company, commencing when the asset is ready for use.

Assets in excess of \$5,000 are depreciated in line with the Australian Accounting Standards.

The estimated useful lives used for each class of depreciable asset are shown below:

Fixed asset class

Office equipment & furniture	4 years
Computer equipment	4 years
Leasehold improvements	5 years
Motor vehicles	4 years
Plant and equipment	5 years
Land and Buildings	40 years (2.5%)

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.

(f) Financial instruments

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs.

Financial assets

Classification

On initial recognition, the Company classifies its financial assets as measured at amortised cost.

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Summary of Significant Accounting Policies (continued)

(f) Financial instruments (continued)

Financial assets (continued)

Impairment of financial assets

Impairment of financial assets are recognised on an expected credit loss (ECL) basis.

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Company has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Company renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables, bank and other loans and lease liabilities.

(g) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, demand deposits and short-term investments with original maturities of three months or less which are readily convertible to known amounts of cash, and which are subject to an insignificant risk of change in value.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Summary of Significant Accounting Policies (continued)

(h) Leases

At inception of a contract, the Company assesses whether a lease exists.

Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

At the lease commencement, the Company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Company believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g., CPI) or a change in the Company's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Exceptions to lease accounting

The Company has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Summary of Significant Accounting Policies (continued)

(i) Employee benefits

Provision is made for the Company's liability for employee benefits; those 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.

Employee benefits expected to be settled more than one year 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. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

Defined contribution schemes

Obligations for contributions to defined contribution superannuation plans are recognised as an employee benefit expense in profit or loss in the periods in which services are provided by employees.

3 Critical Accounting Estimates and Judgments

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

The Board of Directors believe that all trade receivables as of 30 June 2025 are recoverable.

Notes to the Financial Statements

For the Year Ended 30 June 2025

4 Revenue and Other Income

	2025	2024
	\$	\$
Revenue		
Referral Fees	8,388,813	7,991,036
Membership Fees - Non-Asset Owner	23,400	-
Automate Income	1,087,322	845,137
Set-up Fees Income	87,700	161,600
Collaborate Income	67,778	60,891
API Commission	-	41,769
Locate Income	39,714	44,299
Rental Income	28,000	30,000
Large Area Enquiry Income	5,430	8,040
API Income	44,761	-
Look Up and Live Income	550	-
Safety Partner Income	40,689	-
CPD Income	5,451	-
Total Revenue	9,819,608	9,182,772

Other income		
Other Income	617	1,057
Diggy and the Kids Funding	-	95,000
Centrelink PPL Payment	-	141
Interest Income	-	1
Custom Member Projects Revenue	-	136,080
Gain on Disposal of FA	23,612	-
Volunteer Contributions	149,005	227,796
Interest Income - Term Deposit	553,661	295,692
Total Other Income	726,895	755,767

Other income - non-operating

The final tranche payments in cash and assets including motor vehicles, land and building which were transferred into BYDA's name from the winding up of all the State entities as of 30 June 2024.

Tranche 4 Member Contributions	-	1,980,043
Sundry Income	-	27,222
Total Other Income - Non-Operating	-	2,007,265

Notes to the Financial Statements

For the Year Ended 30 June 2025

5 Cost of sales

	2025 \$	2024 \$
COGS: Automate	804,752	524,250
COGS: Set-up	52,500	138,605
COGS: Referral	885,247	789,040
COGS: Platform - Deloitte	230,979	230,979
COGS: Locate	40,100	10,000
COGS: Collaborate	26,500	12,500
COGS: Helpdesk	301,080	301,080
COGS: MS Azure	99,449	104,054
COGS: PSMA	45,071	54,408
COGS: Support	27,000	5,000
Total Cost of Sales	2,512,678	2,169,916

6 Current assets - Cash and cash equivalents

	2025 \$	2024 \$
ANZ AA	-	2,000
Cheque Account	1,431,350	1,534,609
PayPal	5,841	500
Total Cash and cash equivalents	1,437,191	1,537,109

7 Current assets - Financial assets

	2025 \$	2024 \$
ANZ Term Deposit	12,646,889	9,728,815
Total Financial assets	12,646,889	9,728,815

8 Current assets - Trade and other receivables

	2025 \$	2024 \$
Accounts Receivable	146,763	920,464
Bond - Security Deposit	39,568	36,868
Suspense	209	-
GST Refund	163,004	27,006
Total Trade and other receivables	349,544	984,338

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

The maximum exposure to credit risk at the reporting date is the fair value of each class of receivable in the financial statements.

Notes to the Financial Statements

For the Year Ended 30 June 2025

9 Current assets - Other assets

	2025 \$	2024 \$
Prepaid Expenses	166,488	122,026
Total other assets	166,488	122,026

10 Non-current assets - Property, plant and equipment

	2025 \$	2024 \$
Land and Buildings		
Land and Buildings	1,400,678	2,500,678
Accumulated Depreciation on Land and Buildings	(76,827)	(75,261)
Total Land and Buildings	1,323,851	2,425,417
Motor Vehicle		
Motor Vehicle	415,600	392,311
Accumulated Depreciation on Motor Vehicle	(259,826)	(171,430)
Total Motor Vehicle	155,774	220,881
Plant and Equipment		
Plant and Equipment	4,797	4,797
Accumulated Depreciation on Plant and Equipment	(4,797)	(4,797)
Total Plant and Equipment	-	-
Leasehold Improvements		
Leasehold Improvements	36,150	36,150
Accumulated Depreciation on Leasehold Improvements	(36,150)	(36,150)
Total Leasehold Improvements	-	-
Office Equipment and Furniture		
Office Equipment & Furniture	30,426	30,426
Accumulated Depreciation on Office Equipment & Furniture	(27,292)	(23,446)
Total Office Equipment and Furniture	3,134	6,980
Computer Equipment		
Computer Equipment	573	573
Accumulated Depreciation on Computer Equipment	(573)	(573)
Total Computer Equipment	-	-
Total Property, plant and equipment	1,482,759	2,653,278

Notes to the Financial Statements

For the Year Ended 30 June 2025

10 Non-current assets - Property, plant and equipment (continued)

(a) Movements in Carrying Amounts

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

	Land & Buildings	Motor Vehicle	Plant & Equipment	Leasehold Improves	Office Equipment & Furniture	Total
	\$	\$	\$	\$	\$	\$
Balance at 1 July 2024	2,425,417	220,881	-	-	6,980	2,653,278
Additions	-	36,921	-	-	-	36,921
Disposals	(1,059,107)	(4,360)	-	-	-	(1,063,467)
Depreciation expense	(42,459)	(97,668)	-	-	(3,846)	(143,973)
Balance at 30 June 2025	1,323,851	155,774	-	-	3,134	1,482,759

11 Leases

Company as a lessee

The Company has three leases in three States – VIC, SA and WA.

Information relating to each lease in place and associated balances and transactions is provided below.

Building lease

VIC – Level 19, 15 William St, Melbourne, VIC 3000

The building lease is for the corporate office, lease commenced on 15 January 2024 for 1 year 11 months and 17 days, ending 31 December 2025. The lease has the option of extension of further same period. The rental is subject to a fixed increase of 12% per annum.

VIC – Level 5, 447 Collins St, Melbourne, VIC 3000

The building lease is the continuation of the existing corporate office lease. 15 William St has been shutdown due to diesel spill and the current lease continues in the 447 Collins St address from 14 October 2025.

SA – 6A, 128 Fullarton Road, Norwood, 5067

The building lease is for the SA/NT state office, there are 3 years remaining and no option to extend. The rental is subject to a fixed increase of 10% per annum.

WA – 77 North Lake Road, Myaree, 6154

The building lease is for the WA state office, there are 1.5 years remaining with a 3-year option to extend at the discretion of the Company. The rental is subject to a fixed increase of 3% per annum.

Notes to the Financial Statements

For the Year Ended 30 June 2025

11 Non-current assets - Right-of-use assets

	2025 \$	2024 \$
Property		
At fair value	497,513	593,919
Accumulated Depreciation on Right of Use Lease	<u>(354,651)</u>	<u>(204,046)</u>
Total Right of Use Lease	<u>142,862</u>	<u>389,873</u>

(a) Movements in Carrying Amounts

Movement in the carrying amounts for each right-of-use asset between the beginning and the end of the current financial year:

	William St- Collins St, VIC \$	Norwood, SA \$	Myaree, WA \$	Total \$
Balance at 1 July 2024	188,304	60,892	140,677	389,873
Additions	-	-	-	-
Reduction	(81,602)	(8,382)	(6,422)	(96,406)
Depreciation expense	<u>(89,755)</u>	<u>(24,160)</u>	<u>(36,690)</u>	<u>(150,605)</u>
Balance at 30 June 2025	<u>16,947</u>	<u>28,350</u>	<u>97,565</u>	<u>142,862</u>

Lease liabilities

Maturity analysis of lease liabilities

The lease liabilities are secured by the related underlying assets.

The undiscounted maturity analysis of lease liabilities as at 30 June 2025 is as follows:

11 Non-current assets - Right-of-use assets (continued)

	< 1 year	1 - 5 years	> 5 years	Total undiscounted lease liabilities	Lease liabilities included in this Statement Of Financial Position
	\$	\$	\$	\$	\$
2025					
Lease liabilities					
William St- Collins St, VIC	16,486	-	-	16,486	16,486
Norwood, SA	31,797	-	-	31,797	31,797
Myaree, WA	42,053	70,687	-	112,740	112,740
Total	90,336	70,687	-	161,023	161,023
2024					
Lease liabilities					
William St, VIC	143,100	75,600	-	218,700	201,188
Norwood, SA	36,142	39,756	-	75,898	71,184
Myaree, WA	46,859	130,015	-	176,874	158,363
Total	226,101	245,371	-	471,472	430,735

Statement of Income and Retained Earnings

The amounts recognised in the statement of income and retained earnings relating to interest expense on lease liabilities are shown below:

	2025	2024
	\$	\$
Interest expense on lease liabilities		
Blackburn, VIC	-	4,608
William St-Collins St, VIC	4,270	12,185
Norwood, SA	1,850	5,254
Myaree, WA	7,376	11,635
Total	13,496	33,682

Notes to the Financial Statements

For the Year Ended 30 June 2025

12 Current liabilities - Trade and other payables

	2025 \$	2024 \$
ANZ Credit Card	34,320	25,016
Accounts Payable	891,271	130,590
Accruals	19,076	8,472
Superannuation Payable	557	1,823
PAYG Withholdings Payable	108,143	98,868
Total Trade and other payables	1,053,367	264,769

All amounts are short term fair values.

13 Current liabilities - Employee benefits

	2025 \$	2024 \$
Annual leave	219,990	219,579
Long service leave	183,282	136,823
	403,272	356,402

13 Non-current liabilities - Employee benefits

	2025 \$	2024 \$
Long service leave	31,560	58,311
	31,560	58,311

14 Current liabilities - Other liabilities

	2025 \$	2024 \$
Prepaid Income	77,006	187,208
Total other liabilities	77,006	187,208

Notes to the Financial Statements

For the Year Ended 30 June 2025

15 Members' Guarantee

The Company is registered with the Australian Charities and Not-for-profits Commission Act 2012 and is a Company limited by guarantee. In the event of the company being wound up, ordinary members are required to contribute a maximum of \$100 each. Honorary members are not required to contribute. The total amount that members of the company are liable to contribute if the company is wound up is \$85,400, based on 854 current ordinary members.

16 Key Management Personnel Disclosures

	2025	2024
	\$	\$
Aggregate Compensation	<u>623,370</u>	<u>572,126</u>

17 Auditors' Remuneration

	2025	2024
	\$	\$
Remuneration of the auditor of the Company, for auditing of the financial statements	<u>24,000</u>	<u>23,000</u>

18 Contingencies

In the opinion of the Directors, the Company did not have any contingencies on 30 June 2025 (30 June 2024: None).

19 Related Parties

(a) The Company's main related parties are as follows:

Key management personnel - refer to Note 16.

(b) Transactions with related parties

Transactions between related parties are on normal commercial terms and conditions no more favorable than those available to other parties unless otherwise stated.

The company did not have any related parties' transactions as at 30 June 2025.

Notes to the Financial Statements

For the Year Ended 30 June 2025

20 Reconciliation of net result for the year to net cash inflow/ (outflow) from operating activities

	2025 \$	2024 \$
Profit for the period	381,491	2,470,099
<i>Non cash movements</i>		
(Profit)/Loss on disposal of plant & equipment	(23,612)	40,807
Depreciation	143,973	157,972
Amortisation right of use asset	150,605	194,750
RoU Blackburn lease termination (Non-cash)	-	(23,716)
Lease Interest	13,496	33,681
Tranche receipts/assets	-	(1,991,276)
Term Deposit interest re-invested	(553,661)	(295,693)
	112,292	586,624
<i>Movements in assets and liabilities</i>		
(Increase) in prepayments and other assets	(44,462)	(39,552)
Decrease/(Increase) in debtors and other receivables	526,038	(155,289)
Increase/(Decrease) in trade and other payables	681,970	(39,431)
Increase in employee entitlements	20,119	94,335
	1,183,665	(139,937)
Cash flow generated by operating activities	1,295,957	446,687

21 Events after the end of the Reporting Period

The financial report was authorised for issue on 16 October 2025 by the Board of Directors.

BYDA intends to sell the property in Queensland in FY2025-26.

22 Statutory Information

The registered office and principal place of business of the company is:
Before You Dig Australia Ltd
Level 5, 447 Collins St
Melbourne VIC 3000

Statement of Consolidated Entity Disclosure

For the Year Ended 30 June 2025

Before You Dig Australia Ltd has no controlled entities and, therefore, is not required by Australia Accounting Standards to prepare consolidated financial statements. As a result, section 295(3A)(a) of the Corporations Act 2001 does not apply to the entity.

Directors' Declaration

The directors declare that in the responsible persons' opinion:

In the directors' opinion:

- the attached financial statements & notes comply with the Corporations Act 2001, the Australian Accounting Standards - Simplified Disclosures, AASB 1060 Tier 2, the Australian Charities and Not-for-profits Commission Act 2012 and 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 30 June 2025 and of its performance for the financial year ended on that date,
- the information disclosed in the attached consolidated entity disclosure statement, on page 22 is true and correct 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 directors made pursuant to subsection 60.15 (2) of the Australian Charities and Not-for-profits Commission Regulations 2013.

On behalf of the directors

DocuSigned by:

6B9022CF73994FC...

Director/ Chair: Mr Stuart Smith

Date: 16 October 2025

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF BEFORE YOU DIG AUSTRALIA LIMITED****REPORT ON THE AUDIT OF THE FINANCIAL REPORT****Opinion**

We have audited the financial report of Before You Dig Australia Limited (the Company), which comprises the statement of financial position as at 30 June 2025, the statement of income and retained earnings, the statement of changes in equity, the statement of cash flows and the statement of consolidated entity disclosure 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 Before You Dig Australia Limited is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* (the *ACNC Act*), including:

- a) giving a true and fair view of the Company's financial position as at 30 June 2025, and of its performance for the year then ended; and
- b) complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report.

We are independent of the Company in accordance with the *ACNC Act*, 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2025 but does not include the financial report and our auditor's report thereon.

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, we conclude that there is material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibility of the 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 – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* 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 ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

The directors are responsible for overseeing the company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

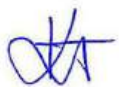
Our objectives are to obtain reasonable assurance about whether the financial report is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the director's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of the audit report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

RSD Audit

A handwritten signature in blue ink, appearing to read 'Katie' or similar, with a stylized flourish at the end.

Kathie Teasdale

Director

Bendigo

Dated: 22 October 2025

Before You Dig Australia Ltd
Compilation report
For the year ended 30 June 2025

We have compiled the accompanying special purpose financial statements of BYDA Ltd which comprise the balance sheet as at 30 June 2025, and the income statement for the year then ended, a summary of significant accounting policies and other explanatory notes. The specific purpose for which the special purpose financial statements have been prepared is set out in the notes to the accounts.

The responsibility of directors

The directors of BYDA Ltd are solely responsible for the information contained in the special purpose financial statements, the reliability, accuracy and completeness of the information and for the determination that the basis of accounting used is appropriate to meet their needs and for the purpose that the financial statements were prepared.

Our responsibility

On the basis of the information provided by the directors, we have compiled the accompanying special purpose financial statements in accordance with the basis of accounting as described in the notes to the financial statements in accordance with the basis of accounting described in the notes to the financial statements. We have complied with the relevant ethical requirements of APES 110 Code of Ethics for Professional Accountants.

Assurance Disclaimer

Since a compilation engagement is not an assurance engagement, we are not required to verify the reliability, accuracy or completeness of the information provided to us by management to compile these financial statements. Accordingly, we do not express an audit opinion or a review conclusion on these financial statements.

The special purpose financial statements were compiled exclusively for the benefit of the directors who are responsible for the reliability, accuracy and completeness of the information used to compile them. Accordingly, these special purpose financial statements may not be suitable for other purposes. We do not accept responsibility to any other person for the contents of the special purpose financial statements.

Name of Firm: Nicholson Partners
Chartered Accountants Australia and New Zealand



Name of Partner: _____
Cameron Bodley

Address: 831 High Street, Thornbury Vic 3071

Dated this 3rd day of October 2025

Before You Dig Australia

Annual Report
2024-25

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