Site

ASX RELEASE

31 August 2016

Appendix 4E and Annual Report

The Directors of Site Group International Limited ("Site") are pleased to announce the release of:

- Appendix 4E – Preliminary Final Report for the year ended 30 June 2016: and
- 2016 Annual Report

The continued growth in the Site business is reflected in the release of this statement with pleasing revenue growth to $67.6m with an EBITDA of $13.3m.

The attached annual report contains details of the achievements of the group over the last financial year.

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Media and Investors

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Principal & Registered Office: Level 4, 488 Queen St, Brisbane QLD 4000

Appendix 4E

Preliminary Final Report to the Australian Stock Exchange

Name of Entity	Site Group International Limited
ABN	73 003 201 910
Financial Year Ended	30 June 2016
Previous Corresponding Reporting Period	30 June 2015

Results for Announcement to the Market

	$'000	**Percentage increase /(decrease) over previous corresponding period**
Revenue and other income	67,562	66% increase
Profit / (loss) after tax attributable to members	9,405	383% increase
Net profit / (loss) for the period attributable to members	9,405	383% increase

Dividends (distributions)	**Amount per security**	**Franked amount per security**
Final Dividend	0.0 cents	0.0 cents
Interim Dividend	0.0 cents	0.0 cents

Record date for determining entitlements to the dividends (if any)	Not applicable

Dividends

Date the dividend is payable	Not applicable
Record date to determine entitlement to the dividend	
Amount per security	
Total dividend	
Amount per security of foreign sourced dividend or distribution	
Details of any dividend reinvestment plans in operation	
The last date for receipt of an election notice for participation in any dividend reinvestment plans	

NTA Backing

	Current Period	**Previous corresponding period**
Net tangible asset backing per ordinary security	3.64 cents	0.63 cents

Other Significant Information Needed by an Investor to Make an Informed Assessment of the Entity's Financial Performance and Financial Position

Refer attached annual report

Commentary on the Results for the Period

The earnings per security: The current year earnings per shares of 1.84 cents is an improvement over the prior year earnings per share of 0.40 cents, reflects the improvement in the performance of the business. The increased scale achieved and the integration of acquisitions completed led to a 66% increase in revenue and other income to $67.6M compared to $40.7M in the previous period For further review of results please refer to the Directors report on page 8 of the attached annual report.
Returns to shareholders including distributions and buy backs: Not applicable
Significant features of operating performance: Refer to the Directors' Report
The results of segments that are significant to an understanding of the business as a whole: Refer to Note 22 to the Accounts (Operating Segments)
Discussion of trends in performance: Refer to the Directors' Report
Any other factor which has affected the results in the period or which are likely to affect results in the future, including those where the effect could not be quantified: Refer to the Directors' Report

Audit/Review Status

This report is based on accounts to which one of the following applies: (Tick one)			
The accounts have been audited	✓	The accounts have been subject to review	
The accounts are in the process of being audited or subject to review		The accounts have not yet been audited or reviewed	

If the accounts have not yet been audited or subject to review and are likely to be subject to dispute or qualification, a description of the likely dispute or qualification:
Not Applicable

If the accounts have been audited or subject to review and are subject to dispute or qualification, a description of the dispute or qualification:
Not Applicable

Attachments Forming Part of Appendix 4E

Attachment #	Details
1	Audited financial statements 30 June 2016

Signed By (Director/Company Secretary)	
Print Name	Vernon Wills
Date	30 August 2016

Site

Site Group International Limited

ABN 73 003 201 910

Annual report – 30 June 2016

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Annual General Meeting

The Annual General Meeting of the Company will be held at

Time:	11:00am
Date:	Tuesday, 22 November 2016
Location:	488 Queen Street, Brisbane QLD 4000.

Managing Director and CEO Letter

Dear Shareholder,

The Company has expanded its business footprint both domestically and internationally through strategic acquisitions, alliances and organic growth. We have put in place the infrastructure, business networks and enhanced product suite to facilitate future growth. We have developed our internal management systems, business practices and processes to increase efficiency and reduce risk.

We have seen earnings before interest, tax, depreciation and amortisation grow by more than 200% to over $13 million for the year, on revenues which increased by 60% to exceed $67.5 million.

The Company was able to achieve a number of operational advancements during the year while remaining focused on its key strategy - to establish strong market positions in training and educational sectors where there are high barriers to entry. These include segments that require detailed technical skills, or where business networks and relationships are paramount - particularly in the mining, oil and gas, construction and infrastructure sectors.

Our international businesses have continued to focus on working with governments and industry to develop skilled national workforces. In particular, we have enjoyed the opportunity to work with the mining and oil and gas industries in various developing countries to ensure that the benefits of resource projects can be harnessed for the sustainable growth of national economies and societies.

The operational highlights of the year were as follows.

International

- At our Clark training facility near Manila in the Philippines, we successfully opened a simulated underground mine, with some 250 metres of reconstructed tunnelling, where training can realistically match actual operating conditions.
- The arrival of approximately 200 tonnes of training equipment including bolting systems, rotational motors and turbines for Granite Services International (wholly owned by GE) and the installation of this equipment when added to other capability such as the HYTORC bolting systems and ASME accreditation sets Clark as a significant capability centre.
- For Papua New Guinea, we are constructing a simulated oil and gas process plant at our Clark, Philippines facility. The plant will provide a safe training environment in conditions that closely parallel real operations.
- We secured major new training contracts in Saudi Arabia and South East Asia.
- Since year end have announced important new commitments in PNG with the commencement of training for the first 32 candidates for the long term technician program for Exxon and Kumul.

Managing Director and CEO Letter continued

Domestic

- In Australia, we completed the acquisition of the Wild Geese business in Western Australia, which has provided an important cornerstone for future growth in the oil and gas industry, both in Australia and Internationally. WGI recently extended its contract for competency development on the North West Shelf projects.
- We successfully commenced our apprenticeship and traineeship offering, which has strong growth potential.
- In our tertiary educational business, we commenced the development of our international student business which provides world class tertiary tuition for offshore students at our Brisbane campus.

Captain Cook College was acquired by Site in 2014. Established by Judi Cook in 1998, the College has a proud history of delivery and a large alumni. As outlined in the financial statements there is a significant receivable associated with the reconciliation payment from the government due to the regular review process that occurs at the end of each financial year. We continue to receive all other revenue payments from government.

Regulatory changes which were introduced in late 2015 are having a positive effect on VET FEE-HELP by improving marketing practices in the sector and removing unethical operators from the industry. We applaud recent announcements of the government to continue this effort by proposing further changes prior to 2017.

I would like to thank all our staff for their dedication and hard work. I thank my fellow board members for their wise counsel and guidance. And finally I thank you, the shareholders, for your ongoing support.

Vernon Wills
Managing Director and CEO

Corporate Directory

Directors	Darryl Somerville (Chairman) Vernon Wills Joseph Ganim Nicasio Alcantara
Company secretaries	Duncan Cornish Craig Dawson
Chief Executive Officer	Vernon Wills
Principal registered office in Australia	Site Group International Ltd. Level 4, 488 Queen Street Brisbane Qld 4000 Telephone: +61 7 3114 5188
Principal place of business	Site Group International Ltd. Level 4, 488 Queen Street Brisbane Qld 4000 Telephone: +61 7 3114 5188
Share registry	Computershare Investor Services Pty Limited 117 Victoria Street West End QLD 4101, Australia Telephone: +61 7 3237 2100
Auditor	Ernst & Young 111 Eagle Street Brisbane QLD 4000, Australia
Solicitors	Hopgood Ganim Level 8, 1 Eagle Street Brisbane Qld 4000 Telephone: +61 7 3024 0000
Bankers	National Australia Bank Cnr. Adelaide and Creek Streets Brisbane QLD 4000 Westpac Banking Corporation 45 Adelaide Street Fremantle WA 6160
Stock exchange listing	Site Group International Limited shares are listed on the Australian Securities Exchange (code: SIT)
Web site address	www.site.edu.au

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SITE GROUP INTERNATIONAL LIMITED AND CONTROLLED ENTITIES

ABN: 73 003 201 910

Financial Report for the Year Ended 30 June 2016

Directors' Report

Your Directors submit herewith the financial report of Site Group International Limited for the year ended 30 June 2016.

Directors

The directors in office at any time during or since the end of the financial year, together with their qualifications and experience are:

Vernon Wills – Managing Director and CEO (Age 60)

Vern Wills has had extensive involvement in the training & education sector and established one of Australia's largest private training providers, Careers Australia Group.

Vern established Site to provide skills training and workforce planning solutions by initially developing a 300,000m^2 Philippines facility at the Expo Filipino site at Clark Freeport, after he identified a market gap in Australian training providers delivering international training for industry and major projects.

Prior to Site and Careers Australia Group, Vern has had an extensive career in investment and finance as well as building start up and early stage companies such as Go Talk Ltd and Dark Blue Sea Ltd. Additionally he serves as a Director of Eumundi Group Ltd (since September 2004) and previously a director of the Greg Norman Golf Foundation, CITEC, and Deputy Chair of the Queensland Government's Major Sports Facilities.

Nicasio Alcantara BA, MBA – Non-Executive Director (Age 73)

Mr Alcantara was appointed Director of the company on 12 October 2010 and has been a director of Site Group Holdings Pty Ltd since June 2009. Mr Alcantara is an experienced director with over 40 years' experience in both public and private companies and his diverse industry experience includes manufacturing, banking & finance, property, information technology, agriculture and power & energy.

Mr Alcantara is currently a director of Alsons Corporation, Alsons Development & Investment Corporation, C. Alcantara & Sons Inc., Lima Land Inc., Sarangani Agricultural Co. Inc, Seafront Resources Corporation (appointed 1995), the Philodrill Corporation (appointed 1991), Indophil Resources NL (appointed 29/12/2011) and BDO Private Bank Inc.

Mr Alcantara has also previously been Chairman and President of Alsons Consolidated Resources Inc., Iligan Cement Corporation, Alsons Cement Corporation, Northern Mindanao Power Corporation and Refractories Corporation of the Philippines. He was also previously Chairman and Chief Executive Officer of Petron Corporation and a director of Bank One Savings and Bancasia Capital Corporation.

Darryl Somerville BCom, FCA, FCPA – Chairman and Non-Executive Director (Age 67)

Mr Somerville was appointed Director of the company on 2 August 2011. He is a Chartered Accountant and CPA and is a member of the Australian Institute of Company Directors.

Mr Somerville spent 23 years with PwC in Brisbane, including more than 19 years as a partner. For 8 years he was the Brisbane Office Managing Partner. His clients ranged from privately owned companies through to multinationals in the manufacturing, mining, energy and resources and retailing industries. He was a member of the firm's National Board of Partners. Mr Somerville served a three-year term as National Director of the Institute of Chartered Accountants from 2000 to 2003.

Listed public company positions held include Chairman of the Brisbane Broncos Ltd (24/02/05 – 22/02/11), Chairman of Brisbane based developer Devine Ltd (28/09/05 – 31/10/08) and Director of CMI Ltd (28/02/12 – 29/06/12). He has also chaired a number of Queensland State Government Panels. He was Chairman of the Report on the State's Electricity Networks (The Electricity Distribution and Service Delivery Report) and Chairman of the Queensland Government's Energy Competition Committee (which oversaw the introduction of Full Retail Contestability for energy in the State). He also served as Chairman of the Premier of Queensland's Awards for Export Achievement for 8 years.

In his most recent role, Mr Somerville was a director of Careers Australia Group and the Chairman of its Compliance, Audit and Risk Management Committee.

Joseph Ganim LLB Non-Executive Director (Age 70)

Mr Ganim was admitted as a solicitor of the Supreme Court of Queensland in 1970 and the High Court of Australia.

A founding and former managing partner of HopgoodGanim, a leading specialist Commercial Law firm established in 1974 with over 300 personnel in offices in Brisbane and Perth and a representative office in Shanghai. Mr Ganim retired in 2009 to pursue corporate interests but continues involvement with the firm as an active senior consultant.

With 45 years' experience conducting complex corporate and commercial litigious matters, Mr Ganim has been the lead negotiator and team leader in large corporate mergers and acted in the Supreme Court of Queensland, the Federal Court of Australia and appeals to the High Court of Australia, as well as appearing before various Tribunals and Inquiries. He is also a Supreme Court Approved Mediator. He also served for a number of years as a member of the Litigation Reform Commission Court Administration and Resource Division, which reviewed all facets of court practice and litigation.

Mr Ganim has extensive public company Board experience and is currently Chairman of Eumundi Group Limited (appointed 04/08/1989). He sits on the Boards of 7 active private companies and advises, both as a corporate lawyer and executor, with respect to large and complex estates involving corporate structures.

Company Secretaries

Duncan Cornish BBus (Accountancy), ACA

Mr Cornish is an accomplished and highly efficient corporate administrator and manager. Duncan has more than 20 years' experience in the accountancy profession both in England and Australia, mainly with the accountancy firms Ernst & Young and PricewaterhouseCoopers.

He has extensive experience in all aspects of company financial reporting, corporate regulatory and governance areas, business acquisition and disposal due diligence, capital raising and company listings and company secretarial responsibilities, and serves as corporate secretary and chief financial officer of several Australian and Canadian public companies.

Mr Cornish holds a Bachelor of Business (Accounting) and is a Chartered Accountant.

Craig Dawson BCom, ACA

Mr Dawson is the Chief Financial Officer of the Group. He brings extensive financial management experience gained in ASX listed entities with both local and international operations in a variety of industries including media, financial services, gaming and wagering and most recently in the rapidly growing online sector.

Directors' Report continued

Most notably, Mr Dawson was CFO of Wotif.com for over 4 years as the group experienced rapid earnings growth, greatly extended its geographical reach and expanded its brands and products through both organic and acquisition growth. Prior to that, Mr Dawson was Queensland General Manager – Corporate Services at Tatts Group Limited heading up the finance and administration divisions of Tatts Queensland operations.

Mr Dawson holds a Bachelor of Commerce and is a Chartered Accountant.

Committee Membership

As at the date of this report, the company had an Audit and Risk committee and a Nomination and Remuneration committee of the board of directors. Members acting on the committees of the board during the year and up to the date of this report were:

Audit and Risk Committee (AC)

- Darryl Somerville (c)
- Joseph Ganim

Mr Somerville is a Chartered Accountant and Mr Ganim has extensive corporate experience and is qualified to serve on this Committee.

Nomination and Remuneration Committee (NRC)

- Darryl Somerville (c)
- Joseph Ganim

(c) Designates the chairman of the committee.

Meetings of Committees

	Board No.	Attended No.	AC No.	Attended No.	NRC No.	Attended No.
Vernon Wills	9	9	4	4*	1	1**
Darryl Somerville	9	9	4	4	1	1
Nicasio Alcantara	9	6	-	-	-	-
Joseph Ganim	9	9	4	4	1	1

* ex officio attendance

** The CEO attended part of the Nomination and Remuneration Committee meeting before excluding himself from the meeting.

All directors were eligible to attend all meetings held.

Principal Activity

The principal activity of the company during the period was the provision of training and education services in Australia and internationally. The company is delivering workforce solutions across a variety of industries to both retail and corporate clients. There has been no significant change in the principal activities of the consolidated entity during the period.

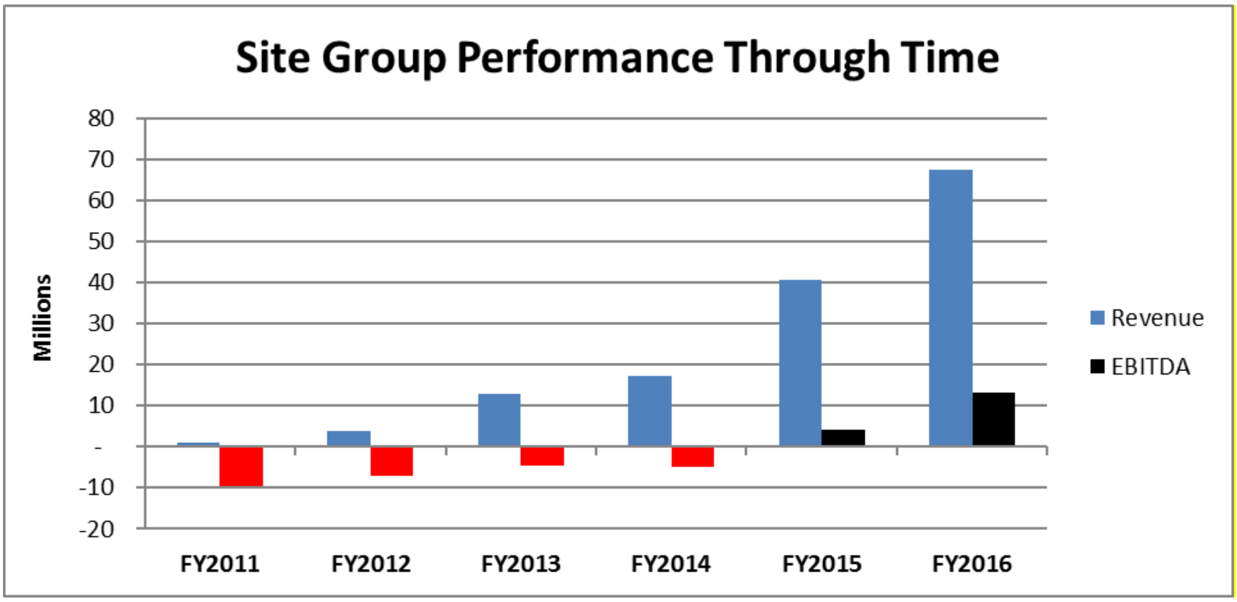
The company has adopted expansion plans for its business via both organic growth and through prudent acquisition activity with a view to diversify funding sources and diversifying course and program offerings.

Directors' Report continued

Operating and financial review

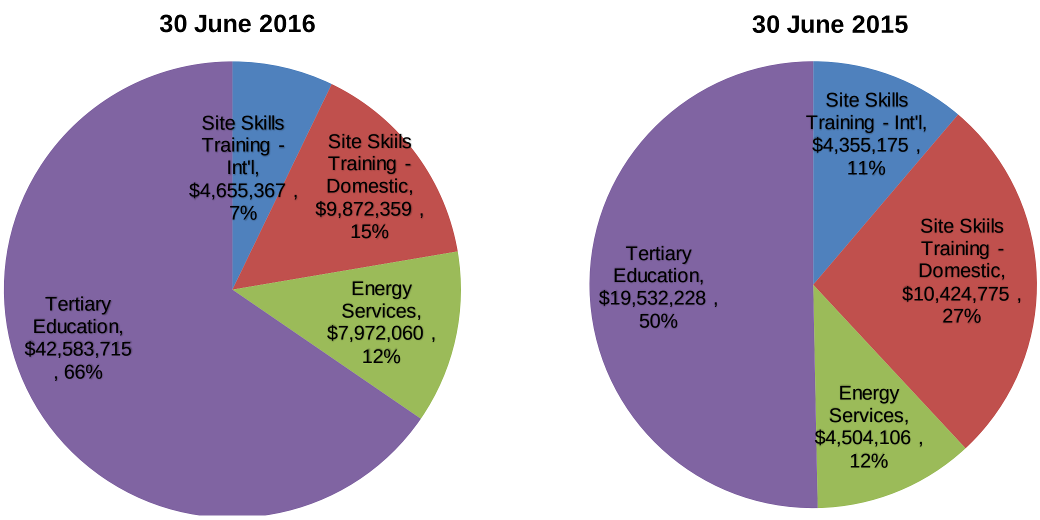
Group

Total revenue and other income from operations was $67,561,988 (2015: $40,712,776) a 66% increase over the prior comparative period. In addition, after removal of non-recurring items (refer **footnote on table 1 on page 12), a positive EBITDA of $13,084,451 compared to $2,286,907 in FY2015 highlights the continuous improvement achieved by the group. The growth of the business over the previous five financial years reflecting the ramp up in operations of the business and the integration of acquisitions is illustrated in the following graph:



Graph 1 Reported Revenue and EBITDA – June 2011 to June 2016

Revenue contribution and activity by each segment is illustrated in the two charts below. This highlights the growing contribution from the Tertiary Education and Energy Services segments and the continued contribution of Site Skills Training domestic and international segments.



Graph 2 Gross Revenue by Segment June 2016 versus June 2015 (excludes eliminations)

Directors' Report continued

Operating and financial review continued

	30-Jun 2016	2015	Change 16-15 %	30-Jun 2014	Change 15-14 %	30-Jun 2013	Change 14-13 %
Revenue and other income	67,561,988	40,712,776	65.9%	17,314,375	135.1%	12,960,549	33.6%
Net profit / (loss)	9,404,816	1,946,454	383.2%	(6,487,117)	130.0%	(5,821,405)	(11.4%)
add back							
Depreciation and amortisation	2,855,346	1,916,523	49.0%	1,473,174	30.1%	1,237,853	19.0%
Interest paid	263,047	55,536	373.6%	19,532	184.3%	87,175	(77.6%)
Income tax expense	782,430	113,248	590.9%	45,682	-	-	-
deduct							
Interest income	23,227	31,530	(26.3%)	42,975	(26.6%)	54,713	(21.5%)
EBITDA*	13,282,412	4,000,231	232.0%	(4,991,704)	-	(4,551,090)	(9.7%)
Non recurring items**	(197,961)	(1,713,324)	-	771,014	-	18,339	-
EBITDA before non recurring items	13,084,451	2,286,907	472.1%	(4,220,690)	-	(4,532,751)	6.9%
Operating cash inflow /(outflow)	(4,835,274)	2,474,505	-	(3,538,244)	-	(5,496,323)	35.6%

** Earnings before interest, tax, depreciation and amortisation (EBITDA) is a non-IFRS measure which is readily calculated and has broad acceptance and is used by regular users of published financial statements as a proxy for overall operating performance. EBITDA is not an audited number.*
***Non-recurring items consist of write back of contingent consideration liability and impairment of intangible assets. Non-recurring items for 2015 consisted of write back of contingent consideration liability. This a non-IFRS measure and is not an audited number.*

Table 1 Financial Summary

For the year ended 30 June 2016, Site Group International Limited reported a profit after tax of $9,404,816 compared to $1,946,454 in the previous corresponding period.

This result demonstrates the returns being achieved following the significant investment made in the expansion of offering and capability of the group. Through expanding the service offering, Site will be able to maximise the return on its investment in its existing facilities as well as leveraging the existing client base.

The earnings before interest, taxes, depreciation and amortisation (EBITDA) improved to $13,282,412 from $4,000,231 in the prior corresponding period. Excluding non-recurring items means the group's trading result improved to an EBITDA of $13,084,451 compared to the previous period's EBITDA of $2,286,907. The trend of improving underlying EBITDA is shown in graph 1 above.

Site continued to invest heavily into online learning platforms and products for all areas of operations. This level of investment and the transactions that the group has completed has had a significant impact on the FY16 group result with a 49% increase in depreciation and amortisation to $2,855,346 from $1,916,523 in the prior period.

Site Skills Training - Domestic

Site Skills Training Domestic division provides vocational and technical training and accreditation services to Australian business and individuals through a network of training facilities in Perth, Darwin, Gladstone, Brisbane and the Sunshine Coast. Courses are typically of short duration of one to five days, covering trade skills such as scaffolding, crane and forklift operation, high risk licensing, working at heights and other courses.

The division achieved revenue of $9,872,359 in the 12 months to June 2016, compared with $10,424,775 in 2015, which was a solid performance in the face of subdued conditions in key mining, construction and oil and gas markets. EBITDA was a loss of $585,828 from an EBITDA profit of $478,815 in the previous year reflecting the start-up costs of establishment of the apprenticeships and traineeship business.

The Western Australian business, which accounts for more than half the divisional revenues, delivered a resilient performance, securing continued work from existing customers such as the Wheatstone and Gorgon projects, and also won several new clients during the year, including major projects such as the Roy Hill iron ore mine in the Pilbara.

Directors' Report continued

Operating and financial review continued

Significant new contracts also have been won with the Northern Territory Government, providing an important base in the expanding LNG sector in the Territory.

In Queensland, completion of construction of the Gladstone LNG projects led to a reduction in revenues during the year, with key customers now being transitioned to training for on-going maintenance and servicing operations.

A key development during the year was the establishment of the apprenticeship and traineeship business servicing the oil and gas sector, as well as resources, infrastructure and construction, where considerable growth opportunities have been identified, closely aligned to the group strategy of accessing high barrier to entry, government-funded markets. On-line learning also is being developed to provide convenient and cost-effective training solutions for employers.

The division trained in excess of 10,000 students during the year.

Site Skills Training – International

Site Skills Training – International division provides training and competency assurance services to organisations and governments in countries where local workforces require additional skills to meet global standards. The division, based at Site's major training facility in Clark Freeport Zone near Manila in the Philippines, delivered revenue of $4,655,367 in the 12 months to June 2016, compared with $4,355,175 in the prior year. EBITDA was a loss of $2,396,338 compared with a loss of $572,110 in the prior year.

The division continued to expand its operating footprint aggressively during 2016. In addition to the Philippines base, Site now has operations, facilities or contracts in place in Papua New Guinea, Singapore, Indonesia, Timor, United Arab Emirates, Mozambique and Saudi Arabia, and is working to secure new business in the United States and China.

A highlight of the year was the opening of a sophisticated underground mine training facility at the Clark campus in September 2015. Built with a US$1 million contribution from gold miner OceanaGold, the facility includes approximately 250 metres of simulated underground tunnelling replicating real operating conditions to provide training and competency assessment of mine personnel. The facility demonstrates the leadership being provided by Site in the development of enhanced training techniques and capabilities in this area.

Also at Clark, a major advancement was the agreement with GE Power affiliate Granite Services to utilise Clark as its regional training hub. Granite is installing its own equipment, including major gas turbines and rotational motors, into Clark to facilitate training of technicians.

And Clark is the location for fabrication of a Safe Live Process Plant training facility to be assembled in Port Moresby, to provide technical workers for the rapidly growing oil and gas industry in that country. The equipment is due to be shipped shortly from Clark to PNG for installation.

Early in 2016, the company was able to secure an important agreement to provide crane and heavy equipment training as well as scaffolding and rigging instruction for the Abdulali Al-Ajmi company in Jazan, Saudi Arabia. The program is expected to qualify approximately 500 Saudi workers to meet industry requirements and will assist the government to meet workforce nationalisation targets. And since the year-end, the Company has announced a new alliance with the RBR Group to provide technical training services to the emerging resources sector in Mozambique.

Directors' Report continued

Operating and financial review continued

Energy Services

The Energy division provides specialist training services to the energy industry including workforce design and identification, skills training and competency assessment and assurance.

The division achieved revenue of $7,972,060 in the year to June 2016, compared with $4,504,106 in 2015, with EBITDA of $747,700, up from $708,520 in 2015 - its first full year of operations.

A major development in the year was the integration of the Perth-based Wild Geese International operations which were acquired in July 2015. Wild Geese, which provides highly technical training in the hydrocarbon industry, was an important acquisition for Site, delivering a foothold in the oil and gas market in Western Australia with exposure to major clients such as the Wheatstone and Gorgon projects. During the year, the division continued to build on the Wild Geese base with expansion plans being developed across other Australian locations and internationally, diversifying income streams and enhancing business mix. Wild Geese achieved a significant expansion into the Queensland market late in the year, when it was selected as one of three companies licensed to deliver a newly developed safety induction program for the Queensland natural gas industry.

Another feature of the year for the Energy division was the development of the Safe Live Process Plant in Port Moresby, being built in conjunction with PNG's government owned Kumul Petroleum company. The facility, to be located in Port Moresby, will provide a safe environment to train technicians and other staff for the rapidly growing oil and gas industry in PNG. It will assist in the process of developing a highly skilled national workforce, and will ensure that some of the benefits of resource developments can be captured for the future. The plant is expected to be operational in the second half of the 2016 calendar year, and Exxon Mobil, which operates PNG's largest gas project, already has committed to using the facility for training of its operations and maintenance staff.

Tertiary Education

This division provides tertiary education for students seeking to develop careers in a range of different disciplines. Students can choose from a range of diploma and certificate level courses at Site's Captain Cook College campuses in Australia.

This division reported revenue of $42,583,715 in 2016, up from $19,532,228 in 2015. EBITDA was $18,392,058, compared with $4,614,134 in 2015, with the increase driven primarily by reduced costs, as new sales activities were curtailed in the second half of the year once training capacities had been reached.

Students studied at Captain Cook campuses during the year, in areas such as business, information technology, project management, leadership and management. During the year Site was able to continue to refine its management processes and practices to provide more efficient and more rewarding educational experiences for students.

An important initiative during the year was the development of the international student offering, which provides Site with entry to a $21 billion market, giving overseas students the opportunity to study for qualifications in engineering and manufacturing technology at Site's world class facilities which were opened in Brisbane's central business district during the year.

Cash Position

At 30 June 2016 the company had cash at bank of $2,982,679. Given the expected operating results in the FY17 financial year the company has sufficient funding to meet its medium term funding requirements. The company also has access to a $2.35 million unsecured loan facility with Wayburn Holdings Pty Ltd available until 31 December 2016, which is not anticipated to be required subsequent to that date.

Directors' Report continued

Operating and financial review continued

Risks

Risk management is overseen by the Audit and Risk Committee for the group via the maintenance and review of a risk register.

The following sets out a summary of some of the key risks relevant to the Company and its operations:

Risk	**Details**
Regulatory risk	The Group operates in a highly regulated market and the Group is regulated by the Australian Federal and State Governments and the Philippine Government. Failure to meet regulatory requirements may impact materially on the business.
Sovereign risk	The Group has significant operations in the Philippines. Those operations are potentially subject to a degree of political risk and civil disobedience, although the location of Clark Education City within the Clark Freeport Zone helps mitigate such risks.
Cultural unrest	Any cultural unrest or perceived cultural unrest in the location of the campuses may result in decreased client interest.
Competition	The market for education services in Australia and worldwide is highly competitive and the group is likely to encounter strong competition from other entities as well as other countries for training and education.
Industry downturn	The industries to which the Group provides services may be affected by factors outside the Group's control.
Limited operating history	Site's business model is relatively new and Site is yet to generate recurring profits from its group activities. The Group will be subject to all of the business risks and uncertainties associated with any developing business enterprise.
Material contracts	The Group has entered into various contracts which are important to the future of the group. Any failure by counterparties to perform their job, or obligations could have an adverse effect on the Group.
CDC lease	The Group has entered a long term lease with Clark Development Corporation (**CDC**). There are a number of circumstances in which the CDC lease may be terminated (subject to compliance with provisions enabling certain breaches to be remedied) by CDC in which case Site does not have any rights to compensation or reimbursement for funds expended on the leased land, improvements and moveables on the leased property pass to CDC on termination. Such termination may occur where Site has breached a provision of the CDC lease or where there is an insolvency event. The CDC lease may also be terminated in the event of any governmental expropriation of the leased property. In the event that the CDC lease was terminated, Site would no longer be in a position to operate its Philippines facility which would have significant impact on the Group and the Group's ongoing operations.

Risk	Details
Currency	Some of Site's revenue streams and expenses are denominated in currencies other than the Australian Dollar. It is possible that foreign exchange rates could move in a manner which would be unfavourable to the company.
Large holdings by some shareholders	The two most significant existing shareholders (and their associates) have combined holdings of approximately 30% of the shares which may impact on liquidity in the public market for the sale of shares which may adversely affect the market price.
Key employees	A small number of key employees are responsible for the day to day and strategic management of the Group. The Company has sought to mitigate the risk associated with this structure through entering service and employment agreements.
Financing	The ability to implement its business strategy may be dependent upon the Group's capacity to raise additional capital. There is a risk that the Group may not be able to secure such funding on satisfactory terms or at all.
Natural catastrophe	The Philippines has experienced a number of major natural catastrophes over the years, including typhoons, drought, volcanic eruption and earthquakes. There can be no assurance that the occurrence of such natural catastrophes will not materially disrupt the Group's operations.
Foreign judgements	Whilst there are procedures for recognising foreign laws and judgements in the Philippines, the Philippine courts may reject the applicability of foreign law or judgment when the foreign law, judgment or contract is contrary to a sound and established public policy of the forum. Additionally, Philippine prohibitive laws concerning persons, their acts or property, and those which have for their object public order, public policy and good customs shall not be rendered ineffective by laws or judgments promulgated, or by determinations or conventions agreed upon in a foreign country. Accordingly, the enforcement of rights of the Group within the Philippines with respect to foreign judgments and laws may be adversely affected by observance of Philippine procedural laws.
Material arrangements	The Group has and expects to continue to enter into arrangements which are important to the future of the Group. It may be the case that these arrangements are non-binding and therefore unenforceable. The Group is also reliant upon third parties maintaining appropriate qualifications and accreditations and to the extent that these are not maintained, there may be an adverse impact on the Group.
Geographic concentration	The Group's expansion plans include the Philippines, Western Australia, Northern Territory and Queensland as well as potentially other national and international jurisdictions. If there are circumstances which impact negatively on these jurisdictions, this may adversely effect the Group's continuing operations.

Operating and financial review continued

2017 Outlook

The Board and management consider that Site is ideally positioned to capitalise on future opportunities due to the investment made in facilities, developing product and entering markets.

In addition, Site is continuing assessment of earnings accretive acquisitions in areas that include higher barrier to entry services and most importantly remain in strong demand in a period where prices of many commodities remain under pressure.

Site has a strong focus on emerging economies and the nationalisation of workforces which is being driven by various governments and creates long term requirements for training. The focus of governments in emerging economies is to become less reliant on foreign labour and employ more newly skilled locals.

Directors' Shareholdings

Director	Shares
Vernon Wills	99,352,805
Darryl Somerville	5,035,045
Joseph Ganim	8,439,814
Nicasio Alcantara	1,000,000

Significant Changes in State of Affairs

During the year the group was involved in the following significant transactions:

Capital Management

- In November 2015, Site successfully completed the issue of 18,571,429 shares under a private placement at $0.28 per share raising $5,200,000. As part of the placement the Chairman, CEO and a non-executive director committed to 4,382,112 shares to raise $1,226,991 and these amounts are currently held as loans payable to related parties until the shares are issued subject to shareholder approval. Refer note 26(d).
- In December 2015, Site successfully complete the issue of 3,575,288 shares under a private placement at $0.28 per share to raise $1,001,081.

Business Acquisitions

- On 1 July 2015, Site completed the acquisition of Wild Geese International for total consideration of $10,641,341 including $2,000,000 in contingent consideration. As such the company issued 13,399,240 shares to the vendors at $0.35 per share as part of the initial consideration.
- On 1 July 2015, Site completed the acquisition of Innovium Pty Ltd for total consideration of $525,563 including $315,000 in contingent consideration. As such the company issued 601,609 shares to the vendors at $0.35 per share as part of the initial consideration.
- In December 2015, Site settled the contingent consideration of Competent Project Management and as such issued 1,235,964 shares at $0.35 per share to the vendor.
- In December 2015, Site settled the contingent consideration for the acquisition of Captain Cook College and as such issued 7,398,719 shares at $0.35 per share to the vendors.

After Balance Date Events

Other than as disclosed elsewhere in this financial report, there have been no significant events after balance date.

Directors' Report continued

Dividends Paid

There have been no dividends paid.

Environmental Issues

The Site Group operations are not regulated by any significant environment regulation under a law of the Commonwealth or of a State or Territory.

Share Options

As at the date of this report there were no unissued shares under options.

Indemnification and insurance of Directors and Officers

During the financial year, the Company paid premiums for directors' and officers' liability insurance in respect of Directors and officers, including executive officers of the Company and Directors, executive officers and secretaries of its controlled entities as permitted by the Corporations Act 2001. The terms of the policy prohibit disclosure of details of the insurance cover and premiums.

Indemnification of Auditors

To the extent permitted by law, the Company has agreed to indemnify its auditors, Ernst & Young, as part of the terms of its audit engagement agreement against claims by third parties arising from the audit (for an unspecified amount). No payment has been made to indemnify Ernst & Young during or since the financial year.

Non-Audit Services

Non-audit services were provided by the entity's auditor, Ernst & Young. The Directors are satisfied that the provision of non-audit services is compatible with the general standards of independence for auditor imposed by the Corporations Act 2001. Refer to note 6 Auditor's Remuneration in the financial reports for details and amounts for the provision of non-audit services.

Other Matters

We are not currently aware of any material proceedings against Site Group.

No person has applied for leave of Court to bring proceedings on behalf of the company or to intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings. The company was not subject to any such proceedings during the year.

Vernon Wills
Director
30 August 2016

Directors' Report continued

Remuneration Report (audited)

This remuneration report for the year ended 30 June 2016 outlines the remuneration arrangements of the Company and the Group in accordance with the requirements of the Corporations Act 2001 (the Act) and its regulations. This information has been audited as required by section 308(3C) of the Act.

The remuneration report details the remuneration arrangements for key management personnel (KMP) who are defined as those persons having authority and responsibility for planning, directing and controlling the major activities of the Company and the Group, directly or indirectly, including any director (whether executive or otherwise) of the parent company.

For the purposes of this report, the term "executive" includes the Chief Executive Officer (CEO), executive directors and other senior executives of the Parent and the Group.

Nomination and Remuneration Committee
The directors established a Nomination and Remuneration Committee in 2012 and have agreed a charter and process. The Remuneration committee convened once during the 2016 financial year with final discussions about remuneration or appointments being approved by the full board. The Nomination and Remuneration committee comprises two independent Non-Executive Directors (NEDs).

The Nomination and Remuneration Committee has delegated decision making authority for some matters related to the remuneration arrangements for NEDs and executives, and is required to make recommendations to the board on other matters.

Specifically, the board approves the remuneration arrangements of the CEO and other executives. The board also sets the aggregate remuneration of NEDs, which is then subject to shareholder approval, and NED fee levels.

The board did not seek advice from external remuneration consultants during the year.

The remuneration of the Executive Directors and Non-Executive Directors is set by the Chairman of Directors and ratified by the Board of Directors.

Directors

The following persons were directors of Site Group International Limited during the financial year:

- Darryl Somerville – Chairman and Non-Executive Director
- Vernon Wills – Managing Director and Chief Executive Officer
- Nicasio Alcantara – Non-Executive Director
- Joseph Ganim – Non-Executive Director (appointed 27 May 2015)

Executives (other than directors) with the greatest authority for strategic direction and management

The following persons were the executives with the greatest authority for the strategic direction and management of the consolidated entity ("specified executives") during the financial year;

- Craig Dawson – Chief Financial Officer
- Blake Wills – Chief Operating Officer

These executives were also considered the Key Management Personnel of the consolidated entity.

Remuneration Report (audited) continued

Remuneration of directors and executives

Principles used to determine the nature and amount of remuneration

The objective of the company's executive reward framework is to ensure reward for performance is competitive and appropriate for the results delivered.

Relationship between remuneration and financial performance

The group is still in the build phase and has incurred losses up unto the prior year. Therefore, there is no direct relationship between the Company's performance and either the remuneration of directors and executives or the issue of shares and options to the directors and executives. Remuneration is set at levels to reflect market conditions and encourage the continued services of directors and executives.

Executive and non-executive directors

Fees and payments to executives and non-executive directors reflect the demands which are made on, and the responsibilities of the directors. Executive and non-executive directors' fees and payments are reviewed annually by the Board.

Directors' fees

There were directors' fees paid during the year to non-executive directors with the executive director receiving a fixed salary of a full-time employee.

Executive pay

The executive pay and reward framework has the following components:

- Base pay benefits
- Other remuneration such as fringe benefits and superannuation
- STI payable based on predetermined KPI's
- Eligibility to participate in the Employee Share Plan

The combination of these comprises the executive's total remuneration.

Base Pay

Base pay is structured as a total employment cost package which is delivered in cash. Executives are offered a competitive base pay that comprises the fixed component of pay. Base pay for senior executives is reviewed annually. An executive's pay is also reviewed on promotion. There are no guaranteed base pay increases fixed in any senior executives' contracts.

Retirement benefits

Retirement benefits are delivered under a range of different superannuation funds. These funds provide accumulated benefits. Statutory amounts are contributed to defined contribution funds for all Directors and Executives with the exception of the Chairman whose Director's fees are contributed to his self-managed superannuation fund.

Executive contractual arrangements

As Non-Executive Directors are not employees of the company, there are no contractual agreements.

Vernon Wills is employed as the Chief Executive Officer through a services contract with Wayburn Holdings Pty Limited on consistent terms with other executives. No sign on shares were granted.

Escrowed shares are issued at the discretion of the Remuneration Committee from time to time.

Remuneration Report (audited) continued

Remuneration arrangements for other Executives are formalised in employment agreements. Details of these contracts are provided below. All other Executives have contracts with unspecified ending dates. The contracts are continuing unless terminated by either party. Standard Key Management Personnel termination provisions are as follows:

	Notice period	Payment in lieu of notice
Employer-initiated termination	3 months	3 months
Termination for serious misconduct	None	None
Employee-initiated termination	3 months	3 months

Details of remuneration

Details of the remuneration of each director of Site Group International Limited and each of the three specified executives of the consolidated entity, including their personally-related entities, are set out in the following tables.

Directors of Site Group International Limited

The board seeks to set NED fees at a level which provides the group with an ability to attract and retain NEDs with the highest calibre, whilst incurring a cost which is acceptable to shareholders.

The Group's constitution and ASX listing rules specifies the NED maximum aggregate fee pool shall be determined from time to time at a general meeting. The latest determination was at the 2010 AGM held on the 22 November 2010 when shareholders approved an aggregate fee pool of $350,000 per year.

NED fees consist of base fees and committee fees recognising the additional time commitment required by NEDs who serve on Board committees. The NEDs may be reimbursed for expenses reasonably incurred for attending to the Group's affairs. NEDs do not receive retirement benefits.

2016	Short Term Benefits			Post-employment	Long Term Benefits	Share-based Payments		
Name	Cash Salary $	Directors Fees $	Non- monetary benefits $	Super-annuation $	Long Service Leave $	Options $	Shares $	Total $
Vernon Wills	400,000	-	44,459	-	-	-	-	444,459
Nicasio Alcantara	-	85,757	-	-	-	-	-	85,757
Darryl Somerville	-	60,000	-	5,700	-	-	-	65,700
Joseph Ganim	-	60,000	-	5,700	-	-	-	65,700
Total	400,000	205,757	44,459	11,400	-	-	-	661,616

2015	Short Term Benefits			Post-employment	Long Term Benefits	Share-based Payments		
Name	Cash Salary $	Directors Fees $	Non- monetary benefits $	Super-annuation $	Long Service Leave $	Options $	Shares $	Total $
Vernon Wills	300,000	-	45,773	-	-	-	-	345,773
Nicasio Alcantara	-	72,595	-	-	-	-	-	72,595
Shaun Scott[1]	-	55,385	-	5,262	-	-	-	60,647
Darryl Somerville	-	60,000	-	5,700	-	-	-	65,700
Joseph Ganim[2]	-	5,700	-	542	-	-	-	6,242
Total	300,000	193,680	45,773	11,504	-	-	-	550,957

[1] Resigned May 2015. No termination benefits were paid

[2] Appointed May 2015.

Directors' Report continued

Remuneration Report (audited) continued

Specified Executives of the Consolidated Entity

2016	Short Term Benefits		Post-employment	Long Term Benefits	Share-based Payments		
Name	Cash Salary $	Non- monetary benefits $	Super-annuation $	Long Service Leave $	Options $	Shares $	Total $
Blake Wills	174,672	8,446	12,575	-	-	81	195,775
Craig Dawson	273,789	8,446	26,010	-	-	325	308,569
Total	448,461	16,892	38,585	-	-	406	504,344

2015	Short Term Benefits		Post-employment	Long Term Benefits	Share-based Payments		
Name	Cash Salary $	Non- monetary benefits $	Super-annuation $	Long Service Leave $	Options $	Shares $	Total $
Blake Wills	132,373	9,760	12,575	-	-	1,208	155,916
Chris GItten's[1]	149,560	-	13,155	-	-	34,655	197,370
Craig Dawson	249,885	9,760	23,739	-	-	36,410	319,794
Total	531,818	19,520	49,469	-	-	72,273	673,080

[1] Resigned February 2015.

Short Term Incentive (STI)

Under the STI, executives have the opportunity to earn an annual incentive award which is delivered in cash or shares at the discretion of the Remuneration Committee. The STI recognises and rewards short term performance. The STI award is determined after the end of the financial year following a review of performance over the year against the STI performance measures. No STI's in relation to FY16 have been approved and paid as all criteria have not yet been finalised.

Director and Key Management Personnel Options and Rights Holdings

There were no options over ordinary shares held during the financial year by each KMP of the group.

Director and Key Management Personnel participation in the Employee Share Plan

In November 2011 the Shareholders approved the establishment of an Employee Share Plan that would enable employees, directors and eligible associates to subscribe for shares in the company. Under the terms of the plan an eligible person is offered shares in the company at a price determined by the board ($0.20 per share in 2012 and 2013) with a corresponding interest free loan to assist the person to subscribe for the shares. The shares are escrowed in two tranches with 50% being escrowed for 12 months and 50% being escrowed for 24 months. To be able to access the shares the person must repay the loan to the company and continue to be an employee, associate or director at the time the shares are released from escrow.

Directors' Report continued

Remuneration Report (audited) continued

The number of ordinary shares held during the financial year by each KMP of the group under the plan is as follows:

Name	Balance 1 July 2015	Granted as remuneration	Shares Sold	Net Other Change	Balance 30 June 2016	Total	Tradeable	Escrowed
Vernon Wills	2,000,000	-	-	-	2,000,000	2,000,000	-	2,000,000
Nicasio Alcantara	1,000,000	-	-	-	1,000,000	1,000,000	-	1,000,000
Darryl Somerville	1,000,000	-	-	-	1,000,000	1,000,000	-	1,000,000
Joseph Ganim	-	-	-	-	-	-	-	-
Blake Wills	500,000	-	-	-	500,000	500,000	-	500,000
Craig Dawson	1,000,000	-	-	-	1,000,000	1,000,000	-	1,000,000
Total	5,500,000	-	-	-	5,500,000	5,500,000	-	5,500,000

The loan from the company must be repaid prior to the shares being sold or transferred by the employee. As at 30 June 2016, the loan from the company had not been repaid in relation to any of these shares. As a result, none of the shares are tradeable at 30 June 2016. The board has discretion as to the number of shares issued to each person.

The following table details the director and KMP participation:

Name	Shares Issued	Share Issue Price	Total Value	Loan from Company
Vern Wills	2,000,000	$0.20	400,000	400,000
Darryl Somerville	1,000,000	$0.20	200,000	200,000
Nicasio Alcantara	1,000,000	$0.20	200,000	200,000
Craig Dawson	1,000,000	$0.20	200,000	200,000
Blake Wills	500,000	$0.20	100,000	100,000

For accounting purposes these shares are treated as if these were share options, as whilst the shares have been issued to the employee their rights to access the shares are subject to both a time based requirement (continued employment to escrow dates) and valuation uncertainty (share price exceeds issue price at date of escrow release). Accordingly, the shares are valued using a Black Scholes Option Valuation model with the expense being recognised over the escrow period as a share based payment. There were no grants of shares under the Employee Share Plan during the year.

Directors' Report continued

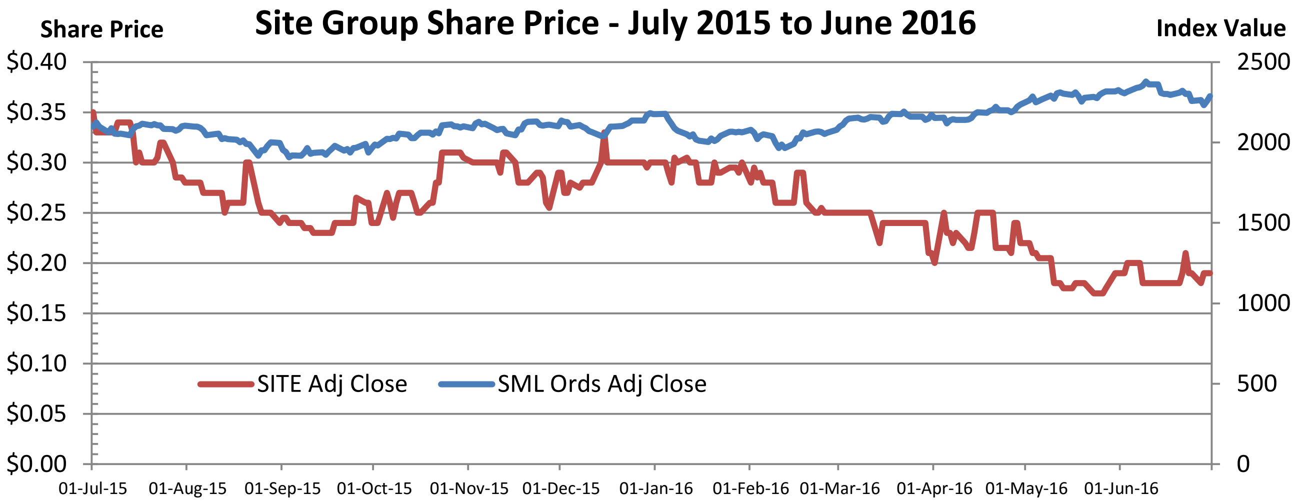
Remuneration Report (audited) continued

Executive Remuneration Outcomes for 2016

As noted earlier the company is in growth mode and actively developing its' core business in Asia and Australia. Executive Remuneration is targeted at attracting and retaining quality people to lead the company through this phase and on to profitability. The company incurred losses since listing until 2015 however there are a number of metrics that may be used to judge the effectiveness of the leadership team during this period.

Share price performance

The graph below illustrates the relative performance of the company share price over the past 12 months. The blue line is the performance of the small ordinaries index – in comparative terms the company's share price has moved broadly in line with the index.



Directors' Report continued

Remuneration Report (audited) continued

Revenue growth

The following table details reported revenue for the past five years:

	2016	2015	2014	2013	2012	2011
Total income	67,585,215	40,744,306	17,357,350	13,015,262	3,826,675	1,029,376
Growth %	66%	135%	33%	240%	272%	183%

These results are consistent with the company's strategy of growing revenue in the vocational training and assessment field.

Net profit /(loss) and earnings/(loss) per share

The following table details the net profit/(loss) and earnings/(loss) per share for the past five years:

	2016	2015	2014	2013	2012	2011
Total profit / (loss)	9,404,816	1,946,454	(6,487,117)	(5,821,405)	(7,750,684)	(9,899,904)
Change %	383%	130%	(11%)	25%	22%	(191%)
Earnings/(loss) per Share (cents)	1.84	0.40	(1.81)	(1.92)	(4.25)	(8.29)
Share price at year end	$0.19	$0.35	$0.15	$0.119	$0.148	$0.161

The year on year improvement of loss per share until 2014 and the earnings per share achieved in 2015 and 2016 reflects improved revenue from the expansion of facilities and also incorporates significant integration of acquired businesses. The leadership team are focused on controlling costs and growing earnings.

Transactions with Key Management Personnel

On 3 May 2012, Wayburn Holdings Pty Ltd established an unsecured loan facility for $2 million. The interest rate of 7.0% per annum on the drawn component is calculated and credited monthly. On 26 August 2013, the company renewed this facility with Wayburn Holdings Pty Ltd on the same terms for a 12-month term to 31 August 2014 and then on to 31 August 2015 with an increase to the facility to $4 million.

In the 3 months ended 31 December 2015, the company drew down $2.35 million from the loan facility. On 17 February 2016 the company renewed this facility with Wayburn Holdings Pty Ltd for $2.35 million on the same terms out to 31 December 2016.

Corporate Governance Statement

The Australian Stock Exchange Limited (ASX) listing rules require a listed Company to provide in its annual report a statement of the main corporate governance practices that it had in place during the reporting period. The ASX listing rules also require a listed Company to report any instances where it has failed to follow the recommendations issued by the ASX Corporate Governance Council ("the Principles of Good Corporate Governance and Best Practice Recommendations, 3rd Edition") and the reasons for not following them.

The best practice recommendations of the ASX Corporate Governance Council are differentiated between eight core principles that the council believes underlie good corporate governance. The board's statements to each core area are noted below:

Principle 1: Lay solid foundations for management and oversight

The ASX Corporate Governance Council guidelines recommend that the board recognise and publish the respective roles and responsibilities of the board and management and how their performance is monitored and evaluated. The framework of responsibilities should be designed to:

- *enable the board to provide strategic guidance for the Company and effective oversight of management;*
- *clarify the respective roles and responsibilities of board members and senior executives in order to facilitate board and management accountability;*
- *undertake appropriate background checks on proposed new directors and ensure sufficient material information about a director being re-elected is provided to security holders;*
- *ensure a balance of authority so that no single individual has unfettered powers;*
- *ensure the Company enter in to written agreements with each director and senior executive setting out the terms of their appointment;*
- *ensure the company secretary be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board;*
- *establish a policy concerning diversity, that should include a requirement for the board to:*
  - *establish measurable objectives for gender diversity;*
  - *assess annually the objectives set for achieving gender diversity; and*
  - *assess annually the progress made towards achieving the objectives set; and*
- *evaluate the performance of senior executives, the board, committees and individual directors.*

The board of Site Group International Limited are responsible for:

- establishment of long term goals and strategic plans to achieve those goals;
- the review and adoption of the annual business plan and budgets for the financial performance of the Company and monitoring the results on a monthly basis;
- appointment and removal of the chief executive officer;
- ensuring that the Company has implemented adequate systems of internal controls together with appropriate monitoring of compliance activities; and
- the approval of the annual and half yearly financial statements and reports.

These and other responsibilities are detailed in the approved Board Charter approved in February 2012.

Corporate Governance Statement continued

The board meets on a regular basis to review the performance of the Company against its goals both financial and non-financial. In normal circumstances, prior to the scheduled board meetings, each board member is provided with a formal board package containing appropriate management and financial reports.

Written agreements are entered in to with each director clearly setting out their roles and responsibilities. The responsibilities of the management including the chief executive officer and chief financial officer are contained in letters of appointment and job descriptions given to each executive on appointment and updated from time to time, usually annually.

The board has not established formal evaluation criteria for the review of itself or its committees and has not undertaken a specific performance evaluation. The Site Group International Limited board uses a personal evaluation review to review the performance of Directors. Individual Directors are asked to communicate to the Chairman on a confidential basis to comment on their own performance, and the performance of the board and its committee. Key executives are reviewed periodically against the business objectives and their own contractual obligations, including their personal KPIs.

Appropriate background checks are conducted on proposed new directors and material information about a director being re-elected is provided to security holders.

The company secretaries work directly with the chair on the functioning of all board and committee procedures.

The board approved and issued a Diversity Policy in January 2012. The nature of the Site Skills Training part of the business providing high risk licencing and trades training results in a high proportion of the trainers being male however the company actively encourages the recruitment of female staff/contractors where available.

No specific measurable objectives have been established at this stage. As noted above, as the nature of the company's business is quite specific, setting measurable objectives may restrict the company's development at this stage. Notwithstanding this, the company actively encourages the recruitment of female staff/contractors where available, and will continue to recruit and promote regardless of gender, age, ethnicity or cultural background.

The following table indicates the current gender mix of employees:

	Male	Female	Male	Female	Total
Board	4	-	100%	-	4
Executive and Senior Managers	12	2	85%	15%	14
All Other	153	100	60%	40%	253
Total	169	102	51%	49%	271

Principle 2: Structure the board to add value

The ASX Corporate Governance Council guidelines recommend that the board be structured in such a way that it:

- *is of an effective composition, size and commitment to adequately discharge its responsibilities;*
- *has a proper understanding of, and competence to deal with, the current and emerging issues of the business; and*
- *has an appropriate number of independent non-executive directors who can challenge management and represent the best interests of security holders as a whole.*

To achieve best practice, the Council recommends that:

- *the board should establish a nomination committee;*
- *listed entities should disclose a board skills matrix;*
- *a majority of the board be "independent" Directors;*
- *the chairperson be an "independent" Director and should not be the same person as the CEO; and*
- *listed entities have a program for inducting new directors and provide appropriate professional development opportunities.*

The company has a Nomination and Remuneration Committee and the board has approved the charter for the Nomination and Remuneration Committee. The Committee charter is set out on the Company's website.

The number of meetings of the committee held during the 2016 year is set out in the Directors' Report.

In 2015 the committee comprised Mr Darryl Somerville, Mr Shaun Scott (resigned 27 May 2015) and Joseph Ganim (appointed 27 May 2015). The Council recommends that remuneration committees be comprised of at least three independent directors. Despite all three directors being independent non-executive directors, the committee was only comprised of two directors during the 2016 year. Due to Messrs Somerville and Ganim extensive corporate history and experience, the company believes that given the size and nature of its operations, non-compliance will not be detrimental.

The Company is developing an appropriate board skills matrix. Comprehensive details about each director's experience and skills are set out in the Directors' Report.

Site Group International Limited's current board consists of three non-executive Directors and one executive Director. The three non-executive directors are independent directors (and this was the case during 2015). The Chairman of the Board Mr Darryl Somerville is an independent non-executive director. In accordance with the Council's definition of independence, Mr Vernon Wills is not considered independent as he is employed in an executive capacity and is a substantial security holder of the Company. As such the majority of the board was comprised of independent directors, and the chairperson of the board was considered independent, throughout 2016.

Directors have the right to seek independent professional advice and are encouraged to undertake appropriate professional development opportunities in the furtherance of their duties as directors at the Group's expense. Informal induction is provided to any new directors.

Corporate Governance Statement continued

Principle 3: Act ethically and responsibly

The ASX Corporate Governance Council guidelines recommend that the Company should:

- *clarify the standards of ethical behaviour of Directors and executives by establishing a code of conduct and encourage the observance of those standards; and*
- *the policy or a summary of that policy is to be disclosed.*

Site Group International Limited has a published code of conduct to guide executives, management and employees in carrying out their duties and responsibilities. The code of conduct covers such matters as:

- responsibilities to shareholders;
- compliance with laws and regulations;
- relations with customers and suppliers;
- ethical responsibilities;
- employment practices; and
- responsibilities to the environment and the community.

Principle 4: Safeguard integrity in corporate reporting

The ASX Corporate Governance Council guidelines recommend that the Company have formal and rigorous processes that independently verify and safeguard the integrity of the company's corporate reporting.

To achieve best practice, the Council recommends that:

- *the board should establish an audit committee;*
- *CEO and CFO sign declarations attesting to the accuracy of the Company's accounts and that appropriate internal controls are in place; and*
- *the Company ensure the external auditor attends the AGM.*

The company has an Audit Committee and the number of meetings of the committee held during the 2016 year is set out in the Directors' Report.

In 2016 and 2015 the committee comprised Mr Darryl Somerville, Mr Shaun Scott (resigned 27 May 2015) and Joseph Ganim (appointed 27 May 2015) with the CEO attending on an ex officio basis. The Council recommends that audit committees be comprised of at least three independent directors. Despite all three directors being independent non-executive directors, the committee was only comprised of two directors during the year. Due to Messrs Somerville's and Ganim's extensive corporate history and experience in financial matters, the company believes that given the size and nature of its operations, non-compliance will not be detrimental.

Audit committee meetings are attended, by invitation, by the engagement partner (or their nominee) from the company's external auditor and such other senior staff or professional people as may be appropriate from time to time.

Each year the Chief Executive Officer and Chief Financial Officer sign declarations in accordance with section 295A of the Corporations Act, to confirm that the accounts are correct and in accordance with relevant legislation and that appropriate financial controls are in place.

The external auditors are required to attend the annual general meeting and are available to answer any questions from security holders relevant to the audit.

Corporate Governance Statement continued

Principle 5: Make timely and balanced disclosure

The ASX Corporate Governance Council guidelines recommend that a Company make timely and balanced disclosure of all matters concerning it that a reasonable person would expect to have a material effect on the price or value of the Company's securities. It recommends that it put in place mechanisms designed to ensure all investors have equal and timely access to material information concerning the Company (including its financial position, performance, ownership and governance), and that a Company's announcements are factual and presented in a clear and balanced way.

The board and senior management team at Site Group International Limited are conscious of the ASX Listing Rule continuous disclosure requirements and have processes in place to ensure compliance. Company policy requires:

- all announcements be reviewed by the Chairman; and
- all media comment is by the Chairman, Managing Director and Chief Financial Officer.

Principle 6: Respect the rights of security holders

The ASX Corporate Governance Council guidelines recommend that a Company respects the rights of security holders by providing them with appropriate information and facilitates to allow them to exercise those rights effectively.

To achieve best practice, the Council recommends that Companies:

- *Provide information about themselves and their governance on their website;*
- *Design and implement a suitable investor relations program to facilitate effective two-way communication with investors;*
- *Disclose policies and processes to encourage participation at meetings of security holders; and*
- *Provide security holders with the option to receive communications electronically.*

Site Group International Limited promotes effective communication with shareholders and encourage effective participation at general meetings by providing information to shareholders:

- Through the release of information to the market via the ASX;
- Through the distribution of the Annual Report and notices of annual general meeting;
- Through shareholder meetings and investor presentations; and
- By posting relevant information on Site Group International's website: www.site.edu.au

The company's website has a dedicated investor relations section for the purpose of publishing all important company information and relevant announcements made to the market.

The external auditors are required to attend the annual general meeting and are available to answer any shareholder questions about the conduct of the audit and preparation of the audit report.

Corporate Governance Statement continued

Principle 7: Recognise and manage risk

The ASX Corporate Governance Council guidelines recommend that the Company establish a sound risk management framework to identify and manage risk on an ongoing basis. It recommends that the system be designed to identify, assess, monitor and manage risk; and inform investors of material changes to the Company's risk profile. It suggests that to achieve "best practice", the board or an appropriate board committee should establish policies on risk oversight and that the Company's risk management and internal compliance and control system is operating efficiently and effectively in all material respects.

The Audit and Risk Committee has in its Charter the requirement to consider risks that the company has to manage.

The company has established a Risk Register that is reviewed by the Audit and Risk Committee annually. Risks are assessed and ranked in accordance with generally accepted risk management practices with appropriate mitigation strategies adopted where possible.

The company does not have a separate internal audit function. The board considers that the company is not currently of the size or complexity to justify a separate internal audit function, and that appropriate internal financial controls are in place. Such controls are monitored by senior financial management and the Audit and Risk Committee.

In addition, the board does consider the recommendations of the external auditors and other external advisers and where considered necessary, appropriate action is taken to ensure that an environment is in place that key risks, as identified, are managed.

The Directors' Report sets out some of the key risks relevant to the company and its operations. Although not specifically defined as such, the risks include economic, environmental and social sustainability risks. As noted above, the company regularly reviews risks facing the company and adopts appropriate mitigation strategies where possible.

Principle 8: Remunerate fairly and responsibly

The ASX Corporate Governance Council guidelines recommend that the Company ensures that the level and composition of remuneration is sufficient and reasonable and that its relationship to corporate and individual performance is defined. In this regard it recommends that companies adopt remuneration policies that:

- *attract and retain high quality Directors;*
- *attract, retain and motivate high quality senior executives; and*
- *to align their interests with the creation of value for security holders.*

The company has a Nomination and Remuneration Committee and the board has approved the charter for the Nomination and Remuneration Committee. The Committee charter is set out on the Company's website.

The number of meetings of the committee held during the 2016 year is set out in the Directors' Report.

In 2016 the committee comprised Mr Darryl Somerville and Mr Joseph Ganim. The Council recommends that remuneration committees be comprised of at least three independent directors. Despite the directors being independent non-executive directors, the committee was only comprised of two directors during the year.

All matters of remuneration and executive appointments were also considered by the full board. At this stage it is reasonable that the board be accountable for setting their own remuneration and that of senior executives.

The remuneration of the board's non-executive and executive directors is set out in the relevant section of the Annual Report. Details of the nature and amount of each element of the remuneration of each director of the company and the key management personnel of the company are disclosed in the relevant section of the Annual Report. There is no retirement benefit scheme for directors other than payment of statutory superannuation.

The company has adopted a Trading Policy that includes a prohibition on hedging, aimed at ensuring participants do not enter in to arrangements which would have the effect of limited their exposure to risk relating to an element of their remuneration.

Building a better
working world

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Auditor's Independence Declaration to the Directors of Site Group International Limited

As lead auditor for the audit of Site Group International Limited for the financial year ended 30 June 2016, I declare to the best of my knowledge and belief, there have been:

a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Site Group International Limited and the entities it controlled during the financial year.

Ernst & Young

Ric Roach
Partner
30 August 2016

Statement of Comprehensive Income

	Note	Consolidated Group 2016 $	Consolidated Group 2015 $
Continuing operations			
Revenue	3	64,186,852	38,999,451
Other income	3	3,375,136	1,713,325
Interest income	3	23,227	31,530
Total income		67,585,215	40,744,306
Contractor and other service providers		(4,040,224)	(8,177,750)
Other direct fees and costs		(7,804,530)	(6,637,458)
Employee benefits expense	4	(18,059,219)	(11,617,877)
Depreciation and amortisation expense		(2,855,346)	(1,916,523)
Finance costs	4	(263,047)	(55,536)
Other expenses	4	(19,746,227)	(6,992,314)
Occupancy expenses		(4,461,077)	(3,658,067)
Foreign currency gain / (loss)		(168,299)	370,921
Profit before tax		10,187,246	2,059,702
Income tax expense	17	(782,430)	(113,248)
Profit for the period from continuing operations		9,404,816	1,946,454
Profit for the period		9,404,816	1,946,454
Other comprehensive income			
Items that may be reclassified to profit or loss in subsequent periods:			
Translation of foreign operations		39,867	298,048
Items not to be reclassified to profit or loss in subsequent periods:			
Remeasurement gain/(loss) on defined benefit plan		(24,324)	12,476
Total other comprehensive income		15,543	310,524
Total comprehensive income		9,420,359	2,256,978
Earnings per share			
Earnings per share for profit from continuing operations attributable to the ordinary equity holders of the parent			
Basic and diluted (cents per share)	7	1.84	0.40

The above statement of comprehensive income should be read in conjunction with the accompanying notes.

SITE GROUP INTERNATIONAL LIMITED ABN: 73 003 201 910
AND CONTROLLED ENTITIES AS AT 30 JUNE 2016

Statement of Financial Position

	Note	Consolidated Group 2016 $	Consolidated Group 2015 $
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	8	2,982,679	2,275,177
Trade and other receivables	9	46,642,900	2,741,586
Inventories	10	47,524	41,342
Intangible assets	13	-	54,150
Prepayments		403,424	332,890
Security deposits		-	325,218
TOTAL CURRENT ASSETS		50,076,527	5,770,363
NON-CURRENT ASSETS			
Property, plant and equipment	12	9,136,853	9,404,041
Intangible assets	13	30,301,714	24,756,550
Security deposits		680,063	663,097
Other non-current financial assets	14	107,070	119,868
Deferred income tax asset	17	262,784	(286,490)
TOTAL NON-CURRENT ASSETS		40,488,484	34,657,066
TOTAL ASSETS		90,565,011	40,427,429
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	15	29,342,060	3,734,791
Interest bearing debt	16	5,510,234	88,325
Current tax liabilities		1,809,767	169,789
Provisions	18	524,656	402,506
Contingent consideration liability	19	1,637,825	4,914,874
TOTAL CURRENT LIABILITIES		38,824,542	9,310,285
NON-CURRENT LIABILITIES			
Provisions	18	2,298,703	2,085,393
Contingent consideration liability	19	-	1,000,000
Interest bearing debt	16	94,784	152,284
TOTAL NON-CURRENT LIABILITIES		2,393,487	3,237,677
TOTAL LIABILITIES		41,218,029	12,547,962
NET ASSETS		49,346,982	27,879,467
EQUITY			
Issued capital	20	69,293,031	57,374,746
Reserves	28	2,333,716	2,164,978
Retained earnings /(losses)	28	(22,279,765)	(31,660,257)
TOTAL EQUITY		49,346,982	27,879,467

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

Statement of Changes in Equity

	Share Capital Ordinary	Retained earnings / (losses)	Foreign currency translation reserve	Share based payments reserve	Total
Consolidated Group	$	$	$	$	$
Balance at 1 July 2014	54,138,077	(33,619,187)	764,810	998,664	22,282,364
Comprehensive income					
Profit for the year	-	1,946,454	-	-	1,946,454
Other comprehensive income for the year	-	12,476	298,048	-	310,524
Total comprehensive income / (loss) for the year	-	1,958,930	298,048	-	2,256,978
Transactions with owners, in their capacity as owners, and other transfers					
Shares issued during the period	3,253,067	-	-	-	3,253,067
Transaction costs	(16,398)	-	-	-	(16,398)
Share-based payments	-	-	-	103,456	103,456
Total transactions with owners and other transfers	3,236,669	-	-	103,456	3,340,125
Balance at 30 June 2015	57,374,746	(31,660,257)	1,062,858	1,102,120	27,879,467
Comprehensive income					
Profit for the year	-	9,404,816	-	-	9,404,816
Other comprehensive income for the year	-	(24,324)	39,867	-	15,543
Total comprehensive income for the year	-	9,380,492	39,867	-	9,420,359
Transactions with owners, in their capacity as owners, and other transfers					
Shares issued during the period	11,996,525	-	-	-	11,996,525
Transaction costs	(78,240)	-	-	-	(78,240)
Share-based payments	-	-	-	128,871	128,871
Total transactions with owners and other transfers	11,918,285	-	-	128,871	12,047,156
Balance at 30 June 2016	69,293,031	(22,279,765)	1,102,725	1,230,991	49,346,982

Statement of Cash Flows

	Note	Consolidated Group 2016 $	Consolidated Group 2015 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		40,881,817	40,180,754
Payments to suppliers and employees		(44,925,204)	(37,528,370)
Interest received		23,245	31,178
Finance costs		(71,631)	(42,398)
Income tax paid		(743,501)	(166,659)
Net cash provided by/(used in) operating activities	23	(4,835,274)	2,474,505
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		(853,819)	(1,843,425)
Proceeds from disposals		14,545	39,382
Purchase of intangible assets		(558,755)	(908,777)
Cash backed performance bonds		359,307	(271,743)
Payment of contingent consideration	1c	(582,648)	(434,379)
Payment for business / subsidiary, net of cash acquired	1c	(1,077,826)	-
Net cash provided by/(used in) investing activities		(2,699,196)	(3,418,942)
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from issue of shares		5,174,089	40,000
Proceeds from borrowings		3,150,000	2,400,000
Repayment of borrowings		-	(2,400,000)
Transaction costs on shares		(78,240)	(16,398)
Net cash provided by/(used in) financing activities		8,245,849	23,602
Net increase(decrease) in cash held		711,379	(920,835)
Effect of exchange rates on cash holdings in foreign currencies		(3,877)	53,041
Cash and cash equivalents at beginning of financial year		2,275,177	3,142,971
Cash and cash equivalents at end of financial year	8	2,982,679	2,275,177

Notes to the Financial Statements for the Year Ended 30 June 2016

Note 1 Corporate Information

The consolidated financial report of Site Group International Limited (Site Group) for the year ended 30 June 2016 was authorised for issue in accordance with a resolution of the directors on 30 August 2016.

Site Group International Limited (parent) is a company limited by shares incorporated in Australia whose shares are publicly traded on the Australian Stock Exchange (ASX Code: SIT).

The nature of the operations and principal activities of the Group are described in the directors' report.

Note 1a Summary of significant accounting policies

The principal accounting policies adopted in the preparation of this financial report are set out below. These policies have been consistently applied to the years presented unless otherwise stated.

Basis of Preparation

The financial report is a general purpose financial report, which has been prepared in accordance with the requirements of the Corporations Act 2001, Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board (AASB). The financial report has been prepared on an accruals basis and is based on historical costs unless otherwise stated.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards (IFRS). Material accounting policies adopted in the preparation of this financial report are presented below. They have been consistently applied unless otherwise stated.

The financial report is presented in Australian dollars.

(a) Compliance with IFRS

The financial report complies with Australian Accounting Standards and International Financial Reporting Standards as issued by the International Accounting Standards Board.

(b) Going concern

The financial report has been prepared on the basis that the consolidated entity can continue to meet its financial obligations as and when they fall due and can therefore continue normal activities, including the settlement of liabilities and the realisation of assets in the ordinary course of business.

In the current year the company made a net profit of $9,404,816 (2015: 1,946,454) but with a cash outflow from operating activities of $4,835,274 (2015: $2,474,505 cash inflow) due to the significant growth of quality receivables mainly as a result of the expansion of the Tertiary Education segment. The directors are confident that the overdue trade debtors amount of $43m from the Australian Governments Department of Education and Training will be received. Current forecasts of operational performance and capital expenditure requirements indicate that the company will be cash flow positive in the 2017 financial year.

Note 1a Summary of significant accounting policies continued

At 30 June 2016, the company had positive net current assets of $11,251,985 (2015: $3,539,922 net current liabilities). In addition, $20,659,866 of unearned income is included in current liabilities together with $1,091,883 of the contingent consideration which is payable in equity. The company had cash reserves of $2,982,679 and has extended the fully utilised Wayburn facility of $2.35m on the same terms until 31 December 2016.

The directors believe that at the date of the signing of the financial statements there are reasonable grounds to believe that, having regards to the matters set out above, the entity will meet it operational cash flow forecasts. However, should this not be the case the directors expect the company to continue to have the support of its investors and raise sufficient funds through debt and/or capital (if needed) to meet the company's anticipated cash flow requirements so that it can meet its obligations as and when they fall due.

In the event the company does not meet its forecast operational cash flows or if required, raise sufficient debt or capital to meet its cash flow objectives, there is uncertainty whether the entity will continue as a going concern and as a result whether it will realise its assets and extinguish its liabilities in the normal course of business and at amounts stated in the financial report. No adjustments have been made relating to the recoverability and classification of recorded asset amounts and classification of liabilities that might be necessary should the company and/or consolidated entity not continue as going concerns.

(c) New Accounting Standards and Interpretations

(i) Changes in accounting policy and disclosures.

The Group has adopted the following new and amended Australian Accounting Standards and AASB Interpretations as of 1 July 2015:

- AASB 2015-3 Amendments to Australian Accounting Standards arising from the withdrawal of AASB 1031 *Materiality*
- AASB 2015-4 Amendments to Australian Accounting Standards – Financial Reporting Requirements for Australian Groups with a Foreign Parent
- AASB 2015-5 Amendments to Australian Accounting Standards – Investment Entities: Applying the Consolidation Exception

The adoption of these new and revised Standards and Interpretations has not resulted in any changes to the Consolidated Entity's accounting policies nor affected the amounts reported for the current or prior years.

(ii) Accounting Standards and Interpretations issued but not yet effective.

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet effective and have not been adopted by the Group for the annual reporting period ending 30 June 2016 are outlined in the table below:

Reference	Title	Summary	Application date of standard	Application date for Group
AASB 9	*Financial Instruments*	AASB 9 (December 2014) is a new standard which replaces AASB 139. This new version supersedes AASB 9 issued in December 2009 (as amended) and AASB 9 (issued in December 2010) and includes a model for classification and measurement, a single,	1 January 2018	1 July 2018

Reference	Title	Summary	Application date of standard	Application date for Group
		forward-looking 'expected loss' impairment model and a substantially-reformed approach to hedge accounting. AASB 9 is effective for annual periods beginning on or after 1 January 2018. However, the Standard is available for early adoption. The own credit changes can be early adopted in isolation without otherwise changing the accounting for financial instruments. Classification and measurement AASB 9 includes requirements for a simpler approach for classification and measurement of financial assets compared with the requirements of AASB 139. There are also some changes made in relation to financial liabilities. The main changes are described below. *Financial assets* a. Financial assets that are debt instruments will be classified based on (1) the objective of the entity's business model for managing the financial assets; (2) the characteristics of the contractual cash flows. b. Allows an irrevocable election on initial recognition to present gains and losses on investments in equity instruments that are not held for trading in other comprehensive income. Dividends in respect of these investments that are a return on investment can be recognised in profit or loss and there is no impairment or recycling on disposal of the instrument. c. Financial assets can be designated and measured at fair value through profit or loss at initial recognition if doing so eliminates or significantly reduces a measurement or recognition inconsistency that would arise from measuring assets or liabilities, or recognising the gains and losses on them, on different bases. *Financial liabilities* Changes introduced by AASB 9 in respect of financial liabilities are limited to the measurement of liabilities designated at fair value through profit or loss (FVPL) using the fair value option. Where the fair value option is used for financial liabilities, the change in fair value is to be accounted for as follows: ► The change attributable to changes in credit risk are presented in other comprehensive income (OCI) ► The remaining change is presented in profit or loss AASB 9 also removes the volatility in profit or loss that was caused by changes in the credit risk of liabilities elected to be measured at fair value. This change in accounting means that gains or losses attributable to changes in the entity's own credit risk would be recognised in OCI. These amounts recognised in OCI are not recycled to profit or loss if the liability is ever repurchased at a discount. Impairment The final version of AASB 9 introduces a new expected-loss impairment model that will require more timely recognition of expected credit losses. Specifically, the new Standard requires entities to		

Reference	Title	Summary	Application date of standard	Application date for Group
		account for expected credit losses from when financial instruments are first recognised and to recognise full lifetime expected losses on a more timely basis. Hedge accounting Amendments to AASB 9 (December 2009 & 2010 editions and AASB 2013-9) issued in December 2013 included the new hedge accounting requirements, including changes to hedge effectiveness testing, treatment of hedging costs, risk components that can be hedged and disclosures. Consequential amendments were also made to other standards as a result of AASB 9, introduced by AASB 2009-11 and superseded by AASB 2010-7, AASB 2010-10 and AASB 2014-1 – Part E. AASB 2014-7 incorporates the consequential amendments arising from the issuance of AASB 9 in Dec 2014. AASB 2014-8 limits the application of the existing versions of AASB 9 (AASB 9 (December 2009) and AASB 9 (December 2010)) from 1 February 2015 and applies to annual reporting periods beginning on after 1 January 2015.		
AASB 2014-3	Amendments to Australian Accounting Standards – Accounting for Acquisitions of Interests in Joint Operations [AASB 1 & AASB 11]	AASB 2014-3 amends AASB 11 *Joint Arrangements* to provide guidance on the accounting for acquisitions of interests in joint operations in which the activity constitutes a business. The amendments require: (a) the acquirer of an interest in a joint operation in which the activity constitutes a business, as defined in AASB 3 *Business Combinations*, to apply all of the principles on business combinations accounting in AASB 3 and other Australian Accounting Standards except for those principles that conflict with the guidance in AASB 11; and (b) the acquirer to disclose the information required by AASB 3 and other Australian Accounting Standards for business combinations. This Standard also makes an editorial correction to AASB 11.	1 January 2016	1 July 2016
AASB 2014-4	Clarification of Acceptable Methods of Depreciation and Amortisation (Amendments to AASB 116 and AASB 138)	AASB 116 *Property Plant and Equipment* and AASB 138 *Intangible Assets* both establish the principle for the basis of depreciation and amortisation as being the expected pattern of consumption of the future economic benefits of an asset. The IASB has clarified that the use of revenue-based methods to calculate the depreciation of an asset is not appropriate because revenue generated by an activity that includes the use of an asset generally reflects factors other than the consumption of the economic benefits embodied in the asset. The amendment also clarified that revenue is generally presumed to be an inappropriate basis for measuring the consumption of the economic benefits embodied in an intangible asset. This presumption, however, can be rebutted in certain limited circumstances.	1 January 2016	1 July 2016

Reference	Title	Summary	Application date of standard	Application date for Group
AASB 15	Revenue from Contracts with Customers	AASB 15 *Revenue from Contracts with Customers* replaces the existing revenue recognition standards AASB 111 *Construction Contracts*, AASB 118 *Revenue* and related Interpretations (Interpretation *13 Customer Loyalty Programmes*, Interpretation 15 *Agreements for the Construction of Real Estate,* Interpretation 18 *Transfers of Assets from Customers*, Interpretation 131 *Revenue—Barter Transactions Involving Advertising Services* and Interpretation 1042 *Subscriber Acquisition Costs in the Telecommunications Industry*). AASB 15 incorporates the requirements of IFRS 15 *Revenue from Contracts with Customers* issued by the International Accounting Standards Board (IASB) and developed jointly with the US Financial Accounting Standards Board (FASB). AASB 15 specifies the accounting treatment for revenue arising from contracts with customers (except for contracts within the scope of other accounting standards such as leases or financial instruments). The core principle of AASB 15 is that an entity recognises revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. An entity recognises revenue in accordance with that core principle by applying the following steps: (a) Step 1: Identify the contract(s) with a customer (b) Step 2: Identify the performance obligations in the contract (c) Step 3: Determine the transaction price (d) Step 4: Allocate the transaction price to the performance obligations in the contract (e) Step 5: Recognise revenue when (or as) the entity satisfies a performance obligation AASB 2015-8 amended the AASB 15 effective date so it is now effective for annual reporting periods commencing on or after 1 January 2018. Early application is permitted. AASB 2014-5 incorporates the consequential amendments to a number Australian Accounting Standards (including Interpretations) arising from the issuance of AASB 15. AASB 2016-3 *Amendments to Australian Accounting Standards – Clarifications to AASB 15* amends AASB 15 to clarify the requirements on identifying performance obligations, principal versus agent considerations and the timing of recognising revenue from granting a licence and provides further practical expedients on transition to AASB 15.	1 January 2018	1 July 2018
AASB 2014-9	Amendments to Australian Accounting Standards – Equity Method in Separate Financial Statements	AASB 2014-9 amends AASB 127 *Separate Financial Statements*, and consequentially amends AASB 1 *First-time Adoption of Australian Accounting Standards* and AASB 128 *Investments in Associates and Joint Ventures*, to allow entities to use the equity method of accounting for investments in subsidiaries, joint ventures and associates in their separate financial statements. AASB 2014-9 also makes editorial corrections to AASB 127.	1 January 2016	1 July 2016

Reference	Title	Summary	Application date of standard	Application date for Group
		AASB 2014-9 applies to annual reporting periods beginning on or after 1 January 2016. Early adoption permitted.		
AASB 2014-10	Amendments to Australian Accounting Standards – Sale or Contribution of Assets between an Investor and its Associate or Joint Venture	AASB 2014-10 amends AASB 10 C*onsolidated Financial Statements* and AASB 128 to address an inconsistency between the requirements in AASB 10 and those in AASB 128 (August 2011), in dealing with the sale or contribution of assets between an investor and its associate or joint venture. The amendments require: (a) A full gain or loss to be recognised when a transaction involves a business (whether it is housed in a subsidiary or not) (b) A partial gain or loss to be recognised when a transaction involves assets that do not constitute a business, even if these assets are housed in a subsidiary. AASB 2014-10 also makes an editorial correction to AASB 10. AASB 2015-10 defers the mandatory effective date (application date) of AASB 2014-10 so that the amendments are required to be applied for annual reporting periods beginning on or after 1 January 2018 instead of 1 January 2016.	1 January 2016	1 July 2018
AASB 2015-1	Amendments to Australian Accounting Standards – Annual Improvements to Australian Accounting Standards 2012–2014 Cycle	The subjects of the principal amendments to the Standards are set out below: AASB 5 *Non-current Assets Held for Sale and Discontinued Operations:* • Changes in methods of disposal – where an entity reclassifies an asset (or disposal group) directly from being held for distribution to being held for sale (or visa versa), an entity shall not follow the guidance in paragraphs 27–29 to account for this change. AASB 7 *Financial Instruments: Disclosures:* • Servicing contracts - clarifies how an entity should apply the guidance in paragraph 42C of AASB 7 to a servicing contract to decide whether a servicing contract is 'continuing involvement' for the purposes of applying the disclosure requirements in paragraphs 42E–42H of AASB 7. • Applicability of the amendments to AASB 7 to condensed interim financial statements - clarify that the additional disclosure required by the amendments to AASB 7 *Disclosure–Offsetting Financial Assets and Financial Liabilities* is not specifically required for all interim periods. However, the additional disclosure is required to be given in condensed interim financial statements that are prepared in accordance with AASB 134 *Interim Financial Reporting* when its inclusion would be required by the requirements of AASB 134.	1 January 2016	1 July 2016

Reference	Title	Summary	Application date of standard	Application date for Group
		AASB 119 *Employee Benefits*: • Discount rate: regional market issue - clarifies that the high quality corporate bonds used to estimate the discount rate for post-employment benefit obligations should be denominated in the same currency as the liability. Further it clarifies that the depth of the market for high quality corporate bonds should be assessed at the currency level. AASB 134 *Interim Financial Reporting:* • Disclosure of information 'elsewhere in the interim financial report' - amends AASB 134 to clarify the meaning of disclosure of information 'elsewhere in the interim financial report' and to require the inclusion of a cross-reference from the interim financial statements to the location of this information.		
AASB 2015-2	Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 101	The Standard makes amendments to AASB 101 *Presentation of Financial Statements* arising from the IASB's Disclosure Initiative project. The amendments are designed to further encourage companies to apply professional judgment in determining what information to disclose in the financial statements. For example, the amendments make clear that materiality applies to the whole of financial statements and that the inclusion of immaterial information can inhibit the usefulness of financial disclosures. The amendments also clarify that companies should use professional judgment in determining where and in what order information is presented in the financial disclosures.	1 January 2016	1 July 2016
AASB 2015-9	Amendments to Australian Accounting Standards – Scope and Application Paragraphs [AASB 8, AASB 133 & AASB 1057]	This Standard inserts scope paragraphs into AASB 8 and AASB 133 in place of application paragraph text in AASB 1057. This is to correct inadvertent removal of these paragraphs during editorial changes made in August 2015. There is no change to the requirements or the applicability of AASB 8 and AASB 133.	1 January 2016	1 July 2016
AASB 16	Leases	The key features of AASB 16 are as follows: **Lessee accounting** • Lessees are required to recognise assets and liabilities for all leases with a term of more than 12 months, unless the underlying asset is of low value. • A lessee measures right-of-use assets similarly to other non-financial assets and lease liabilities similarly to other financial liabilities. • Assets and liabilities arising from a lease are initially measured on a present value basis. The measurement includes non-cancellable lease payments (including inflation-linked payments), and also includes payments to be made in optional periods if the lessee is reasonably certain to exercise an option to extend the lease, or not to exercise an option to terminate the lease.	1 January 2019	1 July 2019

Reference	Title	Summary	Application date of standard	Application date for Group
		• AASB 16 contains disclosure requirements for lessees. **Lessor accounting** • AASB 16 substantially carries forward the lessor accounting requirements in AASB 117. Accordingly, a lessor continues to classify its leases as operating leases or finance leases, and to account for those two types of leases differently. • AASB 16 also requires enhanced disclosures to be provided by lessors that will improve information disclosed about a lessor's risk exposure, particularly to residual value risk. AASB 16 supersedes: (a) AASB 117 Leases (b) Interpretation 4 Determining whether an Arrangement contains a Lease (c) SIC-15 Operating Leases—Incentives (d) SIC-27 Evaluating the Substance of Transactions Involving the Legal Form of a Lease The new standard will be effective for annual periods beginning on or after 1 January 2019. Early application is permitted, provided the new revenue standard, AASB 15 Revenue from Contracts with Customers, has been applied, or is applied at the same date as AASB 16.		
2016-1	Amendments to Australian Accounting Standards – Recognition of Deferred Tax Assets for Unrealised Losses [AASB 112]	This Standard amends AASB 112 *Income Taxes* (July 2004) and AASB 112 *Income Taxes* (August 2015) to clarify the requirements on recognition of deferred tax assets for unrealised losses on debt instruments measured at fair value.	1 January 2017	1 July 2017
2016-2	Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 107	This Standard amends AASB 107 *Statement of Cash Flows* (August 2015) to require entities preparing financial statements in accordance with Tier 1 reporting requirements to provide disclosures that enable users of financial statements to evaluate changes in liabilities arising from financing activities, including both changes arising from cash flows and non-cash changes.	1 January 2017	1 July 2017
IFRS 2 (Amendments)	Classification and Measurement of Share-based Payment Transactions [Amendments to IFRS 2]	This standard amends to IFRS 2 *Share-based Payment*, clarifying how to account for certain types of share-based payment transactions. The amendments provide requirements on the accounting for: ▶ The effects of vesting and non-vesting conditions on the measurement of cash-settled share-based payments ▶ Share-based payment transactions with a net settlement feature for withholding tax obligations ▶ A modification to the terms and conditions of a share-based payment that changes the classification of the transaction from cash-settled to equity-settled	1 January 2018	1 July 2018

Note 1a Summary of significant accounting policies continued

The company does not anticipate early adoption of any of the above reporting requirements and does not expect them to have any material effect on the company's financial statements. AASB 9, AASB 15 and AASB 16 may have a material impact but this has not yet been assessed.

(d) Basis of consolidation

The consolidated financial statements comprise the financial statements of Site Group International Limited and its subsidiaries as at and for the period ended 30 June each year (the Group). Control is achieved when the Group is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. Specifically, the Group controls an investee if and only if the Group has:

- Power over the investee (i.e. existing rights that give it the current ability to direct the relevant activities of the investee);
- Exposure, or rights, to variable returns from its involvement with the investee; and
- The ability to use its power over the investee to affect its returns.

When the Group has less than a majority of the voting or similar rights of an investee, the Group considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- The contractual arrangement with the other vote holders of the investee
- Rights arising from other contractual arrangements
- The Group's voting rights and potential voting rights

The Group re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control. Consolidation of a subsidiary begins when the Group obtains control over the subsidiary and ceases when the Group loses control of the subsidiary. Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the statement of comprehensive income from the date the Group gains control until the date the Group ceases to control the subsidiary.

Profit or loss and each component of other comprehensive income are attributed to the equity holders of the parent of the Group and to the non-controlling interests, even if this results in the non-controlling interests having a deficit balance. When necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with the Group's accounting policies. All intra-group assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.

A change in the ownership interest of a subsidiary, without a loss of control, is accounted for as an equity transaction. If the Group loses control over a subsidiary, it:

- De-recognises the assets (including goodwill) and liabilities of the subsidiary
- De-recognises the carrying amount of any non-controlling interests
- De-recognises the cumulative translation differences recorded in equity
- Recognises the fair value of the consideration received
- Recognises the fair value of any investment retained
- Recognises any surplus or deficit in profit or loss
- Reclassifies the parent's share of components previously recognised in other comprehensive income to profit or loss or retained earnings, as appropriate, as would be required if the Group had directly disposed of the related assets or liabilities

Note 1a Summary of significant accounting policies continued

(e) Business combinations

Business combinations are accounted for using the acquisition method. The consideration transferred in a business combination shall be measured at fair value, which shall be calculated as the sum of the acquisition date fair values of the assets transferred by the acquirer, the liabilities incurred by the acquirer to former owners of the acquiree and the equity issued by the acquirer, and the amount of any non-controlling interest in the acquiree. For each business combination, the acquirer measures the non-controlling interest in the acquiree either at fair value or at the proportionate share of the acquiree's identifiable net assets. Acquisition-related costs are expensed as incurred.

When the Group acquires a business, it assesses the financial assets and liabilities assumed for appropriate classification and designation in accordance with the contractual terms, economic conditions, the Group's operating or accounting policies and other pertinent conditions as at the acquisition date. This includes the separation of embedded derivatives in host contracts by the acquiree. If the business combination is achieved in stages, the acquisition date fair value of the acquirer's previously held equity interest in the acquiree is remeasured at fair value as at the acquisition date through profit or loss. Any contingent consideration to be transferred by the acquirer will be recognised at fair value at the acquisition date. Subsequent changes to the fair value of the contingent consideration which is deemed to be an asset or liability will be recognised in accordance with AASB 139 either in profit or loss or in other comprehensive income. If the contingent consideration is classified as equity, it shall not be re-measured.

Acquisition costs are included in other expenses.

(f) Foreign currency translation

Both the functional and presentation currency of Site Group International Limited and its Australian subsidiaries are Australian dollars ($). The Philippines branch's functional currency is the Philippine Peso (PHP), Site Group International Pte Ltd functional currency is Singapore Dollars (SGD) and Competent Project Management Sdn Bhd functional currency is Malaysian Ringgit (MYR). Each of these is translated to the presentation currency.

On consolidation the assets and liabilities of the Asian operations are translated into Australian Dollars at the rate of exchange prevailing at the reporting date and the statement of comprehensive income is translated at the exchange rate prevailing at the dates of the transactions. The exchange differences arising on translation for consolidation are recognised in other comprehensive income.

(g) Cash and cash equivalents

Cash and cash equivalents in the statement of financial position and in the statement of cash flows comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

(h) Financial instruments – initial recognition and subsequent measurement

Financial assets

Initial recognition and measurement

Financial assets within the scope of AASB 139 are classified as financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments, available-for-sale financial assets, or as derivatives designated as hedging instruments in an effective hedge, as appropriate. The Group determines the classification of its financial assets at initial recognition.

Note 1a Summary of significant accounting policies continued

All financial assets are recognised initially at fair value plus transaction costs, except in the case of financial assets recorded at fair value through profit or loss.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Group commits to purchase or sell the asset.

The Group's financial assets include cash and short-term deposits, trade and other receivables, loans and other receivables, quoted and unquoted financial instruments and derivative financial instruments.

Subsequent measurement

The subsequent measurement of financial assets depends on their classification as described below.

Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets held for trading and financial assets designated upon initial recognition at fair value through profit or loss. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives are also classified as held for trading unless they are designated as effective hedging instruments as defined by AASB 139.

Financial assets at fair value through profit and loss are carried in the statement of financial position at fair value with net changes in fair value recognised in finance costs in the statement of comprehensive income.

Financial assets designated upon initial recognition at fair value through profit and loss are designated at their initial recognition date and only if the criteria under AASB 139 are satisfied. The Group has not designated any financial assets at fair value through profit or loss.

The Group evaluates its financial assets held for trading, other than derivatives, to determine whether the intention to sell them in the near term is still appropriate. When in rare circumstances the Group is unable to trade these financial assets due to inactive markets and management's intention to sell them in the foreseeable future significantly changes, the Group may elect to reclassify these financial assets. The reclassification to loans and receivables, available-for-sale or held to maturity depends on the nature of the asset. This evaluation does not affect any financial assets designated at fair value through profit or loss using the fair value option at designation, these instruments cannot be reclassified after initial recognition.

Derivatives embedded in host contracts are accounted for as separate derivatives and recorded at fair value if their economic characteristics and risks are not closely related to those of the host contracts and the host contracts are not held for trading or designated at fair value though profit or loss. These embedded derivatives are measured at fair value with changes in fair value recognised in the income statement. Reassessment only occurs if there is a change in the terms of the contract that significantly modifies the cash flows that would otherwise be required or there is a reclassification.

Loans and receivables
Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial measurement, such financial assets are subsequently measured at amortised cost using the Effective Interest Rate (EIR) method, less impairment. Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR.

Note 1a Summary of significant accounting policies continued

The EIR amortisation is included in finance income in the statement of comprehensive income. The losses arising from impairment are recognised in the statement of comprehensive income in finance costs for loans and in other operating expenses for receivables.

Held-to-maturity investments
Non-derivative financial assets with fixed or determinable payments and fixed maturities are classified as held-to-maturity when the Group has the positive intention and ability to hold them to maturity. After initial measurement, held-to-maturity investments are measured at amortised cost using the EIR, less impairment. Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included in finance income in the statement of comprehensive income. The losses arising from impairment are recognised in the statement of comprehensive income in finance costs. The Group did not have any held-to-maturity investments during the years ended 30 June 2016 and 2015.

Available-for-sale financial investments
Available-for-sale financial investments include equity investments and debt securities. Equity investments classified as available-for-sale are those that are neither classified as held for trading nor designated at fair value through profit or loss. Debt securities in this category are those that are intended to be held for an indefinite period of time and that may be sold in response to needs for liquidity or in response to changes in the market conditions.

After initial measurement, available-for-sale financial investments are subsequently measured at fair value with unrealised gains or losses recognised as other comprehensive income in the available-for-sale reserve until the investment is derecognised, at which time the cumulative gain or loss is recognised in other operating income, or the investment is determined to be impaired, when the cumulative loss is reclassified from the available-for-sale reserve to the income statement in finance costs. Interest earned whilst holding available-for-sale financial investments is reported as interest income using the EIR method.

The Group evaluates whether the ability and intention to sell its available-for-sale financial assets in the near term is still appropriate. When, in rare circumstances, the Group is unable to trade these financial assets due to inactive markets and management's intention to do so significantly changes in the foreseeable future, the Group may elect to reclassify these financial assets. Reclassification to loans and receivables is permitted when the financial assets meet the definition of loans and receivables and the Group has the intent and ability to hold these assets for the foreseeable future or until maturity. Reclassification to the held-to-maturity category is permitted only when the entity has the ability and intention to hold the financial asset accordingly.

For a financial asset reclassified from the available-for-sale category, the fair value carrying amount at the date of reclassification becomes its new amortised cost and any previous gain or loss on the asset that has been recognised in equity is amortised to profit or loss over the remaining life of the investment using the EIR. Any difference between the new amortised cost and the maturity amount is also amortised over the remaining life of the asset using the EIR. If the asset is subsequently determined to be impaired, then the amount is reclassified to the statement of comprehensive income.

Note 1a Summary of significant accounting policies continued

Derecognition
A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- The rights to receive cash flows from the asset have expired.
- The Group has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a “pass-through” arrangement; and either (a) the Group has transferred substantially all the risks and rewards of the asset, or (b) the Group has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Group has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if and to what extent it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the asset is recognised to the extent of the Group’s continuing involvement in the asset. In that case, the Group also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Group has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to repay.

Impairment of financial assets

The Group assesses, at each reporting date, whether there is any objective evidence that a financial asset or a group of financial assets is impaired. A financial asset or a group of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events that has occurred after the initial recognition of the asset (an incurred ”loss event”) and that loss event has an impact on the estimated future cash flows of the financial asset or the group of financial assets that can be reliably estimated. Evidence of impairment may include indications that the debtors or a group of debtors is experiencing significant financial difficulty, default or delinquency in interest or principal payments, the probability that they will enter bankruptcy or other financial reorganisation and when observable data indicate that there is a measurable decrease in the estimated future cash flows, such as changes in arrears or economic conditions that correlate with defaults.

Financial assets carried at amortised cost
For financial assets carried at amortised cost, the Group first assesses whether objective evidence of impairment exists individually for financial assets that are individually significant, or collectively for financial assets that are not individually significant. If the Group determines that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is, or continues to be, recognised are not included in a collective assessment of impairment.

Note 1a Summary of significant accounting policies continued

If there is objective evidence that an impairment loss has been incurred, the amount of the loss is measured as the difference between the asset carrying amount and the present value of estimated future cash flows (excluding future expected credit losses that have not yet been incurred).

The present value of the estimated future cash flows is discounted at the financial asset's original EIR. If a loan has a variable interest rate, the discount rate for measuring any impairment loss is the current EIR.

The carrying amount of the asset is reduced through the use of an allowance account and the amount of the loss is recognised in the statement of comprehensive income. Interest income continues to be accrued on the reduced carrying amount and is accrued using the rate of interest used to discount the future cash flows for the purpose of measuring the impairment loss. The interest income is recorded as part of finance income in the statement of comprehensive income. Loans together with the associated allowance are written off when there is no realistic prospect of future recovery and all collateral has been realised or has been transferred to the Group. If, in a subsequent year, the amount of the estimated impairment loss increases or decreases because of an event occurring after the impairment was recognised, the previously recognised impairment loss is increased or reduced by adjusting the allowance account. If a future write-off is later recovered, the recovery is credited to finance costs in the statement of comprehensive income.

Available-for-sale financial investments

For available-for-sale financial investments, the Group assesses at each reporting date whether there is objective evidence that an investment or a group of investments is impaired.

In the case of equity investments classified as available-for-sale, objective evidence would include a significant or prolonged decline in the fair value of the investment below its cost. ”Significant” is evaluated against the original cost of the investment and ”prolonged” against the period in which the fair value has been below its original cost. When there is evidence of impairment, the cumulative loss – measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that investment previously recognised in the statement of comprehensive income – is removed from other comprehensive income and recognised in the statement of comprehensive income. Impairment losses on equity investments are not reversed through the statement of comprehensive income; increases in their fair value after impairment are recognised directly in other comprehensive income.

In the case of debt instruments classified as available-for-sale, impairment is assessed based on the same criteria as financial assets carried at amortised cost. However, the amount recorded for impairment is the cumulative loss measured as the difference between the amortised cost and the current fair value, less any impairment loss on that investment previously recognised in the statement of comprehensive income.

Future interest income continues to be accrued based on the reduced carrying amount of the asset, using the rate of interest used to discount the future cash flows for the purpose of measuring the impairment loss. The interest income is recorded as part of finance income. If, in a subsequent year, the fair value of a debt instrument increases and the increase can be objectively related to an event occurring after the impairment loss was recognised in the statement of comprehensive income, the impairment loss is reversed through the statement of comprehensive income.

Note 1a Summary of significant accounting policies continued

Financial liabilities

Initial recognition and measurement
Financial liabilities within the scope of AASB 139 are classified as financial liabilities at fair value through profit or loss, loans and borrowings, or as derivatives designated as hedging instruments in an effective hedge, as appropriate. The Group determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at fair value plus, in the case of loans and borrowings, directly attributable transaction costs. The Group's financial liabilities include trade and other payables, bank overdrafts, loans and borrowings, financial guarantee contracts, and derivative financial instruments.

Subsequent measurement
The measurement of financial liabilities depends on their classification, described as follows:

- Financial liabilities at fair value through profit or loss
- Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss.
- Financial liabilities are classified as held for trading if they are acquired for the purpose of selling in the near term. This category includes derivative financial instruments entered into by the Group that are not designated as hedging instruments in hedge relationships as defined by AASB 139. Separated embedded derivatives are also classified as held for trading unless they are designated as effective hedging instruments.

Gains or losses on liabilities held for trading are recognised in the statement of comprehensive income.

Financial liabilities designated upon initial recognition at fair value through profit and loss so designated at the initial date of recognition, and only if criteria of AASB 139 are satisfied. The Group has not designated any financial liability as at fair value through profit or loss.

Loans and borrowings
After initial recognition, interest bearing loans and borrowings are subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in the statement of comprehensive income when the liabilities are derecognised as well as through the EIR amortisation process. Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included in finance costs in the statement of comprehensive income.

Derecognition
A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the statement of comprehensive income.

Note 1a Summary of significant accounting policies continued

Offsetting of financial instruments

Financial assets and financial liabilities are offset and the net amount reported in the consolidated statement of financial position if, and only if:

- There is a currently enforceable legal right to offset the recognised amounts
- There is an intention to settle on a net basis, or to realise the assets and settle the liabilities simultaneously

Fair value of financial instruments

The fair value of financial instruments that are traded in active markets at each reporting date is determined by reference to quoted market prices or dealer price quotations (bid price for long positions and ask price for short positions), without any deduction for transaction costs.

For financial instruments not traded in an active market, the fair value is determined using appropriate valuation techniques. Such techniques may include:

- Using recent arm's length market transactions
- Reference to the current fair value of another instrument that is substantially the same
- A discounted cash flow analysis or other valuation models

(i) Inventory

Inventories are measured at the lower of cost and net realisable value.

Costs incurred in bringing each product to its present location and condition is accounted for as follows:

Finished goods — purchase cost on a first-in, first-out basis. The cost of purchase comprises the purchase price, import duties and other taxes (other than those subsequently recoverable by the entity from the taxing authorities), transport, handling and other costs directly attributable to the acquisition of finished goods. Volume discounts and rebates are included in determining the cost of purchase.

Net realisable value is the estimated selling price in the ordinary course of business, and the estimated costs necessary to make the sale.

(j) Property, plant, and equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and impairment losses.

Leasehold Improvements
Leasehold improvements are initially shown at their cost, less subsequent depreciation.

Plant and Equipment
Plant and equipment are measured on the cost basis, less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Note 1a Summary of significant accounting policies continued

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably.

All other repairs and maintenance are charged to the statement of comprehensive income during the financial period when they are incurred.

Depreciation

The depreciable amount of all fixed assets, excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the company commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful life of the improvement.

The estimated lives used for each class of depreciable assets are:

Class of fixed asset	**Estimated Life**
Building and Leasehold improvements	2 – 22 years
Furniture and fittings	2 – 20 years
Computer equipment	3 – 5 years
Vehicles	3 – 5 years

The assets’ residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

An asset’s carrying amount is written down immediately to its recoverable amount if the asset’s carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income.

(k) Leases

The determination of whether an arrangement is or contains a lease is based on the substance of the arrangement and requires an assessment of whether the fulfilment of the arrangement is dependent on the use of a specific asset or assets and the arrangement conveys a right to use the asset.

Group as a lessee

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term.

Finance leases, which transfer to the Group substantially all the risks and benefits incidental to ownership of the leased item, are capitalised at the inception of the lease at the fair value of the leased asset or, if lower, at the present value of the minimum lease payments. Lease payments are apportioned between the finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are recognised as an expense in profit or loss. Capitalised leased assets are depreciated over the shorter of the estimated useful life of the asset and the lease term if there is no reasonable certainty that the Group will obtain ownership by the end of the lease term. Operating lease payments are recognised as an expense in the statement of comprehensive income on a straight-line basis over the lease term. Operating lease incentives are recognised as a liability when received and subsequently reduced by allocating lease payments between rental expense and reduction of the liability.

Note 1a Summary of significant accounting policies continued

(l) Intangible assets

Goodwill
Goodwill is initially recorded at the amount by which the purchase price for a business combination exceeds the fair value attributed to the interest in the net fair value of identifiable assets, and liabilities. After initial recognition, goodwill acquired in a business combination is measured at cost less any accumulated impairment losses. Goodwill is not amortised but is subject to impairment testing on an annual basis or whenever there is an indication of impairment.

Licences and Course Material
Site Group acquires licenced course material with significant scope (approved courses) in high risk training. The economic potential of these licences and courses were assessed as part of the acquisition price and recorded as an intangible asset which is being amortised on a straight line basis over five years.

Licences
Site Group acquires licences to offer scope of training and access to government funding options. The economic potential of these licences are assessed as part of the acquisition price and recorded as an intangible asset and amortised on a straight line basis over 20 years.

Customer Contracts
Site group acquires customer contracts with significant value to be realised through the profit and loss in future periods. The economic potential of these contracts is measured as a risk adjusted discounted cash flow to be generated from these contracts and recorded as an intangible asset which is amortised on a straight line basis over the relevant contract period.

Brand
Site group acquires brands that are recognised by customers in relevant markets and generate future activity for the company. The economic potential of these brands in the form of future revenue generating potential is assessed as a discounted cash flow and recorded as an indefinite useful life intangible and tested for impairment annually.

The assessment of indefinite life is reviewed annually to determine whether the indefinite life continues to be supportable. If not, the change in useful life from indefinite to finite is made on a prospective basis.

(m) Impairment of assets

At each reporting date, the company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income. Impairment testing is performed annually for goodwill and intangible assets with indefinite lives.

Where an individual asset does not independently generate cash flows, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Note 1a Summary of significant accounting policies continued

(n) Provisions and employee benefits

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of cash or non-cash resources will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. When the Group expects some or all of a provision to be reimbursed, for example under an insurance contract, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the statement of comprehensive income net of any reimbursement. Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the reporting date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision resulting from the passage of time is recognised in finance costs.

Employee leave benefits
(i) Wages, salaries, annual leave and sick leave
Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting date are recognised in respect of employees' services up to the reporting date. They are measured at the amounts expected to be paid when the liabilities are settled. Based on historical evidence no discounting of annual leave has been applied. Expenses for non-accumulating sick leave are recognised when the leave is taken and are measured at the rates paid or payable.
(ii) Long service leave
The liability for long service leave is recognised and measured as the present value of expected future payments to be made in respect of services provided by employees once an employee reaches five years of service. Expected future payments are discounted using market yields at the reporting date on the applicable corporate bonds with terms to maturity and currencies that match, the estimated future cash outflows.

(o) Taxes

Income tax
Current Tax Current tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the tax authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at the reporting date.

Deferred Tax Deferred tax is provided using the balance sheet liability method on temporary differences at the reporting date between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes.

Deferred income tax liabilities are recognised for all taxable temporary differences except:

- When the deferred income tax liability arises from the initial recognition of goodwill or of an asset or liability in a transaction that is not a business combination and that, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss.
- When the taxable temporary difference is associated with investments in subsidiaries, associates or interests in joint ventures, and the timing of the reversal of the temporary
- difference can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

Note 1a Summary of significant accounting policies continued

Deferred income tax assets are recognised for all deductible temporary differences, carry-forward of unused tax credits and unused tax losses, to the extent that it is probable that taxable profit will be available against which the deductible temporary differences and the carry-forward of unused tax credits and unused tax losses can be utilised, except:

- When the deferred income tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss

When the deductible temporary difference is associated with investments in subsidiaries, associates or interests in joint ventures, in which case a deferred tax asset is only recognised to the extent that it is probable that the temporary difference will reverse in the foreseeable future and taxable profit will be available against which the temporary difference can be utilised. The carrying amount of deferred income tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred income tax asset to be utilised.

Unrecognised deferred tax assets are reassessed each reporting date and are recognised to the extent it has become probable that future taxable profit will allow recovery of the deferred tax asset.

Deferred income tax assets and liabilities are measured at the tax rates that are expected to apply to the year when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the reporting date. Deferred tax assets and deferred tax liabilities are offset, if a legally enforceable right exists to offset current tax assets against current tax liabilities and the deferred taxes relate to the same taxable entity and the same tax authority.

Tax consolidation legislation

Site Group International Limited and its wholly owned Australian controlled entities implemented the tax consolidation legislation. The head entity, Site Group International Limited and the controlled entities in the tax consolidated group continue to account for their own current and deferred tax amounts. The Group has applied the group allocation approach in determining the appropriate amount of current taxes and deferred taxes to allocate to members of the tax consolidated group.

In addition to its own current and deferred tax amounts, Site Group International Limited also recognises the current tax liabilities (or assets) and the deferred tax assets arising from unused tax losses and unused tax credits assumed from controlled entities in the tax consolidated group.

Assets or liabilities arising under tax funding agreements with the tax consolidated entities are recognised as amounts receivable from or payable to other entities in the Group.

Any differences between the amounts assumed and the amounts receivable or payable under the tax funding agreement are recognised as contributions to (or distribution from) wholly owned tax consolidated entities.

Goods and services tax (GST)

Revenues, expenses, assets and liabilities are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST. GST receivable and payable has been offset against one another. Commitments are shown net of GST.

Note 1a Summary of significant accounting policies continued

In the statement of cash flows, receipts from customers are shown inclusive of GST and payments to suppliers and employees are shown inclusive of GST and GST recovered from the tax office is shown in receipts from customers.

(p) Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits associated with the transaction will flow to the group and the amount can be reliably measured. The following recognition criteria must also be met before revenue is recognised:

Course Fees Revenue is recognised over the period of the course as the service is provided.
Project Income Revenue is recognised throughout the period of the project.
Interest Income Revenue is recognised as the interest accrues, taking into account the effective yield on the asset.
Placement Services Revenue is recognised throughout the period of the placement activity provided recovery of fees is considered probable.
Other Income Revenue is recognised at point of sale or when it can be reliably measured.

To the extent services have been invoiced however yet to be provided, the revenue is deferred and included in unearned income in the Statement of Financial Position. Unearned income also includes allowances made for re-credits and refunds that may be made to students.

(q) Government grants

Government grants are recognised where there is reasonable assurance that the grant will be received and all attached conditions will be complied with. When the grant relates to an expense item, it is recognised as income over the period necessary to match the grant on a systematic basis to the costs that it is intended to compensate. When the grant relates to an asset, it is recognised as deferred income and released to income in equal amounts over the expected useful life of the asset.

When the Group receives non-monetary grants, the asset and the grant are recorded gross at nominal amounts and released to the income statement over the expected useful life and pattern of consumption of the benefit of the underlying asset by equal annual instalments. When loans or similar assistance are provided by governments or related institutions with an interest rate below the current applicable market rate, the effect of this favourable interest is regarded as additional grants.

(r) Comparative figures

Comparative figures have been adjusted to conform to changes in presentation for the current financial year where required by accounting standards or as a result of changes in accounting policy.

(s) Operating segments

An operating segment is a component of an entity that engages in business activities from which it may earn revenues and incur expenses (including revenues and expenses relating to transactions with other components of the same entity), whose operating results are regularly reviewed by the entity's chief operating decision maker to make decisions about resources to be allocated to the segment and assess its performance and for which discrete financial information is available.

This includes start-up operations which are yet to earn revenues. Management will also consider other factors in determining operating segments such as the existence of a line manager and the level of segment information presented to the board of directors.

Note 1a Summary of significant accounting policies continued

Operating segments have been identified based on the information provided to the chief operating decision makers – being the executive management team. The group aggregates two or more operating segments when they have similar economic characteristics, and the segments are similar in each of the following respects:

- Nature of the products and services,
- Nature of the production processes,
- Type or class of customer for the products and services,
- Methods used to distribute the products or provide the services, and if applicable
- Nature of the regulatory environment.

Operating segments that meet the quantitative criteria as prescribed by AASB 8 are reported separately. However, an operating segment that does not meet the quantitative criteria is still reported separately where information about the segment would be useful to users of the financial statements. Information about other business activities and operating segments that are below the quantitative criteria are combined and disclosed in a separate category for "all other segments".

(t) Interest bearing loans and borrowings

All loans and borrowings are initially recognised at the fair value of the consideration received less directly attributable transaction costs. After initial recognition, interest-bearing loans and borrowings are subsequently measured at amortised cost using the effective interest method. Fees paid on the establishment of loan facilities that are yield related are included as part of the carrying amount of the loans and borrowings. Borrowings are classified as current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

Borrowing costs
Borrowing costs directly attributable to the acquisition, construction or production of a qualifying asset (i.e. an asset that necessarily takes a substantial period of time to get ready for its intended use or sale) are capitalised as part of the cost of that asset. All other borrowing costs are expensed in the period they occur. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds. Site Group does not currently hold qualifying assets but, if it did, the borrowing costs directly associated with this asset would be capitalised (including any other associated costs directly attributable to the borrowing and temporary investment income earned on the borrowing).

(u) Share-based payment transactions

The Group provides benefits to its employees (including key management personnel) in the form of share-based payments, whereby employees render services in exchange for shares or rights over shares (equity settled transactions). Site Group currently has an Employee Share Plan (ESP), which provides benefits to directors and all eligible employees. The cost of these equity-settled transactions with employees is measured by reference to the fair value of the equity instruments at the date at which they are granted. The fair value is determined by using a binomial model, further details of which are given in note 23.

Note 1a Summary of significant accounting policies continued

The cost of equity-settled transactions is recognised, together with a corresponding increase in equity, over the period in which the performance and/or service conditions are fulfilled (the vesting period), ending on the date on which the relevant employees become fully entitled to the award (the vesting date). At each subsequent reporting date until vesting, the cumulative charge to the statement of comprehensive income is the product of:

- The grant date fair value of the award
- The current best estimate of the number of awards that will vest, taking into account such factors as the likelihood of employee turnover during the vesting period and the likelihood of non- market performance conditions being met
- The expired portion of the vesting period

The charge to the statement of comprehensive income for the period is the cumulative amount as calculated above less the amounts already charged in previous periods. There is a corresponding entry to equity. The expense associated with equity-settled awards granted by Site Group to employees of subsidiaries are recorded as an expense in the subsidiary and funded by advances from the parent which eliminate on consolidation. The expense recognised by the Group is the total expense associated with all such awards.

Until an award has vested, any amounts recorded are contingent and will be adjusted if more or fewer awards vest than were originally anticipated to do so. Any award subject to a market condition or non-vesting condition is considered to vest irrespective of whether or not that market condition or non-vesting is fulfilled, provided that all other conditions are satisfied.

If a non-vesting condition is within the control of the Group, Company or the employee, the failure to satisfy the condition is treated as a cancellation. If a non-vesting condition within the control of neither the Group, Company nor employee is not satisfied during the vesting period, any expense for the award not previously recognised is recognised over the remaining vesting period, unless the award is forfeited. If the terms of an equity-settled award are modified, as a minimum an expense is recognised as if the terms had not been modified. An additional expense is recognised for any modification that increases the total fair value of the share-based payment arrangement, or is otherwise beneficial to the employee, as measured at the date of modification.

If an equity-settled award is cancelled, it is treated as if it had vested on the date of cancellation, and any expense not yet recognised for the award is recognised immediately. However, if a new award is substituted for the cancelled award and designated as a replacement award on the date that it is granted, the cancelled and new award are treated as if they were a modification of the original award, as described in the previous paragraph.

(v) Contributed equity

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds.

(w) Fair value measurement

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1 – Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable

Note 1a Summary of significant accounting policies continued

- Level 3 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements and estimates on historical experience and on other various factors it believes to be reasonable under the circumstances, the result of which form the basis of the carrying values of assets and liabilities that are not readily apparent from other sources.

Management has identified the following critical accounting policies for which significant judgements, estimates and assumptions are made. Actual results may differ from these estimates under different assumptions and conditions and may materially affect financial results or the financial position reported in future periods.

Further details of the nature of these assumptions and conditions may be found in the relevant notes to the financial statements.

Note 1b Significant accounting judgements, estimates and assumptions

(a) Significant accounting judgements

Recovery of deferred tax assets

Deferred tax assets are recognised for deductible temporary differences only when management considers that it is probable that future taxable profits will be available to utilise those temporary differences. Significant management judgement is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and the level of future taxable profits together with future tax planning strategies.

Impairment of non-financial assets other than goodwill and indefinite life intangibles

The Group assesses impairment of assets at each reporting date by evaluating conditions specific to the Group and to the particular asset that may lead to impairment. These include technology, economic and political environments and future product expectations. If an impairment trigger exists, the recoverable amount of the asset is determined. Given the current uncertain economic environment management considered that the indicators of impairment were significant enough and as such these assets have been tested for impairment in this financial period.

(b) Significant accounting estimates and assumptions

Impairment of goodwill and intangibles with indefinite useful lives

The Group determines whether goodwill and intangibles with indefinite useful lives are impaired at least on an annual basis. This requires an estimation of the recoverable amount of the cash generating units, using a value in use discounted cash flow methodology, to which the goodwill and intangibles with indefinite useful lives are allocated. An impairment loss of $2,549,717 was recognised in the current year in respect of goodwill (2015: Nil). The assumptions used in this estimation of recoverable amount and the carrying amount of goodwill and intangibles with indefinite useful lives are discussed in note 13.

Share-based payment transactions

The Group measures the cost of equity-settled transactions with employees by reference to the fair value of the equity instruments at the date at which they are granted.

Note 1b Significant accounting judgements, estimates and assumptions continued

The fair value is determined using a binomial model. The related assumptions are detailed in note 24. The accounting estimates and assumptions relating to equity-settled share-based payments would have no impact on the carrying amounts of assets and liabilities within the next annual reporting period but may impact expenses and equity.

Revenue recognition – Course fees

The Group recognises the revenue earned from delivery of a course over the period of the course that the service is provided. Where the duration of the course is extended this is recorded as unearned revenue on the statement of financial position. In calculating the amount of unearned revenue, consideration is also given to the probability of reversals and student refunds and the impact on the level of income recorded. Should reversals or refunds vary by 5% from the level estimated, this would result in a $2.9 million impact on profit before tax. Due to the significant growth of the tertiary education and energy services segment, the extension of time over which courses are being delivered and the receipt of government funding in advance of delivery of programs in the Northern Territory, the level of unearned income at 30 June 2016 increased to $20,659,866 (2015: $1,070,889).

Estimate of contingent consideration

Contingent consideration, resulting from business combinations, is valued at fair value at the acquisition date as part of the business combination. When the contingent consideration meets the definition of a financial liability, it is subsequently re-measured to fair value at each reporting date. The determination of the fair value is based on discounted cash flows. As the amount of contingent consideration is based on future period earnings, the level of consideration is based on management's expectation of the earnings for the relevant period.

Note 1c Business Combinations and acquisitions

Wild Geese International Pty Ltd

On 1 July 2015, the Group acquired 100% of the shares in Wild Geese International Pty Ltd (Wild Geese), a Registered Training Organisation delivering training and competency development, consultancy and personnel services to the Oil and Gas Industry. The Group acquired Wild Geese because it significantly enlarges the scope of the energy services division. The acquisition has been accounted for using the acquisition method.

The fair value of the identifiable assets and liabilities of Wild Geese International Pty Ltd as at the date of acquisition was:

	Fair value recognised on acquisition
	$
Assets	
Cash	1,471,428
Debtors	1,146,868
Security deposits	31,823
Property, plant and equipment	14,978
Intangibles – intellectual property including training materials	72,213
Brand	60,000
Customer contracts	2,000,000
	4,797,310

Liabilities	
Trade and other payables	355,250
Provisions	438,132
Deferred income tax liability	600,000
	1,393,382
Fair value of identifiable net assets	3,403,928
Goodwill arising from acquisition	7,237,413
Purchase consideration	**10,641,341**
Acquisition date fair value of purchase consideration transferred:	
Shares in Site Group International Limited, at fair value	4,689,736
Cash paid	2,344,868
Contingent consideration	2,000,000
Working capital - cash paid	270,000
Working capital - loan payable	1,336,737
Total purchase consideration	**10,641,341**
Net cash acquired with the subsidiary	1,471,428
Cash paid	(2,614,868)
Net cash outflow	**(1,143,440)**

The fair value of trade receivables amounts to $1,146,868. The gross amount of trade receivables is $1,146,868. None of the trade receivables have been impaired and it is expected that the full contractual amount can be collected.

The goodwill recognised on the acquisition of Wild Geese International Pty Ltd is attributed to the expected benefits of combining its existing Oil and Gas operations with Site's existing offering in this area. It is allocated to the Energy Services CGU and none of the recognised goodwill is expected to be deductible for income tax purposes.

From the date of acquisition (1 July, 2015), Wild Geese International Pty Ltd has contributed $4,848,310 of revenue and $630,596 of net profit before tax to the Group.

Transaction costs ($24,357) associated with the acquisition of Wild Geese have been expensed and are included in other expenses in the statement of comprehensive income and are part of operating cash flows in the statement of cash flows.

Pursuant to the agreement, the consideration for the acquisition comprises:

- Upfront: 3 x FY15 normalised EBITDA and;
- Earn out: 1 x FY16 normalised EBITDA

The normalised FY15 EBITDA of WGI was $2,344,868. The consideration is a combination of 1/3 cash and 2/3 equity (escrowed for up to 3 years). The Upfront equity consideration is issued at 35 cents being the 30 day VWAP to 30 June 2015 and the Earn out equity consideration will be issued at the 30 day VWAP to 30 June 2016. Thus total consideration consists of: -

(a) an initial payment at completion of $7,034,604 adjusted in accordance with the terms of the Wild Geese Agreement and payable by way of:

  (1) the issue of 13,399,240 Shares to the Wild Geese Vendors in proportion to their existing shareholding in Wild Geese; and

  (2) a cash payment of $2,344,868 in addition to a working capital payment of $1,606,737, payable to the Wild Geese vendors in proportion to their existing shareholding in Wild Geese; and

(b) an earn out payment equal to the EBITDA of Wild Geese for the 12 months ending 30 June 2016.

Note 1c Business Combinations and acquisitions continued

As at the acquisition date, the fair value of the contingent consideration was estimated to be $2,000,000. Significant unobservable valuation inputs (level 3) are assumed including budgeted EBIT of Wild Geese International Pty Ltd of $2,200,000 and a discount rate of 12%.

As at 30 June 2016, the fair value of the contingent consideration is adjusted to reflect the performance of the business over the last 12 months and a re-measurement gain has been recognised through profit or loss of $627,458.

Innovium Pty Ltd

On 1 July 2015, the Group acquired 100% of the shares in Innovium Pty Ltd, a Registered Training Organisation which delivers a range of programs across project management and business for individuals and corporate clients. The Group acquired Innovium because complements our tertiary education operations. The acquisition has been accounted for using the acquisition method.

The fair value of the identifiable assets and liabilities of Innovium Pty Ltd as at the date of acquisition was:

	Fair value recognised on acquisition $
Assets	
Cash	65,614
Debtors	22,654
Security deposits	20,263
	108,531
Liabilities	
Trade and other payables	60,656
Provisions	13,044
	73,700
Fair value of identifiable net assets	34,831
Goodwill arising from acquisition	490,732
Purchase consideration	**525,563**
Acquisition date fair value of purchase consideration transferred:	
Shares in Site Group International Limited, at fair value	210,563
Contingent consideration	315,000
Total purchase consideration	**525,563**
Net cash acquired with the subsidiary	65,614
Cash paid	-
Net cash inflow	**65,614**

The fair value and gross amount of trade receivables is the same and it is expected that the full contractual amounts can be collected.

Note 1c Business Combinations and acquisitions continued

The goodwill recognised on the acquisition of Innovium is attributed to the expected benefits of combining its existing course offering and management expertise with Site's existing training and assessment infrastructure. It is allocated to the Tertiary Education CGU and none of the recognised goodwill is expected to be deductible for income tax purposes.

From the date of acquisition (1 July 2015), Innovium Pty Ltd has contributed $1,032,963 of revenue and $150,289 of net profit before tax to the Group.

Transaction costs ($7,253) associated with the acquisition of Innovium have been expensed and are included in other expenses in the statement of comprehensive income and are part of operating cash flows in the statement of cash flows.

Pursuant to the agreement, the consideration for the acquisition comprises:

- Upfront: 1 x FY15 EBITDA being $210,563 (Equity);
- Earn out: 1 x FY16 EBITDA (2/3 Equity and 1/3 Cash); and
- Earn out: 0.5 x FY17 EBITDA (2/3 Equity and 1/3 Cash).

The Upfront equity consideration was issued at 35 cents being the 30 day VWAP to 30 June 2016 and the Earn out equity consideration will be issued at the 30 day VWAP to 30 June 2016 and 30 June 2017.

As at the acquisition date, the fair value of the contingent consideration was estimated to be $315,000. Significant unobservable valuation inputs are assumed probability-adjusted EBIT of Innovium Pty Ltd of $350,000 and a discount rate of 12%.

As at 30 June 2016, the fair value of the contingent consideration is adjusted to reflect the performance of the business over the last 12 months and a re-measurement gain has been recognised through profit or loss of $49,717.

TESOL Asia Group

In 2016, the accounting for the acquisition of TESOL Asia Group (TESOL) was finalised. The the total value of goodwill of $2,500,000 was impaired. There was also a reduction in contingent consideration provided for of $2,100,000 which was based on forecast EBITDA results.

Competent Project Management Group

In June 2016, the accounting for the acquisition of Competent Project Management Group (CPM) was finalised. The contingent consideration was reduced by $173,609 in line with the reduction in FY16 EBITDA results.

Captain Cook College

In June 2016, the accounting for the acquisition of Captain Cook College (Captain Cook) was finalised. The contingent consideration was reduced by $424,352 in line with the reduction in FY16 EBITDA results.

Net Cash Flow

Total cash outflows arising from payments for business / subsidiary, net of cash acquired is as follows

Acquisition of Wild Geese International	(1,143,440)
Acquisition of Innovium	65,614
Contingent consideration cash payment (Captain Cook)	(582,648)
Total Net Cash (Outflows)	**(1,660,474)**

Note 2 Parent Company Information

The following information has been extracted from the books and records of the parent, Site Group International Limited, and has been prepared in accordance with the Accounting Standards.

	2016 $	2015 $
Statement of Financial Position		
Assets		
Current assets	22,655,463	21,334,473
Non-current assets	33,712,082	21,752,068
Total Assets	56,367,545	43,086,541
Liabilities		
Current liabilities	9,024,389	668,316
Non-current liabilities	1,637,825	4,914,874
Total liabilities	10,662,214	5,583,190
Net Assets	45,705,331	37,503,351
Equity		
Issued capital	58,820,309	46,902,024
Retained earnings/ (losses)	(14,345,969)	(10,500,792)
Share based payments reserve	1,230,991	1,102,119
Total Equity	45,705,331	37,503,351
Statement of Comprehensive Income		
Total loss of the parent entity	(3,845,173)	(833,788)
Total comprehensive loss of the parent	(3,845,173)	(833,788)

The Parent entity has no commitments to purchase property, plant and equipment and has no contingent liabilities.

Note 3 Revenue and Other Income

	Consolidated Group	
	2016 $	2015 $
Revenue from continuing operations		
Revenue		
Course fees	55,151,909	32,965,665
Placement services	754,545	520,213
Government subsidies received	230,725	113,731
Project income	7,763,122	4,855,788
Other revenue	286,551	544,054
	64,186,852	38,999,451
Other income		
Write back of contingent consideration liability	3,375,136	1,713,325
Interest revenue from:		
— directors	-	-
— other persons	23,227	31,530
Total interest revenue on financial assets not at fair value through profit or loss	23,227	31,530

Note 4 Expenses

	Consolidated Group	
	2016	2015
Employee benefits expense	$	$
Wages and salaries	15,079,178	9,819,484
Superannuation expense	1,257,715	846,870
Payroll tax and workers compensation	1,087,066	495,897
Annual and long service leave	109,504	84,109
Other employment expenses	396,886	268,061
Share-based payment expense	128,870	103,456
	18,059,219	11,617,877
Other expenses		
Legal, accounting and other professional fees	555,395	471,127
Travel & accommodation	1,086,762	1,119,237
Sales and marketing expense	12,847,175	3,464,400
Consultants cost	854,540	858,948
Transaction costs	28,563	77,262
Impairment of intangibles	3,177,175	-
Other	1,196,617	1,001,340
	19,746,227	6,992,314
Finance costs		
Interest expense - third parties	135,186	19,313
Interest expense - related parties	123,066	23,741
Facilities fee	4,795	12,482
	263,047	55,536

Note 5 Interests of Key Management Personnel (KMP)

Refer to the Remuneration Report contained in the Directors' Report for details of the remuneration paid or payable to each member of the Group's key management personnel for the year ended 30 June 2016.

The totals of remuneration paid to KMP of the company and the Group during the year are as follows:

	Consolidated Group	
	2016	2015
	$	$
Short-term employee benefits	1,115,569	1,090,791
Post-employment benefits	49,985	60,973
Other long term benefits	-	-
Share-based payments	406	72,273
	1,165,960	1,158,743

Notes to the Financial Statements for the Year Ended 30 June 2016 continued

Note 6 Auditors' Remuneration

	Consolidated Group	
	2016	2015
	$	$
Remuneration of EY as auditor of the parent entity for:		
— auditing or reviewing the financial report	164,800	145,230
— taxation services	15,920	51,230
	180,720	196,460
Remuneration of other EY auditors of subsidiaries for:		
— auditing or reviewing the financial statements of subsidiaries	28,455	28,796
Remuneration of other auditors of subsidiaries for:		
— auditing or reviewing the financial statements of subsidiaries	7,250	7,000
— taxation services	33,679	16,291
	40,929	23,291

Note 7 Earnings per Share

	Consolidated Group	
	2016	2015
	$	$
a) Earnings used in calculating earnings per share		
For basic and diluted earnings per share:		
Net profit from continuing operations attributable to ordinary equity holders of the parent	9,404,816	1,946,454
Net profit attributable to ordinary equity holders of the parent	9,404,816	1,946,454
b) Weighted average number of shares	No.	No.
Weighted average number of ordinary shares for basic and diluted earnings per share	509,993,668	483,720,276
c) Earnings per share (cents)	1.84	0.40

There are no options outstanding at 30 June 2016 (Nil at 30 June 2015).

Note 8 Cash and Cash Equivalents

	Consolidated Group	
	2016	2015
	$	$
Cash at bank and in hand	2,982,679	2,275,177
	2,982,679	2,275,177

Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as cash and cash equivalents

Notes to the Financial Statements for the Year Ended 30 June 2016 continued

Note 9 Trade and Other Receivables

	Note	Consolidated Group 2016 $	2015 $
CURRENT			
Trade receivables		45,992,100	2,348,352
Provision for impairment	9(a)	(80,219)	(71,036)
		45,911,881	2,277,316
Other receivables		731,019	464,270
Total current trade and other receivables		46,642,900	2,741,586

The significant increase in trade and other receivables is mainly from the difference between scheduled monthly payments for income and the revised monthly income generated from the increase in students in the period.

a) Provision for Impairment of Receivables

Current trade receivables are non-interest bearing and generally on 30-day terms. Non-current trade receivables are assessed for recoverability based on the underlying terms of the contract. A provision for impairment is recognised when there is objective evidence that an individual trade receivable is impaired. These have been included in the other expenses item.

Movement in the provision for impairment of receivables is as follows:

	Consolidated Group 2016 $	2015 $
Opening Balance	71,036	426,753
Charge for the year	34,010	81,420
Amounts written off	(24,827)	(437,137)
Closing Balance	80,219	71,036

At 30 June the ageing analysis of trade receivables is as follows:

Consolidated Group

	Total	0-30 days	31-60 days PDNI*	61-90 days PDNI*	+91 days PDNI*	+91 days CI*
As at 30 June 2016						
Trade receivables	45,992,100	1,820,855	233,623	145,613	43,792,009 (i)	80,219
Other receivables	731,019	552,281	1,353	41,957	135,429	-
Total	46,723,119	2,373,135	234,976	187,570	43,927,438	80,219
As at 30 June 2015						
Trade receivables	2,348,352	877,706	360,151	786,489	252,970	71,036
Other receivables	464,270	439,486	2,829	(115)	22,070	-
Total	2,812,622	1,317,192	362,980	786,374	275,040	71,036

*Past due not impaired (PDNI)
*Considered impaired (CI)

(i) The Group understand that the Australian Government Department of Education and Training (DET) is undertaking an industry wide review of Vet Fee Help providers prior to making the final reconciliation payment for the 2015 calendar year. The Group has no indication of any material issues with the claims by the company and expect to receive full payment for outstanding claims in the coming months. The total balance receivable from DET is $43,630,939.

Note 9 Trade and Other Receivables continued

b) Financial Assets Classified as loans and receivables
See Note 27 for a discussion about the financial assets classification of trade and other receivables.

c) Related party receivables
For terms and conditions of related party receivables refer to note 26.

d) Fair value and credit risk
Due to the short-term nature of these receivables, their carrying value is assumed to approximate their fair value. The maximum exposure to credit risk is the fair value of receivables. Collateral is not held as security, nor is it the Group's policy to transfer (on-sell) receivables to special purpose entities.

At 30 June 2016, Group Receivables included one customer that owed $43,630,939. The Group as assessed its credit risk with the said customer and consider exposure to be low. Refer to note 9 (a).

e) Foreign exchange and interest rate risk
Detail regarding foreign exchange and interest rate risk exposure is disclosed in note 27.

Note 10 Inventory

	Consolidated Group	
	2016 $	2015 $
CURRENT		
Finished goods at cost	47,524	41,342
Total inventories at the lower of cost and net realisable value	47,524	41,342

Note 11 Controlled Entities

	Country of Incorporation	Percentage Owned (%)*	
		2016	2015
Subsidiaries of Site Group International Limited:			
Site Group Holdings Pty Ltd	Australia	100%	100%
Site Education Australia Pty Ltd	Australia	100%	100%
Site WorkReady Pty Ltd	Australia	100%	100%
Study Corp Australia Pty Ltd (*Formerly Site Labourhire Pty Ltd*)	Australia	100%	100%
Site Skills Group Pty Ltd	Australia	100%	100%
Site Skills Academy Pty Ltd	Australia	100%	100%
Site WorkReady (Philippines) Pty Ltd	Australia	100%	100%
Axis Training Group Pty Ltd	Australia	100%	100%
Romea Consulting Pty Ltd	Australia	100%	100%
Site Group international Pte Ltd	Singapore	100%	100%
Competent Project Management Sdn Bhd	Malaysia	100%	100%
Productivity Partners Pty Ltd	Australia	100%	100%
Wild Geese International Pty Ltd	Australia	100%	0%
Innovium Pty Ltd	Australia	100%	0%

* Percentage of voting power is in proportion to ownership

Note 12 Property, Plant and Equipment

	Consolidated Group 2016 $	Consolidated Group 2015 $
Plant and equipment		
Leasehold improvements		
At cost	8,778,935	7,295,176
Accumulated depreciation	(1,650,614)	(1,300,677)
Net carrying amount - leasehold improvements	7,128,321	5,994,499
Capital works in progress		
At cost	160,440	1,346,166
Computer equipment		
At cost	1,119,811	878,350
Accumulated depreciation	(726,630)	(482,033)
Net carrying amount - computers	393,181	396,317
Furniture and fittings		
At cost	4,065,924	4,110,017
Accumulated depreciation	(2,848,523)	(2,749,171)
Net carrying amount - furniture and fittings	1,217,401	1,360,846
Vehicles		
At cost	606,516	569,670
Accumulated depreciation	(369,006)	(263,457)
Net carrying amount - vehicles	237,510	306,213
Total property, plant and equipment	9,136,853	9,404,041

a) Movements in Carrying Amounts

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

	Leasehold Improvements $	Capital Works in Progress $	Computers $	Furniture & Fittings $	Vehicles $	Total $
Consolidated Group:						
Balance at 30 June 2014	5,281,463	784,700	146,582	1,274,878	207,007	7,694,630
Additions	167,246	526,702	407,052	597,722	204,450	1,903,172
Transfers - in (out)	-	-	-	-	-	-
Disposals	-	-	-	(374)	-	(374)
Depreciation expense	(312,779)	-	(158,147)	(588,238)	(73,360)	(1,132,524)
Exchange rate differences	858,569	34,764	830	76,858	(31,884)	939,137
Balance at 30 June 2015	5,994,499	1,346,166	396,317	1,360,846	306,213	9,404,041
Additions	5,583	826,706	133,039	131,734	38,013	1,135,075
Acquisition of Subsidiaries	-	-	14,978	-	-	14,978
Transfers - in (out)	1,485,389	(2,012,432)	76,226	284,320	-	(166,497)
Disposals	(2,062)	-	(3,994)	(43,408)	-	(49,464)
Depreciation expense	(354,519)	-	(223,773)	(555,310)	(105,982)	(1,239,584)
Exchange rate differences	(569)	-	388	39,219	(734)	38,304
Balance at 30 June 2016	7,128,321	160,440	393,181	1,217,401	237,510	9,136,853

Note 13 Intangible Assets

	Consolidated Group	
	2016	2015
	$	$
(i) Current		
Pre-paid service and employment services		
Cost	-	54,150
Total current intangible assets	-	54,150
(ii) Non-Current		
Goodwill		
Net carrying value	27,084,527	21,906,099
Training licences and course material		
Cost	2,535,284	2,381,504
Accumulated amortisation	(1,514,426)	(1,011,040)
Net carrying value	1,020,858	1,370,464
Licences		
Cost	923,000	923,000
Accumulated amortisation	(92,300)	(46,150)
Net carrying value	830,700	876,850
Customer contracts		
Cost	1,615,542	243,000
Accumulated amortisation	(909,667)	(189,000)
Net carrying value	705,875	54,000
Brand		
Net carrying value	133,000	73,000
Software development		
Cost	876,598	489,813
Accumulated amortisation	(349,844)	(13,676)
Net carrying value	526,754	476,137
Total non-current intangible assets	30,301,714	24,756,550
Total intangible assets	30,301,714	24,810,700

Notes to the Financial Statements for the Year Ended 30 June 2016 continued

Note 13 Intangible Assets continued

(a) Reconciliation of carrying amounts at the beginning and end of the period

Movements in carrying amount for each class of intangible asset between the beginning and the end of the current financial year.

	Goodwill	Training Licences Courses*	Employment & Service Contracts	Licences	Customer Contracts**	Brand***	Software Development	Total
	$	$	$	$	$	$	$	$
Consolidated Group:								
Balance at 30 June 2014	21,855,615	1,348,128	216,600	923,000	216,000	73,000	-	24,632,343
Additions	-	418,965	-	-	-	-	489,813	908,778
Acquisition of subsidiaries	-	-	-	-	-	-	-	-
Amortisation expense	-	(399,723)	(162,450)	(46,150)	(162,000)	-	(13,676)	(783,999)
Impairments	-	-	-	-	-	-	-	-
Exchange rate differences	50,484	3,094	-	-	-	-	-	53,578
Balance at 30 June 2015	21,906,099	1,370,464	54,150	876,850	54,000	73,000	476,137	24,810,700
Additions	-	82,386	-	-	-	-	156,791	239,177
Transfers in	-	50,803	-	-	-	-	115,695	166,497
Acquisition of subsidiaries	7,728,145	-	-	-	2,000,000	60,000	72,213	9,860,358
Impairments****	(2,549,717)	-	-	-	(627,458)	-	-	(3,177,175)
Amortisation expense	-	(500,716)	(54,150)	(46,150)	(720,667)	-	(294,081)	(1,615,763)
Exchange rate differences	-	17,920	-	-	-	-	-	17,920
Balance at 30 June 2016	27,084,527	1,020,857	-	830,700	705,875	133,000	526,755	30,301,714

**The remaining life of training licenses courses ranges from 6 months to 5 years*
***The remaining life of Customer contracts is 2 years*
**** Total brand value relates to tertiary education CGU and energy services CGU*
*****Impairments relate to tertiary education CGU ($49,717), the TESOL CGU $2,500,000 and energy services CGU ($627,458) (refer note 4)*

b) Impairment

An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. Recoverable amount is the higher of an asset's fair value less costs to sell and value in use.

The recoverable amount of goodwill and brand name is determined based on value-in-use calculations. Value-in-use is calculated based on the present value of future cash flow projections over a five-year period including a terminal value calculation where applicable. The growth rate used in the value in use calculation for the energy services CGU and the tertiary education CGU was 0% (2015: 0%) and the post-tax discount rate was 11.65% (2015: 11.65%). The value in use calculations have been based on budgets for each reporting segment. The balance of goodwill and brand name is allocated to the respective Cash Generating Units as per Note 1c. The terminal growth rate applied is 0% (2015: 0%).

The calculation of value in use for the CGU's is most sensitive to the gross margins and the FY2016 growth rates.

Gross Margins
Gross margins are assumed to be maintained at historical levels. The Gross margin was 34% for the energy services CGU and 37% for the tertiary education CGU.

A decrease in demand can lead to a decline in the gross margin. A decrease in the gross margin to 27% would result in an impairment to the energy services CGU. A decrease in the gross margin to 28% would result in an impairment to the tertiary education CGU.

Notes to the Financial Statements for the Year Ended 30 June 2016 continued

Note 13 Intangible Assets continued

Discount Rates

The discount rate calculation is based on the specific circumstances of the group and its operating segments and is derived from its weighted average cost of capital (WACC). A rise in the discount rate to 22.12% would result in an impairment to the energy services CGU. A rise in the discount rate to 41.18% would result in an impairment to the tertiary education CGU.

CGU	Tertiary		Energy		Site Skills Training (Domestic)		Tesol Asia Group	
	2016	2015	2016	2015	2016	2015	2016	2015
Carrying amount of goodwill	15,586,099	15,145,084	11,301,393	4,063,980	197,035	197,035	-	2,500,000

As a result of the impairment analysis management has recognised an impairment charge of $2,549,717 against goodwill and $627,458 against customer contracts. The impairment against customer contracts was due to the reduction in the contract subsequent to the acquisition. The impairment charge is recorded in other expenses.

Note 14 Other Financial Assets

	Consolidated Group	
	2016 $	2015 $
Non-current financial assets		
Investments - Philippine treasury bills	107,070	119,868
	107,070	119,868

Note 15 Trade and Other Payables

	Consolidated Group	
	2016 $	2015 $
Unsecured liabilities		
Trade payables	5,935,248	1,189,526
Amounts payable to:		
— Employee related payables	462,980	288,393
— Unearned income	20,659,866	1,070,889
— Accruals	2,203,124	1,119,188
— Other payables	80,842	66,795
Total trade and other payables	29,342,060	3,734,791

The significant increase in trade and other payables is mainly due to increased student level and the unearned income recognised on revenue apportioned over the time of delivery of the course.

(a) Fair value

Due to the short-term nature of these payables, their carrying value is assumed to approximate their fair value.

(b) Related party payables

For terms and conditions relating to related party payables refer to note 26.

(c) Interest rate, foreign exchange and liquidity risk

Information regarding interest rate, foreign exchange and liquidity risk exposure is set out in note 27.

Note 16 Interest Bearing Debt

Current financial liabilities

	Consolidated Group 2016 $	Consolidated Group 2015 $
Finance lease liability due within 12 months	87,649	54,621
Unsecured related party loans due within 12 months	2,673,066	-
Unsecured loans due within 12 months	2,749,519	33,704
	5,510,234	88,325

Refer to note 26(d) for details of the related party debt facility.

Non-current financial liabilities

	Consolidated Group 2016 $	Consolidated Group 2015 $
Finance lease liability	67,199	87,320
Unsecured loan	27,585	64,964
	94,784	152,284

Note 17 Taxation

	Consolidated Group 2016 $	Consolidated Group 2015 $
a) Income tax expense		
The major components of income tax expense are:		
Statement of comprehensive income		
Current income tax		
Current income tax charge	1,982,562	182,590
Adjustments in respect of current income tax of previous years	(50,858)	(13,819)
Deferred income tax		
Relating to origination and reversal of timing differences	(1,149,274)	(55,523)
Income tax expense / (benefit) reported in the statement of comprehensive income	782,430	113,248
b) Numerical reconciliation between aggregate tax expense		
A reconciliation between tax expense and the product of accounting		
Accounting profit/(loss) before tax from continuing operations	10,187,246	2,059,702
At the parent entity's statutory income tax rate of 30% (2015 - 30%)	3,056,174	617,911
Non assessable income result of overseas subsidiaries	742,426	217,781
Non-assessable income	(997,817)	0
Non-deductible expenses	521,150	126,973
Utilisation of previously unrecognised tax losses	(2,258,191)	(439,843)
Adjustments in respect of current income tax of previous years	(50,858)	(13,819)
Impairment of goodwill	764,915	0
Contingent consideration remeasurement	(1,012,541)	(578,345)
Tax recognised on profit in overseas subsidiary at local tax rate	17,175	182,590
	782,430	113,248
Aggregate income tax expenses attributed to: Continuing operations	782,430	113,248
	782,430	113,248

Note 17 Taxation continued

c) Deferred tax

	Consolidated statement of financial position		Consolidated statement of profit or loss	
	2016	2015	2016	2015
	$	$	$	$
Accrued expenses	509,927	-	(509,927)	-
Superannuation payable	39,172	-	(39,172)	-
Provision for leave balance	150,922	-	(150,922)	-
Provision for impairment of receivables	24,066	-	(24,066)	-
Customer contracts	(212,093)	(23,435)	(411,343)	(41,678)
Licences	(249,210)	(263,055)	(13,845)	(13,845)
Deferred tax expense (benefit)			**(1,149,274)**	**(55,523)**
Net deferred tax assets/(liabilities)	**262,784**	**(286,490)**		
Reflected in the statement of financial position as follows:				
Deferred tax assets	724,087	-		
Deferred tax liabilities	(461,303)	(286,490)		
Deferred tax assets, net	**262,784**	**(286,490)**		

Reconciliation of deferred tax asset /(liabilities) net	2016 $	2015 $
As of 1 July	(286,490)	(342,013)
Tax income /(expense) during the period recognised in profit or loss	1,149,274	55,523
Deferred taxes acquired in business combinations	(600,000)	-
As at 30 June	262,784	(286,490)

Notes to the Financial Statements for the Year Ended 30 June 2016 continued

Note 18 Provisions

	Consolidated Group 2016 $	Consolidated Group 2015 $
Current		
Employee - annual leave	489,462	379,733
Other	35,194	22,773
	524,656	402,506

(a) Movement in provisions

Movements in provisions other than those relating to annual leave, are set out below:

	13th Month Pay provision $	Total $
At 1 July 2014	14,886	14,886
Arising during the year	22,773	22,773
Utilised	(14,886)	(14,886)
At 30 June 2015	22,773	22,773
Arising during the year	35,194	35,194
Utilised	(22,773)	(22,773)
At 30 June 2016	35,194	35,194

The Extra month pay provision relates to staff obligation in the Philippines.

	Consolidated Group 2016 $	Consolidated Group 2015 $
Non-current		
Provision for pension liability	102,701	57,121
Provision for long service leave	13,612	12,477
Provision for lease rental incentive	2,182,390	2,015,795
	2,298,703	2,085,393

(b) Movement in provisions

Movements in provisions are set out below:

	Lease Rental $	Pension Liability $	Long Service Leave $	Total $
At 1 July 2014	1,546,941	42,302	19,949	1,609,192
Arising during the year	468,854	14,819	-	483,673
Acquistion of subsidiaries	-	-	-	-
Utilised/provision released	-	-	(7,472)	(7,472)
At 30 June 2015	2,015,795	57,121	12,477	2,085,393
Arised during the year	-	45,580	-	45,580
Acquistion of subsidiaries	166,595	-	-	166,595
Utilised/provision released	-	-	1,135	1,135
At 30 June 2016	2,182,390	102,701	13,612	2,298,703

The company has an obligation in the Philippines to provide for the retirement obligations of staff after 5 years of service should that person reach retirement age.

Note 18 Provisions continued

(c) Analysis of Total Provisions

	Consolidated Group 2016 $	Consolidated Group 2015 $
Current	524,656	402,506
Non-current	2,298,703	2,085,393
	2,823,359	2,487,899

(d) Lease Rental Incentive

The lease of the Clark Facility included a three year rent free period which concluded in October 2012. The lease agreement is for a period of 25 years with an option to renew for another 25 years. The agreement includes an escalation in lease payments of ten per cent, compounded on every increase, starting on the fourth year and every three years thereafter.

Note 19 Contingent Consideration Liability

	Consolidated Group 2016 $	Consolidated Group 2015 $
Current		
Payable in equity	1,091,883	3,478,648
Payable in cash	545,942	1,436,226
	1,637,825	4,914,874
Non-current		
Payable in equity	-	1,000,000
Payable in cash	-	-
	-	1,000,000

Contingent consideration arises due to the earn-out components of acquisitions completed during the year. Refer Note 1c.

Fair value

These payables are carried at their fair value.

Movement in contingent consideration	**$**
Current	
At 1 July 2015	4,914,874
Earn out consideration - Captain Cook	(3,884,326)
Earn out consideration - CPM	(432,587)
Write back to other income	(1,597,961)
Transfer from non-current - Tesol	1,000,000
Earn out payable - Wild Geese	2,000,000
Earn out payable - Innovium	315,000
Write back to other income – Wild Geese and Innovium	(677,175)
At 30 June 2016	1,637,825
Non-current	
At 1 July 2015	1,000,000
Transfer to current - Tesol	(1,000,000)
At 30 June 2016	-

Note 20 Issued Capital

	Consolidated Group 2016 $	Consolidated Group 2015 $
521,676,229 fully paid ordinary shares; 1,116,000 partly paid ordinary shares (2015: 484,824,119)	71,442,950	59,446,425
Cost of capital raising	(2,149,919)	(2,071,679)
	69,293,031	57,374,746

(a) Ordinary Shares

	No. Shares	$
30 June 2014 share capital	479,633,405	54,138,077
Share issue - 22 July 2014	3,010,714	432,200
Share issue - 22 July 2014	250,000	-
Share issue - 2 December 2014	1,255,000	-
Share issue - 2 December 2014	475,000	-
Share issue - 27 May 2015	200,000	-
Payments received under exercise of employee share plan	-	40,000
Transaction costs relating to capital raising	-	(16,398)
Recognition of contingent consideration on acquisition	-	2,780,867
30 June 2015 share capital	484,824,119	57,374,746
Share issue - 1 July 2015	5,714,286	2,000,000
Share issue - 10 July 2015	601,609	210,563
Share issue - 22 September 2015	382,973	-
Share issue - 19 October 2015	7,684,954	2,689,736
Share issue - 25 November 2015	10,805,033	3,025,409
Share issue - 3 December 2015	2,499,999	700,000
Share buy back - 8 December 2015	(200,000)	-
Share buy back - 21 December 2015	(2,615,000)	-
Share issue - 21 December 2015	884,285	247,600
Share issue - 21 December 2015	1,235,964	432,587
Share issue - 21 December 2015	7,398,719	2,589,551
Share issue - 30 December 2015	3,575,288	1,001,080
Write back of TESOL acquistion share issue	-	(1,100,000)
Payments received under exercise of employee share plan	-	200,000
Transaction costs relating to capital raising	-	(78,240)
30 June 2016 share capital	522,792,229	69,293,031

- On 22 July 2014, the company issued 3,010,714 shares as payment for advisor services at $0.14 per share.
- On 22 July 2014, the company issued 250,000 sign on bonus shares at no cost to employee in lieu of cash based remuneration and allowing management to participate in the growth of Site Group International Limited as shareholders.
- On 2 December 2014, 1,255,000 shares were issued under the Employee Share Plan. For accounting purposes, the nature of the share plan results in the shares being valued as if they were options. The issue price of $0.20 per share will not be received or recorded until the conditions of issue are satisfied.

Note 20 Issued Capital continued

- On 2 December 2014, the company issued 475,000 sign on shares at no cost to employee in lieu of cash based remuneration and allowing management to participate in the growth of Site Group International Limited as shareholders.
- On 27 May 2015, 200,000 shares were issued under the Employee Share Plan. For accounting purposes, the nature of the share plan results in the shares being valued as if they were options. The issue price of $0.20 per share will not be received or recorded until the conditions of issue are satisfied.
- On 6 June 2015 the company received payment for the release of shares under the employee share scheme
- On 30 June 2015 the company recognised the value of the shares issued that formed part of contingent consideration on acquisition of Competent Project Management.
- On 1 July 2015, under the terms of the acquisition agreement for Wild Geese International Pty Ltd, the company issued 5,714,286 shares to the vendor shareholder at the issue share price of $0.35 per share.
- On 10 July 2015, under the terms of the acquisition agreement for Innovium Pty Ltd, the company issued 601,609 shares to the vendor shareholder at the issue share price of $0.35 per share.
- On 27 August 2015 the company received payment for the release of shares under the employee share scheme
- On 22 September 2015, the company issued 382,973 bonus shares at no cost to an employee in lieu of cash based remuneration, allowing management to participate in the growth of Site Group International Limited as shareholders.
- On 29 September 2015 the company received payment for the release of shares under the employee share scheme
- On 19 October 2015, under the terms of the acquisition agreement for Wild Geese International Pty Ltd, the company issued 7,684,954 shares to the vendor shareholder at the issue share price of $0.35 per share.
- On 25 November 2015, the company completed the issue of 10,805,033 shares under a private placement of shares at $0.28 per share.
- On 3 December 2015, the company completed the issue of 2,499,999 shares under a private placement of shares at $0.28 per share.
- On 3 December 2015 and 8 December 2015, the company completed a buy-back of shares issued under the Employee Share Plan and sign on shares forfeited by employees when they resigned from the group.
- On 21 December 2015, the company completed a buy-back of shares issued under the Employee Share Plan and sign on shares forfeited by employees when they resigned from the group.
- On 21 December 2015, the company completed the issue of 884,285 shares under a private placement of shares at $0.28 per share.
- On 21 December 2015, under the terms of the acquisition agreement for Competent Project Management Pte Ltd, the company issued 1,235,964 shares to the vendor shareholder at the issue share price of $0.35 per share.
- On 21 December 2015, under the terms of the acquisition agreement for Productivity Partners Pty Ltd t/a Captain Cook College, the company issued 7,398,719 shares to the vendor shareholder at the issue share price of $0.35 per share.
- On 30 December 2015, the company completed the issue of 3,575,288 shares under a private placement of shares at $0.28 per share.
- On 30 June 2016, the company wrote back for accounting purposes 7,857,143 shares issued at $0.14 in relation to TESOL Asia Group not achieving its milestone incentive.

Note 20 Issued Capital continued

b) Options

i. For information relating to the Site Group International Limited employee option plan, including details of options issued, exercised and lapsed during the financial year and the options outstanding at year-end. Refer to Note 24: Share-based Payments.
ii. No options were issued to key management personnel during the financial year.

c) Capital Management

Management control the capital of the Group in order to ensure that the Group can fund its operations and continue as a going concern. There are no externally imposed capital requirements. Management effectively manages the Group’s capital by assessing the Group's financial risks and adjusting its capital structure in response to changes in these risks and in the market.

During 2016, management have not paid any dividends. Furthermore, management does not intend to pay any dividends whilst the group is in the start-up phase.

Note 21 Capital and Leasing Commitments

	Consolidated Group	
	2016	2015
	$	$
(a) Operating Lease Commitments		
Non-cancellable operating leases contracted for but not capitalised		
Payable — minimum lease payments		
not later than 12 months	1,926,179	2,311,137
between 12 months and 5 years	3,228,554	3,874,916
greater than 5 years	7,083,530	7,577,730
	12,238,263	13,763,783

The group has an operation through a subsidiary located in the Philippines. On October 30 2009 the subsidiary entered into a lease agreement covering a parcel of land where its office and education facilities are located. The lease agreement is for a period of 25 years with an option to renew for another 25 years. The agreement includes an escalation in lease payments of ten per cent, compounded on every increase, starting on the fourth year and every three years thereafter.

In 2016 the Group has entered into a four-year commercial lease for the head office location. This lease has a life of four years with a renewal option included in the contract, there are no restrictions placed upon the lessee by entering into these leases. In addition, the Group has entered into leases for training facilities at Belmont (Perth) for five years, Gladstone for five years, Landsborough for five years and Darwin for twelve months with continuing options to renew. Captain Cook has 1 year leases for premises at Chermside. Competent Project Management has a two-year lease at Johor in Malaysia. All of the leases grant options for renewal at expiration of the current lease.

(b) Finance Lease

The group entered into finance leases for the acquisition of motor vehicles during the year. These leases have renewal terms but no purchase options or escalation clauses. Future minimum lease payments under the finance lease together with the present value of the net minimum lease payments are as follows:

Note 21 Capital and Leasing Commitments continued

	2016		2015	
	Minimum Payments	Present Value of payments	Minimum Payments	Present Value of payments
	$	$	$	$
Payable — lease payments				
not later than 12 months	96,098	87,649	66,571	54,621
between 12 months and 5 years	69,950	67,199	90,953	87,320
greater than 5 years	-	-	-	-
	166,048	154,848	157,524	141,941

Note 22 Operating Segments

For management purposes Site Group International Limited has organised its business into four separate units based on the products and services offered – the Chief Operating Decision Makers ("CODM"), being the Directors and Executive Management of the company, review the results on this basis.

The four reportable business segments of the Group are:

- **Site Skills Training - Domestic** which delivers vocational training and assessment services through five training facilities located at Perth, Gladstone, Darwin, Landsborough and Logan. At these locations our experienced team assesses, up-skills and trains industry experienced candidates in the mining and processing, oil and gas, construction, camp services, hospitality and logistic sectors.

- **Site Skills Training - International** operates a 300,000m^2 facility at Clark Freeport Zone in the Philippines allowing the company to deliver Australian standard training in a low cost and controlled environment. This facility has the capacity to complete large scale residential training programs customised to meet client specific requirements. This division also incorporates Site WorkReady being the recruitment and assessment division for international clients. A facility in PNG is also being established with a consortium of the Enga Children's Fund and Orion group.

- **Energy Services** refers to the establishment of specialised energy training and services delivered to the Oil and Gas industry.

- **Tertiary Education** delivers Diploma level courses at an expanding number of campuses around Australia through complementary brands being Captain Cook College and Site Institute.

The CODM monitors the operating results of its business units separately for the purposes of making decisions about resource allocation and performance assessment. Segment performance is evaluated based on operating profit/loss consistent with the operating profit/loss in the consolidated financial statements. Group financing and corporate overheads are managed on a group basis and not allocated to operating segments. Transfer prices between the operating segments are on an arm's length basis in a manner similar to transactions with third parties.

Note 22 Operating Segments continued

The following is an analysis of the revenue and results for the period, analysed by reportable operating unit:

Year ended 30 June 2016

	Site Skills Training (Domestic)	Site Skills Training (International)	Energy Services	Tertiary Education	Total Segments	Corporate and Eliminations	Total
	$	$	$	$	$	$	$
Revenue							
Sales revenue - external customer	9,872,359	3,758,718	7,972,060	42,583,715	64,186,852	-	64,186,852
Sales revenue - inter-segment	-	896,649	-	-	896,649	(896,649)	-
Total segment revenue	9,872,359	4,655,367	7,972,060	42,583,715	65,083,501	(896,649)	64,186,852
Segment net operating profit/ (loss) after tax	**(1,524,510)**	**(2,933,160)**	**97,544**	**16,978,492**	**12,618,366**	**(3,213,550)**	**9,404,816**
Interest revenue	-	5,936	4,536	1,180	11,652	11,575	23,227
Interest expense	(5,184)	(10,901)	(38)	(4,237)	(20,360)	(242,687)	(263,047)
Depreciation and amortisation	(934,286)	(531,857)	(1,109,931)	(174,520)	(2,750,594)	(104,752)	(2,855,346)
Income tax expense	-	-	455,277	(1,237,707)	(782,430)	-	(782,430)
EBITDA	**(585,040)**	**(2,396,338)**	**747,700**	**18,393,776**	**16,160,098**	**(2,877,686)**	**13,282,412**
Segment assets	3,673,339	8,481,713	14,186,508	62,700,048	89,041,608	1,523,403	90,565,011
Segment liabilities	1,710,426	3,312,365	2,034,025	23,481,756	30,538,572	10,679,457	41,218,029
Capital expenditure	358,924	830,083	15,632	100,293	1,304,932	69,320	1,374,252

Year ended 30 June 2015

	Site Skills Training (Domestic)	Site Skills Training (International)	Energy Services	Tertiary Education	Total Segments	Corporate and Eliminations	Total
	$	$	$	$	$	$	$
Revenue							
Sales revenue - external customer	10,424,775	4,349,012	4,504,106	19,532,228	38,810,121	189,330	38,999,451
Sales revenue - inter-segment	-	6,163	-	-	6,163	(6,163)	-
Total segment revenue	10,424,775	4,355,175	4,504,106	19,532,228	38,816,284	183,167	38,999,451
Segment net operating profit/ (loss) after tax	**(167,043)**	**(1,110,291)**	**147,845**	**3,905,607**	**2,776,118**	**(829,664)**	**1,946,454**
Interest revenue	-	6,119	51	6,906	13,076	18,454	31,530
Interest expense	(7,074)	(2,652)	(78)	(2,802)	(12,606)	(42,930)	(55,536)
Depreciation and amortisation	(638,784)	(534,185)	(434,122)	(118,147)	(1,725,238)	(191,285)	(1,916,523)
Income tax expense	-	(7,463)	(126,526)	20,741	(113,248)	-	(113,248)
EBITDA	**478,815**	**(572,110)**	**708,520**	**3,998,909**	**4,614,134**	**(613,903)**	**4,000,231**
Segment assets	3,536,602	8,643,282	6,954,553	17,907,556	37,041,993	3,385,436	40,427,429
Segment liabilities	774,737	2,822,635	268,566	2,081,588	5,947,526	6,600,436	12,547,962
Capital expenditure	600,407	1,294,838	435,446	416,022	2,746,713	65,237	2,811,950

Notes to the Financial Statements for the Year Ended 30 June 2016 continued

Note 22 Operating Segments continued

	Consolidated Group 2016 $	Consolidated Group 2015 $
Reconciliation of loss		
Segment profit/(loss)	12,618,366	2,776,118
Inter-company management fees	1,668,000	520,000
Other income	-	189,330
Head office occupancy costs	(175,247)	(181,917)
Corporate employee benefits including Directors costs	(2,905,219)	(1,315,052)
Legal accounting and other professional fees	(299,540)	(301,693)
Travel costs	(370,437)	(359,385)
Other corporate costs	(1,131,107)	619,053
Group Profit /(Loss)	9,404,816	1,946,454
Reconciliation of assets		
Segment operating assets	89,041,608	37,041,993
Cash at bank	35,104	146,755
Security deposits	398,798	398,815
Intangibles	198,293	2,751,185
Other assets	891,208	88,681
Group operating assets	90,565,011	40,427,429
Reconciliation of liabilities		
Segment operating liabilities	30,538,572	5,947,526
Corporate trade payables	1,469,755	594,841
Contingent consideration liability	1,637,825	5,914,874
Interest bearing debt	5,385,486	-
Current tax liabilities	1,982,562	-
Other liabilities	203,829	90,721
Group operating liabilities	41,218,029	12,547,962

The following is an analysis of the revenue and results for the period, analysed by reportable geographical location:

Year ended 30 June 2016

	Australia $	Asia $	Corporate and Eliminations $	Total $
Revenue				
Sales revenue - external	57,263,485	6,923,367	-	64,186,852
Sales revenue - inter segment	-	896,649	(896,649)	-
Total segment revenue	57,263,485	7,820,016	(896,649)	64,186,852
Segment net operating profit/ (loss) after tax	16,139,333	(3,520,967)	(3,213,550)	9,404,816
Non-current assets	27,336,769	11,871,501	1,017,430	40,225,700

Note 22 Operating Segments continued

Year ended 30 June 2015

	Australia	Asia	Corporate and Eliminations	Total
	$	$	$	$
Revenue				
Sales revenue - external	30,850,853	7,959,268	189,330	38,999,451
Sales revenue - inter segment	-	6,163	(6,163)	-
Total segment revenue	30,850,853	7,965,431	183,167	38,999,451
Segment net operating profit/ (loss) after tax	3,242,368	(466,250)	(829,664)	1,946,454
Non-current assets	20,028,761	11,927,692	2,987,103	34,943,556

Note 23 Cash Flow Information

	Consolidated Group 2016	Consolidated Group 2015
	$	$
Reconciliation of net profit after tax to net cash flows from operations		
Profit after income tax expense	9,404,816	1,946,454
Non cash items		
Depreciation and amortisation	2,855,346	1,916,523
Foreign exchange (gain)/ loss	168,299	(370,921)
Share based payments expense	128,870	103,456
Impairment for non current assets	3,177,175	(355,715)
Write back of contingent consideration liability	(3,375,136)	(1,713,325)
Net (profit)/loss on sale of PPE	34,918	(39,384)
	12,394,288	1,487,088
Change in assets and liabilities		
(Increase)/Decrease in receivables	(44,294,548)	596,307
(Increase)/Decrease in inventory	(6,182)	13,947
Increase/(Decrease) in payables and accruals	25,607,269	(100,950)
Increase/(Decrease) in provisions	335,460	576,293
Other Working Capital Movements	1,128,439	(98,180)
Net cash from / (used in) operating activities	(4,835,274)	2,474,505

Notes to the Financial Statements for the Year Ended 30 June 2016 continued

Note 24 Share Based Payments

(a) Recognised share-based payment expenses

The expense recognised for services received during the year is shown in the table below:

	Consolidated Group 2016 $	Consolidated Group 2015 $
Share options expense		
Expense/(write back) arising from equity-settled share-based payments	-	(76,350)
Employee services		
Expense arising from the amortisation of employee sign on and bonus shares	17,282	37,610
Expense arising form the amortisation of employee milestone shares	-	-
Expense arising from the amortisation of the employee share plan	111,588	142,196
Total expense arising from share based payment transactions	128,870	103,456

In November 2011 the Shareholders approved the establishment of an Employee Share Plan that would enable employees, directors and eligible associates to subscribe for shares in the company. Under the terms of the plan an eligible person is offered shares in the company at a price determined by the board ($0.20 per share) with a corresponding interest free loan to assist the person to subscribe for the shares. The shares are escrowed in two tranches with 50% being escrowed for 12 months and 50% being escrowed for 24 months. To be able to access the shares the person must continue to be an employee, associate or director at the time the shares are released from escrow. The loan from the company must be repaid prior to the shares being sold or transferred by the employee.

Employee Share plan	Issued 9 May 2012		Issued 6 September 2013		Issued 30 October 2014	
	Tranche 1 Escrowed for 12 Months	Tranche 2 Escrowed for 24 Months	Tranche 1 Escrowed for 12 Months	Tranche 2 Escrowed for 24 Months	Tranche 1 Escrowed for 12 Months	Tranche 2 Escrowed for 24 Months
Number of shares issued	3,015,000	3,015,000	2,475,000	2,475,000	627,500	627,500
Fair Value	$78,147	$133,483	$16,910	$39,886	$13,364	$22,728
Price paid per share	$0.20	$0.20	$0.20	$0.20	$0.20	$0.20
Discount to market price at time of issue	-	-	-	-	-	-
Market price of shares at grant date	$0.16	$0.16	$0.12	$0.12	$0.16	$0.16
Expected volatility	52.25%	52.25%	52.25%	52.25%	52.25%	52.25%
Risk free interest rate	3.75%	3.75%	3.75%	3.75%	2.6%	2.6%
Dividend yield	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Escrow period of shares	12 months	24 months	12 months	24 months	12 months	24 months

Notes to the Financial Statements for the Year Ended 30 June 2016 continued

Note 24 Share Based Payments continued

(b) Share Option Plan (SOP)

There were no employee options outstanding at 30 June 2016. All options expired on 26 November 2013.

Note 25 Events after the Reporting Period

Other than as disclosed elsewhere in this report, there have been no significant events after balance date.

Note 26 Related Party Transactions

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

i. **Entities exercising control over the Group:**
The ultimate parent entity, which exercises control over the group, is Site Group International Ltd which is incorporated in Australia.

ii. **Key Management Personnel:**
Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity are considered key management personnel.
For details of disclosures relating to key management personnel, refer to Note 5: Interests of Key Management Personnel.

(b) Transactions with related parties:

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

(c) Amounts outstanding from related parties

As disclosed in the remuneration report, Directors and Key Management Personnel participate in the employee share plan whereby they are offered shares in the company with a corresponding interest free loan. The loan from the company must be repaid prior to the shares being sold or transferred by the employee. The below table details the director and Key Management Personnel participation:

Name	Shares Issued*	Share Issue Price	Total Value	Loan from Company
Vern Wills	2,000,000	$0.20	400,000	400,000
Darryl Somerville	1,000,000	$0.20	200,000	200,000
Nicasio Alcantara	1,000,000	$0.20	200,000	200,000
Craig Dawson	1,000,000	$0.20	200,000	200,000
Blake Wills	500,000	$0.20	100,000	100,000

Note 26 Related Party Transactions continued

(d) Amounts payable to related parties

	Consolidated Group 2016 $	Consolidated Group 2015 $
Interest bearing loan – Wayburn Holdings Pty Ltd	2,464,308	-
Interest bearing loan – Non-Executive Directors	208,758	-
Interest paid for the period – Wayburn Holdings Pty Ltd	114,308	23,741
Interest paid for the period – Non-Executive Directors	8,758	-

On 3rd May 2012 Wayburn Holdings Pty Ltd, a company associated with Managing Director and CEO Mr Vernon Wills established an unsecured loan facility for $2.0 million. The interest rate of 7.0% per annum on the drawn component calculated and credited monthly. The facility was for a 12-month term and was repaid by the company prior to 30 June 2013. On 26 August 2013, the company renewed this facility on the same terms for a 12-month term to 31 August 2014 and then on to 31 August 2015 with an increase to the facility to $4 million.

In 3 months ended 31 December 2015 the company drew down $2.35 million from the loan facility. Interest charged on the loan was $114,308 to 30 June 2016 (to 30 June 2015: $23,741). On 17 February 2016, the company renewed this facility with Wayburn Holdings Pty Ltd for $2.35 million on the same terms to 31 December 2016.

In November 2015, the company drew down $200,000 from loan facilities with non-executive directors. The Interest rate of 7% per annum applies on the drawn component, calculated and credited monthly. Interest charged on the loans was $8,758 to 30 June 2016.

Note 27 Financial Risk Management

(a) Liquidity Risk

The group's financial instruments consist mainly of deposits with banks, accounts receivable and payable, leases and borrowing facility. The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Note	Consolidated Group 2016 $	Consolidated Group 2015 $
Financial assets			
Cash and cash equivalents	8	2,982,679	2,275,177
Loans and receivables	9	46,642,900	2,741,586
Other non-current financial assets	14	107,070	119,868
Total financial assets		49,732,649	5,136,631
Financial liabilities			
Current contingent consideration	19	1,637,825	4,914,874
Financial liabilities at amortised cost			
— Trade and other payables	15	8,682,194	2,663,902
— Borrowings	16	5,510,234	88,325
Non-current contingent consideration	19	-	1,000,000
Non-current interest bearing debt	16	94,784	152,284
Total financial liabilities		15,925,037	8,819,385

Note 27 Financial Risk Management continued

The tables below reflect an undiscounted contractual maturity analysis for financial liabilities. Cash flows realised from financial assets reflect management's expectation as to the timing of realisation. Actual timing may therefore differ from that disclosed. The timing of cash flows presented in the table to settle financial liabilities reflect the earliest contractual settlement dates and do not reflect management's expectations that banking facilities will be rolled forward.

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2016	2015	2016	2015	2016	2015	2016	2015
	$	$	$	$	$	$	$	$
Financial liabilities due for payment								
Trade and other payables	8,682,194	2,663,902	-	-	-	-	8,682,194	2,663,902
Borrowings	5,510,234	88,325	-	-	-	-	5,510,234	88,325
Contingent consideration	1,637,825	4,914,874	-	1,000,000	-	-	1,637,825	5,914,874
Other non-current financial liabilities	-	-	94,784	152,284	-	-	94,784	152,284
Total expected outflows	15,830,253	7,667,101	94,784	1,152,284	-	-	15,925,037	8,819,386
Financial assets - cash flows realisable								
Cash and cash equivalents	2,982,679	2,275,177	-	-	-	-	2,982,679	2,275,177
Loans and receivables	46,642,900	2,741,586	-	-	-	-	46,642,900	2,741,586
Other non-current financial assets	-	-	107,070	119,868	-	-	107,070	119,868
	49,625,579	5,016,763	107,070	119,868	-	-	49,732,649	5,136,631
Net (outflow)/inflow	33,795,326	(2,650,338)	12,286	(1,032,416)	-	-	33,807,612	(3,682,755)

(b) Interest rate risk

The Group's exposure to market interest rates relates primarily to the Group's holding of cash borrowings. At balance date, the Group had the following mix of financial assets exposed to Australian variable interest rate risk that are not designated in cash flow hedges:

	Consolidated Group	
	2016	2015
Financial assets	$	$
Cash and cash equivalents	2,982,679	2,275,177

	Post Tax Profit higher / (lower)		Other Comprehensive Income higher / (lower)	
	2016	2015	2015	2015
Consolidated	$	$	$	$
+ 1% (100 basis points)	26,289	27,091	-	-
- .5% (50 basis points)	(13,145)	(13,545)	-	-

(c) Foreign currency risk

Foreign currency risk is the risk that the fair value of the future cash flows of a financial instrument will fluctuate because of change in foreign exchange rate. As a result of operations in Asia, the Group's statement of financial position can be affected by movements in the PHP, USD, SGD and MYR. The Group's foreign currency-denominated monetary assets and liabilities are shown below.

	Consolidated Group	
	2016	2015
	$	$
Financial assets		
Cash and cash equivalents	730,180	1,011,064
Loans and receivables	592,745	1,094,964
Total financial assets	1,322,925	2,106,028
Financial liabilities		
Financial liabilities at amortised cost		
— Trade and other payables	(829,682)	(515,408)
Total financial liabilities	(829,682)	(515,408)
Net exposure	493,243	1,590,620

Note 27 Financial Risk Management continued

The following table shows the foreign currency risk on the financial assets and liabilities of the Group's operations denominated in currencies other than the functional currency of the operations.

	Post tax profit higher / (lower)		Other comprehensive income higher / (lower)	
	2016	2015	2016	2015
	$	$	$	$
Consolidated				
USD Rate+15%	26,910	81,185	-	-
USD Rate-15%	(19,890)	(60,006)	-	-
PhP Rate +15%	250,315	7,658	-	-
PhP Rate -15%	(185,015)	(5,660)	-	-
SGD Rate +15%	17,074	11,870	-	-
SGD Rate -15%	(20,406)	(8,774)	-	-
MYR Rate +15%	80,306	181,083	-	-
MYR Rate -15%	(59,357)	(133,844)	-	-
PGK Rate +15%	-	8	-	-
PGK Rate -15%	-	(6)	-	-

(d) Price risk

The group is not materially exposed to price risk.

(e) Credit risk

Credit risk arises from the financial assets of the Group, which comprise cash and cash equivalents, trade and other receivables. The Group's exposure to credit risk arises from potential default of the counterparty, with a maximum exposure equal to the carrying amount of the financial assets (as outlined in each applicable note).

The Group does not hold any credit derivatives to offset its credit exposure.

The Group trades only with recognised, creditworthy third parties, and as such collateral is not requested nor is it the Group's policy to securitise its trade and other receivables. In addition, receivable balances are monitored on an ongoing basis with the result that the Group's experience of bad debts has not been significant.

Note 28 Retained Earnings/ (Losses) and Reserves

(a) Movement in retained earnings/ (losses) and reserves

	Consolidated Group	
	2016	2015
	$	$
Balance 1 July	(31,660,257)	(33,619,187)
Net Profit for the period	9,404,816	1,946,454
Other comprehensive income / (loss)	(24,324)	12,476
Balance 30 June	(22,279,765)	(31,660,257)

Note 28 Retained Earnings/ (Losses) and Reserves continued

(b) Other reserves

	Consolidated Group		
	Share based payments $	Foreign currency translation $	Total $
At 1 July 2014	998,664	764,810	1,763,474
Foreign currency translation	-	298,048	298,048
Share based payment	103,456	-	103,456
At 30 June 2015	1,102,120	1,062,858	2,164,978
Foreign currency translation	-	39,867	39,867
Share based payment	128,871	-	128,871
At 30 June 2016	1,230,991	1,102,725	2,333,716

(c) Nature and purpose of reserves

Foreign currency translation reserve

The foreign currency translation reserve records exchange differences arising on translation of a foreign controlled subsidiary.

Share based payments reserve

The share based payments reserve is used to record the value of share based payments provided to employees, including KMP, as part of their remuneration. Refer to note 24 for further details.

Note 29 Company Details

The registered office of the company is:

Site Group International Limited
Level 4, 488 Queen Street,
Brisbane Qld 4000

The principal places of business are:

Site Skills Training:

- 219 Forestry Road, Landsborough, Qld. 4550
- 17-19 South Tree Drive, Gladstone, Qld. 4680
- 72-80 Belgravia Street, Belmont, WA. 6104
- 6 Dewar Street, Morley WA 6062
- 142 Coonawarra Road, Winnellie NT 0820
- 1-5 Nestor Drive, Meadowbrook, QLD 4131
- Centennial Road, Clark Freeport Zone, Pampanga, Philippines 2023

Productivity Partners trading as Captain Cook Colleges

- Level 2 &3 488 Queen Street, Brisbane QLD 4000
- 18 Banfield Street, Chermside QLD 4032

Competent Project Management

- 112, Robinson Road #8-01, Singapore 068909
- 17G, Jalan Hijauan 3, Horizon Hills, 79100 Nusajaya, Johor

Directors' Declaration

In accordance with a resolution of the directors of Site Group International Limited, I state that:

1. In the opinion of directors:

    a) the financial statements and notes of Site Group International Limited for the financial year ended 30 June 2016 are in accordance with the Corporations Act 2001, including:

        i. giving a true and fair view of the consolidated entity's financial position as at 30 June 2016 and of its performance for the year ended on that date; and

        ii. comply with Accounting Standards and the Corporations Regulations 2001; and

    b) the financial statements and notes also comply with International Financial Reporting Standards as disclosed in Note 1a (a); and

    c) subject to the matters discussed in Note 1a (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

2. This declaration has been made after receiving the declarations required to be made to the directors by the chief executive officer and chief financial officer in accordance with section 295A of the Corporations Act 2001 for the financial year ended 30 June 2016.

On behalf of the Board

Vernon Wills
Director

Brisbane, 30 August 2016

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Independent auditor's report to the members of Site Group International Limited

Report on the financial report

We have audited the accompanying financial report of Site Group International Limited, which comprises the statement of financial position as at 30 June 2016, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration of the consolidated entity comprising the company and the entities it controlled at the year's end or from time to time during the financial year.

Directors' responsibility for the financial report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal controls as the directors determine are necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error. In Note 1a(a), the directors also state, in accordance with Accounting Standard AASB 101 *Presentation of Financial Statements*, that the financial statements comply with *International Financial Reporting Standards*.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial report 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 entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

Independence

In conducting our audit we have complied with the independence requirements of the *Corporations Act 2001*. We have given to the directors of the company a written Auditor's Independence Declaration, a copy of which is included in the directors' report.

Opinion

In our opinion:

a. the financial report of Site Group International Limited and its controlled entities is in accordance with the *Corporations Act 2001*, including:

   i giving a true and fair view of the consolidated entity's financial position as at 30 June 2016 and of its performance for the year ended on that date; and

   ii complying with Australian Accounting Standards and the *Corporations Regulations 2001*; and

b. the financial report also complies with *International Financial Reporting Standards* as disclosed in Note 1a(a).

Report on the remuneration report

We have audited the Remuneration Report included in the directors' report for the year ended 30 June 2016. The directors of the company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Opinion

In our opinion, the Remuneration Report of Site Group International Limited for the year ended 30 June 2016, complies with section 300A of the *Corporations Act 2001*.

Ernst & Young

Ernst & Young

Ric Roach
Partner
Brisbane
30 August 2016

Shareholder Information

1 Twenty Largest Shareholders

(i) Ordinary Shares Inclusive of Escrowed Ordinary Shares

As at 15 August 2016, there are 468,365,345 ordinary shares and an additional 54,426,884 ordinary shares subject to escrow restrictions.

The names of the twenty largest holders of fully paid ordinary shares including the ordinary shares in escrow are listed below:

Name	No. of Ordinary Shares Held	% of Issued Capital
MR VERNON ALAN WILLS + MS JILLAINE PATRICE WILLS	43,765,703	8.39
TALBOT GROUP INVESTMENTS PTY LTD	42,171,121	8.08
NATIONAL NOMINEES LIMITED	39,829,561	7.63
MR VERNON ALAN WILLS + MS JILLAINE PATRICE WILLS <WILLS FAMILY SUPER FUND A/C>	29,039,188	5.57
JGC ASSETS PTY LTD <JUDI COOK A/C>	21,093,105	4.04
LINWIERIK SUPER PTY LTD <LINTON SUPER FUND A/C>	21,000,000	4.03
CAMERON RICHARD PTY LTD <LPS P/L NO5 EXEC B/PLAN A/C>	20,712,500	3.97
SMITHLEY SUPER PTY LTD <SMITH SUPER FUND A/C>	19,616,289	3.76
DBS VICKERS SECURITIES (SINGAPORE) PTE LTD <CLIENT ACCOUNT>	18,511,848	3.55
WAYBURN HOLDINGS PTY LTD	18,315,317	3.51
CAMERON RICHARD PTY LTD <LPS PL NO 5 EXEC B/PLAN A/C>	16,571,594	3.18
PAUL ROBERTSON	9,999,999	1.92
JGC ASSETS PTY LTD <JUDI COOK A/C>	8,234,796	1.58
MYALL RESOURCES PTY LTD <MYALL GROUP SUPER FUND A/C>	7,500,000	1.44
GRANT HARRY O'KEEFE + CATHERINE MARIA O'KEEFE <O'KEEFE INVESTMENT A/C>	6,699,620	1.28
PATRICIA HAWKEY PTY LTD <PATRICIA HAWKEY A/C>	6,699,620	1.28
GANBROS PTY LTD <THE GANIM FAMILY ACCOUNT>	6,293,980	1.21
HDDSA PTY LTD <THE HDDSA FAMILY A/C>	5,752,666	1.10
RYDEN ENTERPRISES PTY LTD <IAN COOK A/C>	5,752,666	1.10
SUNTANEOUS PTY LTD <GB CLIENTS EMP S/F A/C>	5,425,000	1.04

(ii) Ordinary Shares

The names of the twenty largest holders of fully paid ordinary shares are listed below:

Name	No. of Ordinary Shares Held	% of fully paid shares
MR VERNON ALAN WILLS + MS JILLAINE PATRICE WILLS	43,765,703	9.37
TALBOT GROUP INVESTMENTS PTY LTD	42,171,121	9.03
NATIONAL NOMINEES LIMITED	39,829,561	8.52
MR VERNON ALAN WILLS + MS JILLAINE PATRICE WILLS <WILLS FAMILY SUPER FUND A/C>	29,039,188	6.21
LINWIERIK SUPER PTY LTD <LINTON SUPER FUND A/C>	21,000,000	4.49
CAMERON RICHARD PTY LTD <LPS P/L NO5 EXEC B/PLAN A/C>	20,712,500	4.43

Name	No. of Ordinary Shares Held	% of fully paid shares
SMITHLEY SUPER PTY LTD <SMITH SUPER FUND A/C>	19,616,289	4.20
DBS VICKERS SECURITIES (SINGAPORE) PTE LTD <CLIENT ACCOUNT>	18,511,848	3.96
WAYBURN HOLDINGS PTY LTD	18,315,317	3.92
CAMERON RICHARD PTY LTD <LPS PL NO 5 EXEC B/PLAN A/C>	16,571,594	3.55
JGC ASSETS PTY LTD <JUDI COOK A/C>	8,511,905	1.82
JGC ASSETS PTY LTD <JUDI COOK A/C>	8,234,796	1.76
MYALL RESOURCES PTY LTD <MYALL GROUP SUPER FUND A/C>	7,500,000	1.61
GANBROS PTY LTD <THE GANIM FAMILY ACCOUNT>	6,293,980	1.35
SUNTANEOUS PTY LTD <GB CLIENTS EMP S/F A/C>	5,425,000	1.16
EMANCIPAYTE PTY LTD <BIESSE FAMILY A/C>	4,344,312	0.93
DCEC PTY LTD <SOMERFAM SUPER FUND A/C>	3,935,045	0.84
MR KEVIN CHALES HILL + MRS LYNETTE MARIE HILL	3,836,596	0.82
THE SUMMIT HOTEL BONDI BEACH PTY LTD	3,611,173	0.77
BA & LE AMARANT PTY LTD <BA & LE AMARANT P/L S/F A/C>	3,500,000	0.75

(iii) Escrowed Shares

The names of the top twenty holders of the escrowed shares are listed below:

Name	No. of Escrowed Shares Held	% of escrowed shares
JGC ASSETS PTY LTD	12,581,200	23.12
PAUL ROBERTSON	8,928,571	16.40
COMPANY FILES SEQ PTY LTD	3,431,237	6.30
HDDSA PTY LTD	3,431,237	6.30
RYDEN ENTERPRISES PTY LTD	3,431,237	6.30
GRANT HARRY O'KEEFE &	3,349,811	6.15
PATRICIA HAWKEY PTY LTD	3,349,811	6.15
LENG HIM SAW	3,333,334	6.12
MR VERNON ALAN WILLS	2,000,000	3.67
NICASIO ALCANTARA	1,000,000	1.84
CRAIG ANTHONY DAWSON	1,000,000	1.84
SHAUN SCOTT	1,000,000	1.84
DARRYL SOMERVILLE	1,000,000	1.84
BRETT MCPHEE	750,000	1.38
JOHN GILBERT RODGERS	750,000	1.38
NOEL CHENEY	600,000	1.10
ISMAIL TAHIR	600,000	1.10
MR BLAKE ALAN WILLS	500,000	0.92
MR ALEXANDER MAKAR	333,334	0.61
JENNIFER ANNE SAW	333,334	0.61

(iii) Partly Paid Shares

There are 1,116,000 partly paid shares, paid to $0.01, held by eight individual shareholders. $0.24 per share may be called up in the event of winding up the company.

The names of the holders are listed below:

Name	No of partly paid shares held	% of Partly Paid Shares
BARON INVESTMENTS PTY LIMITED	488,376	43.76%
BARON NOMINEES PTY LTD	400,000	35.84%
QUEVY HOLDINGS PTY LTD	195,624	17.53%
M B HUNNIFORD	24,000	2.15%
PETER GAME	2,000	0.18%
MR PETER AYLWARD GAME <EST LATE B E GAME A/C>	2,000	0.18%
P C TOOMEY	2,000	0.18%
R TOOMEY	2,000	0.18%
Total of partly paid shares issued	**1,116,000**	**100%**

2 Distribution of Equity Securities

Analysis of numbers of holders by size of holding:

(i) Fully paid ordinary shares

Distribution	Number of Holders	Number of Shares
1 - 1,000	76	42,268
1,001 - 5,000	60	174,159
5,001 - 10,000	95	855,652
10,001 - 100,000	221	10,151,346
Greater than 100,000	206	510,452,804
Totals	**658**	**521,676,229**

(ii) Partly paid shares, paid to $0.01

Distribution	Number of Holders	Number of Shares
1 – 1,000	-	-
1,001 – 5,000	4	8,000
5,001 – 10,000	-	-
10,001 – 100,000	1	24,000
Greater than 100,000	3	1,084,000
Totals	**8**	**1,116,000**

(iii) Escrowed ordinary shares

Distribution	Number of Holders	Number of Shares
1 - 1,000	-	-
1,001 - 5,000	-	-
5,001 - 10,000	-	-
10,001 - 100,000	21	933,134
Greater than 100,000	27	53,493,750
Totals	**48**	**54,426,884**

(iv) Unmarketable parcels

	Minimum parcel size	Holders	Shares
Minimum $500 parcel at $0.28 per share	2,632	106	94,128

3 Voting Rights

The voting rights attaching to each class of equity securities are set out below:

- **Ordinary shares**: Subject to any rights or restrictions for the time being attached to any class of shares, at a meeting of shareholders each shareholders entitled to vote may vote in person or by proxy or attorney or, being a corporation, by representative duly authorised under the Corporations Law, and has one vote on a show of hands and one vote per fully paid share on a poll.

4 Substantial Shareholder

Substantial shareholder notices lodged with the company:

Substantial Shareholder	Number of Shares
Mr Vernon Alan Wills, Ms Jillaine Patrice Wills and Wayburn Holdings Pty Ltd	99,352,805
Talbot Group Investments Pty Ltd	42,171,121
National Nominees Limited	39,829,561