



**GLOBE INTERNATIONAL ANNUAL REPORT**

ABN: 65007066033

2020



# Welcome

Globe International Limited is a global producer and distributor specializing in purpose-built apparel, footwear and hardgoods for the boardsports, street fashion, outdoor and workwear markets. Globe International has offices, distribution and manufacturing centres in Melbourne, Los Angeles, Newport Beach, San Diego, Hossegor, London and Shenzhen. Its products are sold in over one hundred countries around the world. Globe International's proprietary brands include

Globe, Salty Crew, FXD and Impala Skate. The company is listed on the Australian Securities Exchange and has three operating segments: Australasia, North America and Europe. Globe International brands are sold direct to consumers, retailers and by third party distributors around the world. The company has a select number of branded retail stores in various strategic neighbourhoods along with a full suite of e-commerce based offerings. Globe International also maintains diverse

licensing and distribution businesses of leading third party owned brands for the Australian and New Zealand market operating under its Hardcore Distribution, Hardcore Optics and 4Front divisions. Currently, Hardcore distributes over thirty brands including Girl, Almost, Blind, Enjoi, Lakai, Chocolate, Flip and Thrasher, while 4Front licences and distributes Stüssy, MISFIT, Xlarge and Obey.



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This financial report includes the consolidated financial statements of the consolidated entity consisting of Globe International Limited and its subsidiaries. Unless otherwise noted, all financial information relates to the consolidated entity.

Globe International Limited is a company limited by shares, incorporated and domiciled in Australia. The address of the Company's registered office is 1 Fennell Street, Port Melbourne, Victoria, 3207. The financial statements are presented in Australian currency and were authorised for issue by the directors on 20 August 2020. The Company has the power to amend and re-issue these financial statements.

**Globe International Limited's 2020 Corporate Governance Statement can be viewed on our website at:**

<https://globecorporate.com/investors/#governance>



Stephen and Peter Hill, Blackburn, Melbourne, 1978.

**GLOBE**

# UNEMPLOYABLE

OVER 30 YEARS OF hardcore, skate and street

*“Just these guys that didn’t do anything. They’d skated all the time as teenagers and now, in their early 20s, that’s still all they did. What good could possibly come out of that?”*

*- Matt Hill*

Three Australian brothers: Stephen, Peter and Matt Hill, emerged out of Melbourne’s underground skateboard scene of the late 1970s with a passion for skateboarding that they channelled into the founding of a skateboard equipment importing business, Hardcore Enterprises. Their young company promoted skateboarding throughout Australia; initially with local demonstrations and then a series of national super skateboard tours during the 1980s. Hardcore created a new market and helped grow the Australian boardsports industry. From their involvement with licensing and distribution during the streetwear fashion explosion of the 1990s and the rise of surf-

influenced apparel, the Hills soon developed their own diversified proprietary labels including the skate footwear brand, Globe shoes. With domestic success and the subsequent expansion of Globe into North America and Europe, the company publicly listed on the Australian Securities Exchange in 2001 as Globe International Ltd. The acquisition of the dominant American skateboard company, Dwindle Distribution along with its manufacturing base, in 2002, further grew Globe International’s brand stable across all sectors, including skate hardware, footwear and apparel. This allowed the company to invest in improved product design and technology.

The company continues to thrive with multi branded high end designed and manufactured products, and is still licencing, creating and acquiring new proprietary brands, such as the FXD workwear label, Salty Crew and Impala Skate. Celebrating over thirty five years since the ‘unemployable’ origins of the company’s founders, Globe International continues to build on the original enthusiasm of the Hill Brothers and their earliest staff. As depicted in the coffee table history book, *Unemployable*, the heritage and authenticity across all the respective brands and operating divisions in the business continues to evolve today with a new generation.



THIS PROPERTY  
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BY  
SURVEILLANCE  
CAMERAS



# Globe Brand







**GLOBE**

United by over three decades of boardsports, street culture, design and film, GLOBE represents an international network of riders and designers. Emerging out of the Melbourne underground skate scene of the 1970s, Australian brothers Stephen, Peter and Matt Hill started a skateboard distribution business that set off a new movement in Australia and eventually led to the launch of the GLOBE brand in 1994. GLOBE is premium boardsports footwear, apparel and skateboards.



## **GLOBE**

### **SKATE TEAM**

David Gonzalez  
Mark Appleyard  
Ryan Decenzo  
Rodney Mullen  
Sammy Montano  
Vincent Milou

### **SNOW TEAM**

David Carrier Porcheron  
Romain De Marchi  
JP Solberg

### **SURF TEAM**

Dion Agius  
Taj Burrow  
Creed McTaggart  
Nate Tyler  
Noa Deane  
Brendon Gibbens  
Eric Geiselman  
CJ Hobgood  
Damien Hobgood



### LIVING LOW VELOCITY FOR THE ENVIRONMENT

We focus on using more sustainable fibres in our fabrics to construct durable products that are low velocity. So you have less impact on the environment.

At Globe, as skateboarders, surfers and snowboarders, we spend a lot of time doing what we love outdoors, so we are conscious of our environment.

We're far from perfect, but we've stepped off the fast fashion treadmill and are focused on producing premium evergreen clothing for the modern explorer.

Globe is using more sustainable fibres in our fabrics and rigorously testing our clothing for fit, function and durability. It's all about making quality clothing that is low velocity.





# Salty Crew









For the hard workers. The searchers. The risk taking, mistake making, watermen with nothing to prove. For the seafaring, the wax sharing, the grommets, young and old. For the tried and true, who've paid their dues, for those who Find Refuge in the Sea.

There was a time in surfing, maybe you could call it surfing's "golden age". When surfers were wild men, thrill seekers, and risk takers. Expelled from society, probably by choice.

They found the sea better than the society they had been cast out of. Determined to leave this

dried up and cowed society and strike off into the unknown. So they spent their lives out in the water. When there was surf, they surfed. Nothing else mattered. And when it was flat they fished, or they dove, and when the wind picked up they sailed, but they never got out of the water. To some, it was an escape, to others, it felt more like home. This mindset seems to have disappeared in the present culture. But weaving through the crowds of yuppies and yahoos at the beach are the thrill seekers and risk takers. They are out there, pushing the limits, and finding their own type of enjoyment. They're not doing it for you, they're

not doing it for recognition, or fame. They're doing it for themselves, for the next dive, the next wave. To Find Refuge in the Sea.

The Salty Crew story is not a new one. These principles and values. A lifestyle forged by those who have gone before us. It is this inspiration and this passion that sets the course for the Crew, and for the product. Salvaging A Lifestyle for Tomorrows Youth.



## SALTY CREW TEAM

Matt Meola  
Lucas Dirkse  
CJ Hobgood  
Damien Hobgood  
Levi Slawson  
Nate Yeomans  
Duane Diego  
Brandon Wahlers  
Justin Lee





# Impala Skate







# IMPALA

★ SKATE ★

Impala Skate is driven by a team of girls with a passion for rollerskating, skateboarding and surfing. With a throwback to past eras, Impala is bringing back the yesteryears of skate. We're World Wide.

We love the beach, we love to rollerskate, we love to skateboard, we love to surf. With our head office in Melbourne, Australia, we are part of the Globe International family. Backed by over 35 years' experience with surf, skate and women's streetwear brands, we've created a product made from high quality components designed for comfort, all at an accessible price. With a modern shape and styling, you will look great and feel great skating with your friends. Our skates are PETA-approved Vegan.

We care about our impact, and endeavour to create a product that is conscious of this. Throughout all stages of design and production, we are mindful of every detail - from the materials to the manufacturing processes that we use. We also work with charities and causes that we feel passionate about and are aligned with who we are as a brand. So our skates not only look good, but ARE good and DO good. We work with girls who inspire us and who will inspire you. Girls who have it going on, are fearlessly chasing their dreams and living life to the full. Impala squad.

Impala is a worldwide community for those who love to skate - whether it's at the beach, through the local streets, at a rink or in the skate park.





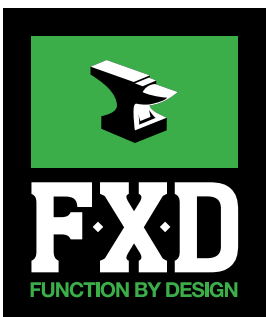




# Function By Design







### FXD IS 'FUNCTION BY DESIGN'

After more than twenty five years designing and making purpose-built, technical apparel for the punishment of board sports and street wear, Globe International created FXD to offer a better look and function through carefully designed and styled workwear and work boots.











### dot BOARDS

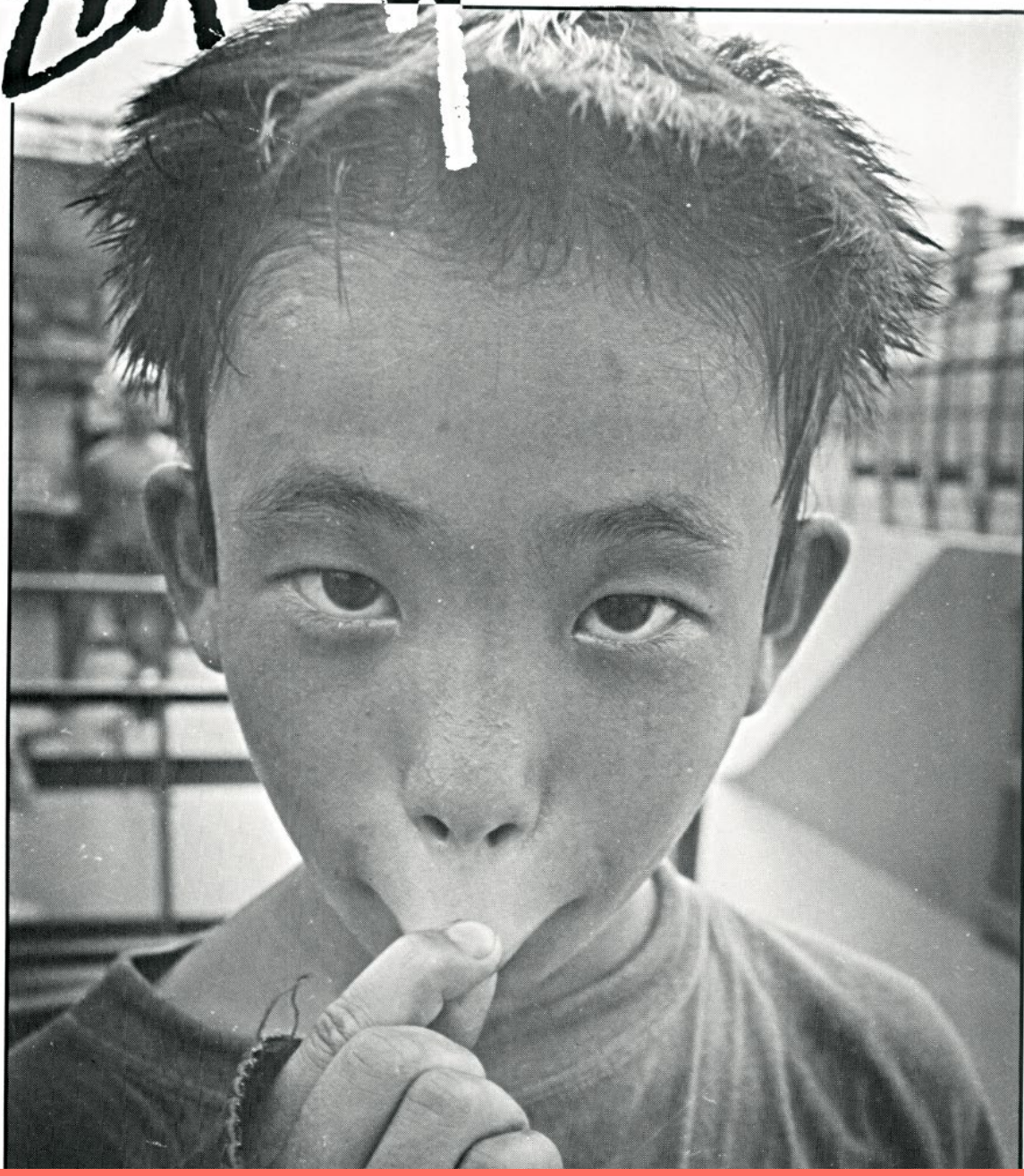
From a homemade chainsaw motor-driven skateboard in the 1980s to today's more environmentally friendly and modern offering, dot electric skateboards feature planned durability with a future-proof design that enables its product to be customised and upgraded with additional motors, wheels and batteries. Drawing on over 35 years of premium skateboard innovation and the last six years of intensive electric skateboard research and development, dot boards feature a unique modular design that unlock a range of options for consumers while delivering a new, reliable and fun choice for daily transport needs.

Freedom to choose decks, wheels and to add motors and batteries. dot is Electric Freedom.

TOKYO HOME

MEMBER !!! IT AINT WHERE YA FROM, ITZ WHERE YA AT !!!

ILLIUSY / AVS / KAH / P.O. BOX 101 / GEELONG, VICTORIA 3220



IBOY TOROYA. 91209 IN

Alltimers



Alltimers



Obey

Xlarge

Xlarge

**OBHEY**



**M/SF/T**



R8GZ  
WEAR

### 4FRONT DISTRIBUTION

Globe International Limited's 4Front Distribution specialises in the licensing, distribution and marketing of global street fashion and art culture apparel and footwear brands that include Stüssy, MISFIT, Obey, Alltimers, R8GZ Wear and Xlarge.



RAEN



SZADE



RAEN



SZADE

**HARDCORE**  
OPTICS



**HARDCORE OPTICS**

RAEN is a classics-driven, independent boutique eyewear brand founded in 2009. At RAEN, we wanted to make a difference and be the drivers of change within the industry. As an independent company frustrated by the lack of quality eyewear at an accessible price, we sought out to forge a new path focused on the use of premium materials in order to create carefully crafted and attainable, on trend, fashion-driven eyewear. Designed in California — RAEN is inspired by the classics, handmade for today.

Sunglasses made from recycled sunglasses. SZADE is breaking the cycle, the cycle of waste and excess in the fashion industry. Designed in Melbourne with the world in mind, SZADE is using cutting edge recycling in a unique synergy of sustainable technology and fashion to produce sunglasses that are planet conscious and at the same time cool AF.



Chocolate



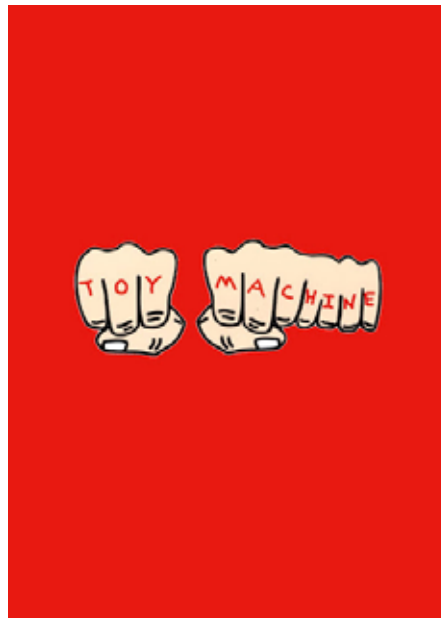
Thrasher



Girl Skateboards



Pro-Tec



Toy Machine



Lakai Footwear



chocolate



FLIP

THRASHER  
MAGAZINE



Royal

LAKAI



## HARDCORE DISTRIBUTION

Globe International Limited's Hardcore Distribution is Australasia's largest distributor of leading brand skateboard products, both owned and third party international brands. Launched in 1984, Hardcore Distribution is the foundation company of Globe International. Hardcore has an unbroken heritage of over 35 years of promoting and distributing the best skateboard brands and pro skaters in the world. Hardcore's founders, senior management, sales staff, warehouse staff, are all skateboarders and all skate daily. Hardcore distributes over thirty brands including Girl, Flip, Chocolate, Pro-Tec and Toy Machine.



Melbourne



Los Angeles



Newport





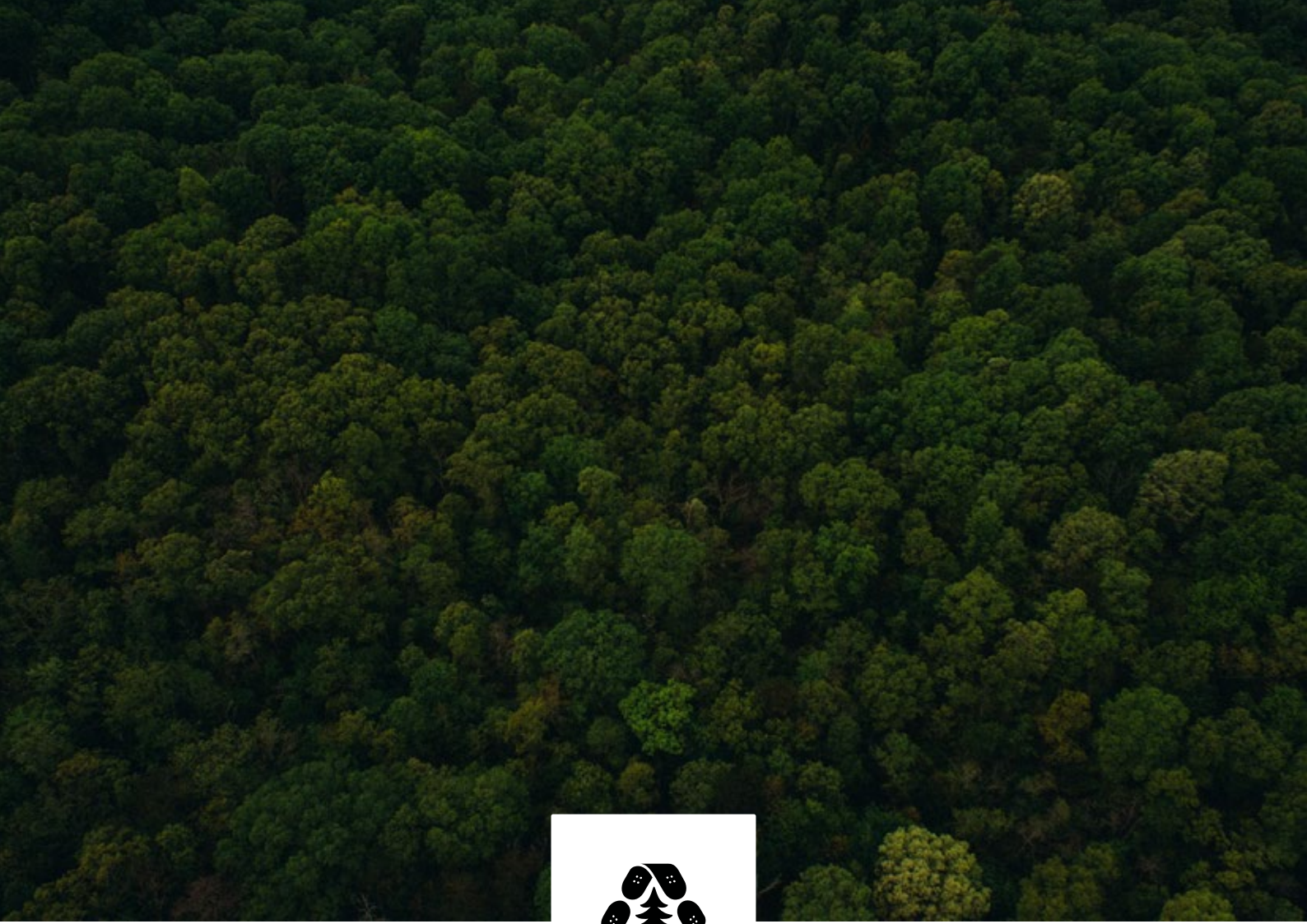
## Worldwide Locations and Flagship Retail

Globe International maintains major sales, marketing, design and distribution offices in key industry locations around the world including Los Angeles, Melbourne, London, Hossegor, Newport Beach and San Diego. In addition it has manufacturing facilities in China. Globe sells its products online to consumers, direct to retailers in over 20 countries, and elsewhere via third party distributors. In total, Globe International products can be found in more than 100 countries worldwide.

Globe International also maintains a limited number of flagship branded retail stores in key influential markets around the world including: Hong Kong, St Kilda, Torquay, Hossegor and Bali.



Hossegor



**REGROWTH**



## Environment



Further groundwork around improving our sustainability has been undertaken in the last year, with Globe International continuing to improve its policies and procedures with several key highlights. Beginning nearly two years ago, our design and production teams reassessed our approach to the Globe brand apparel range and changed the mindset behind that program. The resulting Globe Low Velocity range was launched in August, with an increasingly sustainable approach to clothing production. In footwear, the Low Tide shoe was a first serious step towards a more sustainable footwear product, in addition raising further funds towards our tree planting program with the National Forest Foundation. Globe has also been instrumental in supporting a Victorian pilot scheme to collect and recycle shoes into other products. Working with the Australian Sporting Goods Association and other brands across 100 test retail locations, including Globe's flagship retail stores and warehouse, over 20 tonnes of footwear has been collected and diverted from landfill to date.

As part of our ongoing wood off-set 'Regrowth' program, Globe has continued to partner and increase its funding to the National Forest Foundation (NFF), an American non-profit organisation who works with the United States Forest Service, particularly in the area of restoring forest areas damaged by wildfire, drought and pests. Continuing forestry efforts that offset the timber used in the production of skateboards across its brands, Globe's 2020 donation to the NFF has helped the organisation again to plant over three times the amount of trees we harvest yearly in the making of our skateboards. By mid-2020, a new 650 panel solar power system has been installed at our Port Melbourne-based headquarters and Australasian warehouse which has ensured that these facilities and neighbouring small businesses are now powered by 100% renewable energy and will offset 366 tons of carbon in the first year of operation. By setting this example, we will be looking at encouraging our supply partners to take similar action with their manufacturing plants.

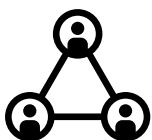
## Community



Globe International undertakes an annual review of its supply chain and ensures all suppliers and our own sourcing and production staff sign off on our Ethical Sourcing policy. This publically available policy sets out our expected minimum standards, particularly in relation to banning both child and forced labour along with the requirement to provide a safe workplace for all. Globe will be preparing a report for early 2021 as part of the new requirements of the Australian Modern

Slavery Act 2018 and we have already become more proactive in this area, including requesting and directly commissioning social audits of new key suppliers and undertaking a more thorough risk assessment processes. The vast majority of our products are manufactured in China, the USA and Mexico with long standing third party supplier partners and Globe remains committed to avoiding manufacturing areas where there are known serious social issues around worker exploitation.

## Social



With the impact of the recent Australian summer bushfires, Globe provided substantial support to its affected retail partners across the affected regions, both directly from fire impact and indirectly due to the loss of important summer holiday seasons. Globe also donated cash directly to the Australian Red Cross and fire brigade services for Victoria, South Australia, New South Wales and Queensland. Across all our operating regions, Globe International has continued to encourage the development of skating, surfing and snowboarding through direct funding, product and

in-kind donations to industry-related organisations such as Skatistan, SkateMate, Boarding for Breast Cancer, Boarding for Bros, Next Up Foundation and Decks for Change. The company has also donated directly to various local skate, surf and art-based community groups and clubs along with broader charity organisations, including; Cancer Council of Victoria, Victorian Aboriginal Child Care Agency, Boots for All, OzHarvest, Brotherhood of St Laurence, Thread Together and Uniting Care Prahran Mission amongst others.



Dear Shareholders,

It goes without saying that the 2020 financial year was one of the most tumultuous and challenging years in our 35 year history for the company and staff. With the world turned upside down by the COVID-19 pandemic, Globe International Limited, like most companies around the world, had to first react and then adapt to all the changes in our operating environment. Our approach was to first protect the wellbeing of our staff and to ensure we could meet our financial obligations in the face of global shutdowns in all the regions in which we operate all the while maintaining shareholder value and returns. Having started the year strongly and with all of our strategic plans in play, we chose not to abandon our agenda, but rather look to adapt it, and fulfil the ongoing consumer demand that remained for our products despite retail shutdowns. In short, we wanted to not just survive the pandemic but to continue to move our brand strategies forward.

As such when the pandemic started to take hold around February 2020, we looked to secure our financial base and understand what operations could be maintained amidst government guidelines and responsible protection of our staff. This has been and continues to be a moving target. At various times we have had our office-based staff working remotely, and key retailers around the world shut for extended periods of time. All the while the consumer demand for our brands and products remained and we sought to fulfil that demand wherever we could by whatever means were appropriately available to us.

By the end of the 2020 financial year we had survived and maintained stability through the first surge of the global pandemic. We had fared better than many and were proud of our staff for their efforts and commitment to their workmates, our brands, the company and to shareholders. We finished the 2020 financial year with sales of \$151.7M and EBIT of \$7.3M. This result was only modestly behind the prior year, and facilitated a solid cash balance at year end and a continuation of dividend returns for shareholders.

Most importantly, we executed on key strategies for the year despite all the obstacles the pandemic threw at us. We started out this financial year with some very clear objectives. These objectives included completing the strategic brand overhaul to reduce the number of smaller brands in our global operations. We achieved this through divestment of the Dwindle brands, and the refocusing of this energy towards Globe branded skate hardgoods, which achieved double digit growth in this financial year. For our remaining brands, the goal was to achieve sales growth outside of Australia, which was achieved with strong sales growth in both North America and Europe. We planned to significantly improve our cash from operations through the reduction in our working capital balances, and we did. Our next generation "super" brands being Salty Crew, FXD and Impala were all pegged to elevate in 2020 and they did so, growing revenues in diverse distribution channels, growing our direct to consumer business, and dominating the market share in their respective market sectors. It's a real testament to our brands and our people across the world that we have been able to deliver on these objectives, despite the obvious challenges that we faced as the global COVID-19 pandemic played out in the second half of the year.

Nobody could have predicted the pervasive impact that this pandemic has had on the way we all work, live and run our businesses. I'm so proud of the collective effort put in by the entire team at Globe to get through this last 6 months. We have fared reasonably well through this period, due to the commitment of our people and the strength of our brands. As we look forward, we are optimistic about the potential growth for our brands continuing as they have at the beginning of the new financial year, but we are cautious about what may lay ahead. The health and well-being of our team remains our number one priority, and we continue to manage our business operations with this in mind. Macro-economic factors will almost certainly have an impact on our business over the next 12 months, the extent of which is not possible to currently predict.

As always more than ever, I would like to thank all our staff around the world, my key management team and the Board. The pandemic has tested the resolve of many companies, and a huge part of our success through this past period has been the commitment our staff have to the company and to each other, to go the extra yard to help preserve their own livelihoods, the health of our brands, and shareholder value.



**Matt Hill**  
Chief Executive Officer





Your directors present their report on Globe International Limited (“the Company”) and its controlled entities (collectively “Globe” or the “consolidated entity”) for the year ended 30 June 2020.

## DIRECTORS

The name and position of each director of the Company in office at any time during the financial year and up to the date of this report:



### William Crothers

*B. Comm, LLB*

*Chairman and Independent Non-Executive Director*

*16,878 shares*

William Crothers was appointed to the Board of Directors and as Chairman on 4 June 2020. William has over thirty years of experience as the founder, director and CEO of a number of Australian and international businesses that grew to achieve global success. These include Burra Foods Pty Ltd a large dairy producer and Pacific Medical Pty Ltd which was later acquired by LMA NV (a public company listed on the Singapore Stock Exchange). William was Group CEO/director of LMA NV between 2010 and 2014. He currently sits on the board of a number of companies in Singapore and Australia and is an experienced entrepreneur and a philanthropist. William is a non-executive director of BioRevive Pty Ltd, a Melbourne-based distributor of natural and effective health brands he established in 2001 and a director of Cadi Scientific Pte Ltd, a Singapore-based healthcare technology company, providing solutions in the areas of wireless sensing, tracking & matching.



### Stephen Hill

*Executive Director*

*12,656,549 shares*

Stephen Hill co-founded Globe in 1985, remains a major shareholder in the business and has expertise in the development of growth initiatives, brand development and market positioning strategies for the Company. Stephen is a former skateboarding champion and remains an active skateboarder, snowboarder and surfer.



### Peter Hill

*Executive Director*

*12,436,009 shares*

Peter Hill co-founded Globe in 1985 and remains a major shareholder in the business. He is a major contributor to the strategic market direction and brand development of the business with a particular emphasis on Asian sourcing and distribution where he is based. Peter is a former skateboarding champion and maintains an extensive interest in extreme action sports and motorsports.

### Norman O’Bryan

*Chairman and Independent Non-Executive Director*

Norman O’Bryan was appointed to the Board of Directors on 26 October 2018 and appointed as Chairman on 14 November 2018. Between 2002 and 2006 Norman was a non-executive director of Globe as well as Chairman of Globe’s Audit and Risk Committee. Norman retired as Chairman and Director on 4 June 2020.

## COMPANY SECRETARY

### Gerhard M. Correa

*CPA, CA*

Gerhard Correa was appointed as the Company Secretary in November 2004 after joining the Company in November 2000 as Financial Controller. He has over thirty five years of experience, which includes senior accounting positions held with large multinational companies and an international bank.

## PRINCIPAL ACTIVITIES

The principal activities of the consolidated entity during the financial year were the specialised design, production and distribution of purpose-built apparel, footwear and hardgoods for the board sports, street fashion, outdoor and workwear markets globally.

## CHANGES IN STATE OF AFFAIRS

There have been no significant changes in the state of affairs of the consolidated entity during the financial year.

## MATTERS SUBSEQUENT TO THE END OF THE FINANCIAL YEAR

There are no reportable matters that have occurred subsequent to the end of the financial year.

## REVIEW OF OPERATIONS

The consolidated entity reported stable profitability and a significant improvement in cash holdings over the financial year, despite revenue decline and the impact that the COVID-19 pandemic had on the business during the final quarter. The key business metrics for the full financial year were as follows:

- Reported net sales for the financial year of \$151.6 million were 5% lower than the prior comparative period (pcp).
- Earnings before interest and tax (EBIT) were \$7.3 million, compared to \$8.0 million in the pcp. Profitability was consistent with the prior year at around 5% of net sales.
- Net profit after tax (NPAT) of \$6.1 million for the financial year was \$2.1 million lower than the \$8.2 million reported in the pcp. The reduction in NPAT was mainly due to an increase in the effective tax rate for accounting purposes. The underlying effective tax rate was stable.
- Cash-flows generated from operations were \$23.2 million, driven by a significant reduction in working capital over the financial year, particularly in the fourth quarter.
- Dividends, paid or determined, in relation to the 2020 financial year were 11 cents per share.

Net sales for the year of \$151.6 million were lower than the previous year by 5% largely as a result of the sale of the Dwindle brands early in the financial year. The consolidated entity's continuing strategic growth brands FXD, Impala, Salty Crew and Globe skateboards all recorded sales growth compared to the prior comparative period, in line with the strategy following the sale of the Dwindle brands. Revenues for the year were largely maintained despite the mass shut-down of the consolidated entity's retail customer base due to COVID-19 restrictions in place across the world for certain periods throughout Q4. The consolidated entity was able to maintain reasonable sales through this period due to the momentum behind its brands, as well as its global spread, its diverse category mix and growth in its online sales.

Gross profit margins were lower than the pcp by 0.3 percentage points. The significant downward pressure from the introduction of US tariffs early in the year and the strengthening US dollar throughout the year, were largely off-set over the financial year due to sourcing adjustments, wholesale price increases and growth in direct to consumer online sales. There were a number of one-off items that had a significant impact on profit for the year – with both positive and negative impacts on EBIT. However, the net impact of all of these items was not significant. Thus, the reported EBIT is a good representation of the underlying operating profitability for the year.

The consolidated entity's net cash position at 30 June 2020 was \$26.0 million, which was \$18.2 million higher than the same time last year. This increase in net cash reserves was driven by the \$23.2 million in cash generated from operations during the year, which resulted from a \$14.0 million reduction in working capital and prudent financial management through the fourth quarter COVID-19 global shutdown. The reduction in working capital was due to a combination of factors that were part of the plan for FY20, as well as certain COVID-19 factors. It is expected that working capital levels will increase throughout FY21 as this position normalizes. These cash reserves at 30 June 2020 placed the company in a stable position to meet its financial obligations in the coming year.

A brief overview of performance by region is included below:

- The Australian division continued to be the key contributor to total group sales and profitability. However its share of the total business sales and profit fell during the year as a result of modest revenue decline, one off costs and improvement in the consolidated entity's operating segments outside of Australia. The decline in Australian revenues was driven by its licensed Streetwear division, which was the Australian business unit that was hardest-hit by COVID-19.



**REVIEW OF OPERATIONS** (continued)

- North America was impacted by the sale of the Dwindle brands early in the financial year. This resulted in reported segment revenues declining by 13% for the year, while EBIT increased by \$2.8million. The division's key continuing brands, including Salty Crew, Impala and Globe skateboards all recorded sales growth in North America for the financial year.
- The European division results for the year were mixed. While reported segment revenues grew by 8% primarily from growth in newer brands in the region, the earnings were lower as a result of extra costs to grow these brands in their earlier stages of development and a decline in gross profit margins, mainly due to the stronger USD.

Impacts of COVID-19 pandemic

The consolidated entity's performance for the financial year while impacted, held up adequately during the COVID-19 pandemic which mainly impacted the fourth quarter. There were a number of negative impacts on the business as a result of lockdowns which resulted in restrictions on the supply chain, operations, wholesale customers and end consumers. However, partially off-setting these negative impacts, there were also a number of positive factors that affected profitability. This included savings from short-term salary reductions, including at the executive level; discretionary and renegotiated cost savings; government stimulus received (including JobKeeper in Australia); rent relief from landlords; and sales growth in certain categories that continued to sell well online throughout Q4.

And, while this sales momentum continued into the beginning of the FY21 financial year, the fact remains that there is an element of uncertainty in the world today due to the ongoing impact of the pandemic. Outlined below is a brief outline of the consolidated entity's assessment of the key risks associated with the COVID-19 pandemic and its approach to managing these on-going risks.

RISK	RISK ASSESSMENT AND MITIGATION PLANS
<b>Health and safety risk</b>	The continued spread of COVID-19 poses an on-going risk to the consolidated entity's people globally. This risk is taken very seriously and detailed plans and procedures are in place at all of the consolidated entity's locations to minimise the risk that the virus could spread within the workplace. The consolidated entity benefits from having well laid-out, spacious office and warehouse operations - all of which are outside of central business districts; and the consolidated entity is the sole occupier of each space.
<b>Operating restrictions risk</b>	The consolidated entity is exposed to the risk that Government's in its key locations could put in place operating restrictions which could impact its ability to operate for certain periods. This risk is mitigated by the global diversity of the consolidated entity's operations between Australia, Europe and the USA; and the fact that office staff can work remotely for limited periods of time. To date, none of entity's the consolidated entity's key distribution centres have been required to fully shut-down as a result of imposed restrictions. While any closure would have a significant impact on operations, the business has sufficient cash and facilities to weather a short term closure of one or more of its key distribution centres.
<b>Supply chain risk</b>	The consolidated entity is exposed to any manufacturing or transport restrictions implemented across China, as the majority of its goods are sourced from China. These risks are partially mitigated by factoring them into inventory planning models; and by maintaining strong relationships with each of its suppliers. Regular communication with its suppliers helped to avoid major product delays through the lock-downs that were in place across China throughout the second half of FY20. Being financially stable and well-funded is also an advantage in getting priority supply of products from manufacturing partners.
<b>Macro-economic risk</b>	The financial impact on the global economy from the COVID-19 response is expected to be dire. While Government stimulus is currently supporting businesses and consumers, this is not expected to continue indefinitely. The consolidated entity is exposed to any down-turn in consumer sentiment and spending across the world. This risk is partially mitigated by the consolidated entity's diverse brand, category and distribution channel mix, as well as its global spread.
<b>Credit risk</b>	The consolidated entity's customer base comprises end consumers, distributors and retailers. Retailers are the single biggest customer category, and include both in-store and online retailers. In-store retailers have been hit hard through this pandemic, and the fall-out through potential retail closures is yet to be felt. Additional provisions have been taken at 30 June 2020 to take this risk into account, as is outlined in Note 1 to the Financial Statements. The consolidated entity mitigates its exposure to credit risk in a number of ways, including the use of appropriate credit limits and payment terms. Further details on the management of credit risk are included in Note 1 to the Financial Statements.
<b>Inventory risk</b>	The consolidated entity may be exposed to inventory risk if there is further Government imposed shut-downs that have an immediate impact on what it can ship to its customers. The consolidated entity manages this risk by working closely with suppliers to minimise lead-times; and acts quickly to move seasonal inventory when orders are cancelled. However, a growing portion of the inventory held is non-seasonal. And, the consolidated entity has sufficient cash reserves and maintains appropriate warehouse space to manage some variation in the level of inventory held.



## DIVIDENDS

During the year the Company paid the following dividends:

- An unfranked final dividend of 7 cents per share, relating to the 2019 financial year. This dividend amounting to \$2.9 million was paid to shareholders on 19 September 2019.
- An unfranked interim dividend of 5 cents per share relating to the 2020 financial year. This dividend amounting to \$2.1 million was paid to shareholders on 20 March 2020.

Since the end of the financial year the directors have determined that a final dividend of 6 cents per share will be payable, relating to the 2020 financial year. This dividend, amounting to \$2.5 million, will be unfranked and will be paid to shareholders on 18 September 2020.

In total, dividends of 11 cents per share will be paid to shareholders in respect of the financial year ended 30 June 2020, compared to 13 cents paid in relation to the year ended 30 June 2019.

## ENVIRONMENTAL REGULATIONS

The consolidated entity is not subject to particular or significant environmental regulation in respect of its activities.

## MEETINGS OF DIRECTORS

Details of attendances by directors at Board meetings during the financial year were as follows:

	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED
Norman O'Bryan	4	4
Peter Hill	4	4
Stephen Hill	4	4
William Crothers	0	0

## REMUNERATION REPORT (AUDITED)

The remuneration report is set out under the following main headings:

- A** Principles used to determine the nature and amount of remuneration
- B** Details of remuneration
- C** Service agreements
- D** Other transactions with directors and key management personnel
- E** Additional information

### ***A. Principles used to determine the nature and amount of remuneration***

#### **Over-riding principles of remuneration**

The objective of the Company's executive remuneration framework is to attract and retain directors and executives capable of managing the consolidated entity's diverse operations in Australasia, North America and Europe. As the Company does not have a Remuneration Committee, executive remuneration is reviewed on an annual basis by the Board, having regard to personal performance, Company performance and relevant comparative external information.

Remuneration for directors comprises a fixed component only. Remuneration for other senior executives comprises both fixed compensation and an "at risk" component. The "at risk" component relates to short term incentives, targets for which are set at the beginning of each year and assessed on an annual basis by the CEO, or the Board in the case of the CEO. These incentive targets are based on a combination of the Company's results and individual performance levels.

This executive remuneration framework is aligned with shareholders interests in the following respects:

- it attracts and retains high calibre executives, as it:
  - remunerates capability and experience
  - is competitive
  - rewards executives for contributing to the achievement of Company and business unit targets
  - provides a clear structure for earning remuneration
- remuneration is linked to certain financial performance measures. Globe International Limited's net profit after tax (NPAT) and earnings before interest and tax (EBIT) are the central performance measures for the Company's executives. Other financial measures taken into consideration include revenue growth, net operating cash flows and other business objectives.

Based on these over-riding principles, the executive remuneration framework satisfies the following criteria for good remuneration governance practices:

- competitiveness and reasonableness
- compensation linked to performance
- transparency

#### **Directors**

Remuneration and fees paid to directors reflect the demands which are made on, and the responsibilities of, the directors in their capacity as board members and/or executive directors, as the case may be. Directors' remuneration and fees are reviewed annually by the Board, both in total and by individual director. Directors do not participate in any incentive schemes.

#### Non-executive directors

##### *Fixed compensation*

The current base remuneration was last reviewed in June 2020 upon the appointment of the new director. At this time it was determined that the fees paid to the new non-executive director were to be consistent with those paid to the retiring non-executive director. As there are no sub-committees of the Board, this is an all inclusive annual fee.

##### *Retirement allowances*

The only retirement allowances for the non-executive director are superannuation payments to a nominated contribution scheme, which are made in accordance with statutory obligations in Australia.

## REMUNERATION REPORT (AUDITED) (continued)

### Executive directors

#### *Fixed compensation*

The executive directors' remuneration is fixed, and consists of base pay and superannuation. The base pay is determined by the Chairman, and is considered to be reasonable in that it is in line with market remuneration for similar positions in the industry and in line with the remuneration paid to KMP's with similar levels of responsibility. Furthermore, there are no guaranteed base pay increases included in the executive directors' employment contract and no entitlements to participate in the Company's short or long term incentive plans.

The current base remuneration was last reviewed on 1 September 2015, at which point the remuneration was increased to reflect the executive directors' on-going contribution towards the development and enhancement of the Company and its brands, which ultimately drives growth in revenue and profits. It is to be noted that the founding directors, who were full time executive directors at the time, elected not to receive any remuneration for their services for the first 9 years after the Company was listed in 2001.

#### *Termination benefits*

Executive directors are not entitled to termination benefits other than the minimum requirements set under the National Employment Standards.

#### *Retirement allowances*

The only retirement allowances for the executive directors are superannuation payments to a nominated contribution scheme, which are made in accordance with statutory obligations in Australia.

## **Executives**

The executive remuneration framework has two components that, combined, represent total remuneration:

- fixed compensation
- short-term incentives

#### *Fixed compensation*

The terms of employment for all executive management include a fixed compensation component, which is expressed in local currency. This fixed component is set in accordance with the market rate for a comparable role by reference to appropriate external information and having regard to the individual's responsibility, qualifications, experience and location. Executive compensation is also reviewed on promotion and at the expiration of service agreements, in the case of the CEO.

Fixed compensation includes contributions to superannuation in accordance with relevant legislation, where applicable. Fixed compensation is structured as a total employment cost package which may be delivered as a mix of cash and non-financial benefits at the executive's discretion. There are no guaranteed fixed remuneration increases included in any senior executive's contracts.

#### *Short term incentives ("STI")*

The STI is a plan that involves linking specific targets, both quantitative and qualitative, with the opportunity to earn incentives in addition to fixed compensation. The amount of STI to be paid each year is established at the discretion of the CEO and the Board, with executives' STI's capped at 75% of their base pay, and the CEO's STI capped at 100% of his base pay. The targeted quantitative performance levels include a mix of both individual performance levels and total Company performance levels. This ensures that the incentive is directly linked to areas of individual control, while at the same time ensuring that such incentives are ultimately linked to the creation of shareholder wealth through improved Company performance. Qualitative targets are generally linked more specifically to each individual and relevant business unit goals, rather than outright performance. As such, the targets are more subjective in nature than the quantitative target which means payment is largely subject to the discretion of the CEO and the Board.

Short term incentives have historically been settled in cash. However, the Company does have a Short Term Incentive Equity Plan (STIEP). The purpose of the STIEP is to provide the Company with an alternative settlement option for short term incentive obligations, which will continue to motivate key management personnel ("KMPs"). Under the STIEP, KMP's will be allocated shares in lieu of cash. Shares to be allocated under the STIEP may be existing unallocated shares currently held on trust under the terms of the Employee Share Trust or alternatively shares purchased on market. As at the date of this report, there have been no shares allocated under the STIEP.

All of the payments relating to both the 2020 and 2019 years were substantially less than the maximum possible incentive payment for each KMP.

**REMUNERATION REPORT (AUDITED)** (continued)**B. Details of Remuneration**

Details of each element of remuneration for each director and the key management personnel (as defined in AASB 124 Related Party Disclosures) of the consolidated entity are set out below. The key management personnel (KMP) of the consolidated entity are the directors of the Company, the Chief Executive Officer (CEO) Matthew Hill, and those executives that report directly to the CEO, including:

- Gary Valentine – Chief Operating Officer and President of North America
- Jon Moses – President Australasia
- Jessica Moelands – Chief Financial Officer
- Matthew Wong – President Global Product

**DIRECTORS OF GLOBE INTERNATIONAL LIMITED**

	2020			2019		
	CASH \$	SUPER-ANNUATION \$	TOTAL \$	CASH \$	SUPER-ANNUATION \$	TOTAL \$
<u>Non-executive directors</u>						
William Crothers <sup>(1)</sup>	8,404	798	9,202	-	-	-
Norman O'Bryan AM SC <sup>(2)</sup>	86,250	8,194	94,444	78,436	7,451	85,887
Paul Isherwood AO <sup>(3)</sup>	-	-	-	38,333	3,642	41,975
<b>Sub-total</b>	<b>94,654</b>	<b>8,992</b>	<b>103,646</b>	<b>116,769</b>	<b>11,093</b>	<b>127,862</b>
<u>Executive Directors</u>						
Peter Hill	379,818	9,025	388,843	399,808	9,500	409,308
Stephen Hill	370,500	21,003	391,503	390,000	20,531	410,531
<b>Sub-total</b>	<b>750,318</b>	<b>30,028</b>	<b>780,346</b>	<b>789,808</b>	<b>30,031</b>	<b>819,839</b>
<b>Total Directors' Remuneration</b>	<b>844,972</b>	<b>39,020</b>	<b>883,992</b>	<b>906,577</b>	<b>41,124</b>	<b>947,701</b>

(1) Appointed as director on 4 June 2020 (2) Appointed as director on 26 October 2018 and retired on 4 June 2020 (3) Directorship ceased on 27 October 2018.

**KEY MANAGEMENT PERSONNEL (KMP)**

NAME	2020	SHORT TERM BENEFITS			TOTAL \$
	CASH SALARY \$	OTHER \$	SHORT TERM INCENTIVES <sup>(2)</sup> \$	SUPER-ANNUATION \$	
Matthew Hill <sup>(1)</sup>	1,191,793	32,024	-	-	1,223,817
Gary Valentine <sup>(1)</sup>	582,577	32,042	223,881	-	838,500
Jon Moses	390,000	-	-	21,003	411,003
Jessica Moelands	390,000	-	-	21,003	411,003
Matthew Wong	360,000	-	-	21,003	381,003

(1) US based executive (2) There were no short term incentives paid to KMP's for the year ended 30 June 2020 due to the uncertainties arising from the COVID-19 pandemic. The STI paid to Gary Valentine relates to the FY2019 financial year. His 2019 STI was directly tied to the successful completion of the Dwindle transaction, and was therefore not accrued and paid until early FY20, when the transaction was completed.

**REMUNERATION REPORT (AUDITED)** (continued)**B. Details of Remuneration (continued)****KEY MANAGEMENT PERSONNEL (KMP)**

2019	SHORT TERM BENEFITS				TOTAL \$
	NAME	CASH SALARY \$	OTHER \$	SHORT TERM INCENTIVES <sup>(2)</sup> \$	
Matthew Hill <sup>(1)</sup>	1,177,412	27,761	281,690	-	1,486,863
Gary Valentine <sup>(1)</sup>	549,062	24,724	-	-	573,786
Jon Moses	390,000	-	150,000	20,531	560,531
Jessica Moelands	390,000	-	100,000	20,531	510,531
Matthew Wong	360,000	-	50,000	20,531	430,531

(1) US based executive (2) All incentives relate to the 2019 financial year, they were accrued in 2019 and were paid during the 2020 financial year. These incentives were all settled in cash.

**C. Service Agreements**

Remuneration and other terms of employment of the Chief Executive Officer (CEO) are formalised in a service agreement. The most recent 5 year service agreement expired on 30 June 2020. The Board is working with the CEO on his next service agreement. The terms of this agreement are expected to be largely consistent with the most recent arrangement, the major provisions of which were:

- 5 year term
- base pay of US\$840,000 to be reviewed annually
- twelve months' notice of termination by the Company or six months' notice of termination by the CEO.
- termination payment is capped at the maximum limit allowed under part 2D.2 of the *Corporations Act 2001*.

All other key management personnel are subject to employment contracts where duration is unlimited and standard notice periods of six to twelve weeks apply.

**D. Other transactions with directors and KMP's**Shareholdings

The number of shares in the Company held during the financial year by each director of the Company and each of the key management personnel of the consolidated entity, including their personally related entities, are set out below:

NAME	BALANCE AT THE BEGINNING OF THE YEAR	RECEIVED DURING THE YEAR ON THE EXERCISE OF PERFORMANCE RIGHTS	OTHER CHANGES DURING THE YEAR	BALANCE AT THE END OF THE YEAR
<b>DIRECTORS OF GLOBE INTERNATIONAL LIMITED – ORDINARY SHARES</b>				
William Crothers	-	-	16,878 <sup>(2)</sup>	16,878
Norman O'Bryan	246,408	-	(246,408) <sup>(1)</sup>	-
Peter Hill	12,436,009	-	-	12,436,009
Stephen Hill	12,581,062	-	75,487 <sup>(2)</sup>	12,656,549
<b>KEY MANAGEMENT PERSONNEL OF THE CONSOLIDATED ENTITY – ORDINARY SHARES</b>				
Matthew Hill	3,495,965	-	-	3,495,965
Jessica Moelands	1,000	-	-	1,000
Gary Valentine	25,000	-	50,000 <sup>(2)</sup>	75,000
Matthew Wong	117,500	-	-	117,500

(1) Shares held on date of retirement of director (4 June 2020). (2) Shares acquired via on market purchases.

## REMUNERATION REPORT (AUDITED) (continued)

### D. Other transactions with directors and KMP's (continued)

#### *Related party transactions with directors and key management personnel*

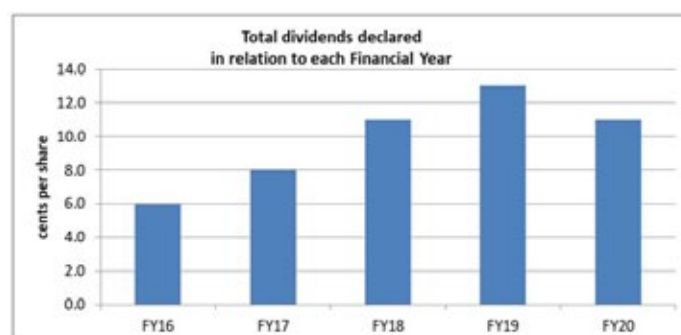
From time to time the consolidated entity may engage in transactions with directors, key management personnel and their related entities where the transaction presents a commercial opportunity for the consolidated entity. Such transactions occur on the condition that they are based on arms-length, or better than arms-length, terms and conditions. Where such transactions are on a fixed contractual basis (such as property lease contracts), approval is required from the independent non-executive Chairman of the board prior to the execution of the contract. Such approval is only granted where management is able to provide evidence that the transaction is commercially relevant and has been made on an arm's length basis. For property leases, such evidence includes independent professional advice with regards to the appropriate valuation of the leased property.

Peter Hill and Stephen Hill were directors of the Company throughout the financial period, and were involved with the following related party transactions, which were conducted under arms-length terms and conditions.

- Stephen Hill is the director of LHCF Nominees Pty Ltd ("LHCF"). The consolidated entity leases a commercial property from LHCF and during the current year paid rent to LHCF of \$671,433 (2019: \$803,632). Rent is paid one month in advance, and is due and payable on the first of every month. Due to COVID-19 and in the spirit of the Federal Government's National Cabinet Code of Conduct, LHCF, in good faith offered the consolidated entity rental reductions for the period from 1 March 2020 to 30 June 2020. The rental reduction included a combination of rent abatements and the deferral of the remaining rent until 30 June 2020.
- The consolidated entity enters into transactions with retail outlets owned by Empire International Pty Ltd (Empire) and EigHt Pty Ltd (EigHt), both of which are controlled by parties related to Stephen Hill. In the prior financial year, the consolidated entity entered into 2 leases for retail outlets in Melbourne, Victoria which were concurrently licensed to these related entities. Under the terms of the license agreements, the licensees were fully responsible for all dealings with the landlord under the lease and accordingly there were no transactions between the consolidated entity and the licensees or the landlord. The license arrangements came to an end during the 2020 financial year, when the Empire lease expired and the EigHt license was cancelled. Upon the expiration of the Empire lease, the consolidated entity bought back inventory of \$27,635 at a discount to the initial sale value. Upon the cancellation of the EigHt license, the consolidated entity entered into possession of that retail outlet. In return, the consolidated paid EigHt \$90,470 to buy-back the inventory at cost; and \$100,000 for the fit-out of the retail outlet (at a significant discount to cost). During the financial year, as part of the normal operations of these retail outlets, these entities purchased \$13,573 of inventory from the consolidated entity (2019: \$349,211). Amounts payable to the consolidated entity as at the end of the financial year were nil (2019:\$123,167). All of these transactions were conducted on an arms-length or better than arms' length basis and amounts are due 30 days from statement date.
- Peter Hill is a director of Station H Limited, a retail store that sells the consolidated entity's products in Hong Kong. During the current financial year, Station H purchased \$69,464 of inventory from the consolidated entity (2019: \$67,550). Amounts payable to the consolidated entity as at the end of the financial year were \$15,153 (2019: \$12,306). All inventory purchases are at arms-length prices, and amounts are due 30 days from statement date.
- From time to time the consolidated entity employs parties related to key management personnel as casual employees on an arms' length basis and pays them in accordance with relevant employment awards. The total amount of salaries (including superannuation) earned by these parties from the consolidated entity during the financial year were \$10,332 (2019: Nil).

### E. Additional Information

Over the past five financial years as a whole, there has been net increase in shareholder wealth of \$18.5 million. The driver of the increase in shareholder value is dividends of \$20.3 million declared or paid in relation to the past 5 financial years, as illustrated in the chart below.





## INSURANCE OF OFFICERS

During the financial year, Globe International Limited paid premiums to insure the directors, secretary and senior management of the Company and its subsidiaries. The amount of such premiums is confidential as per the terms of the insurance contract.

The liabilities insured include legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the Company and its controlled entities, but not in respect of obligations owed to the Company, or if they are found liable in such civil penalty or criminal proceedings.

## NON-AUDIT SERVICES

Certain non-audit services were provided by the consolidated entity's auditor, PricewaterhouseCoopers. The directors are satisfied that the provision of non-audit services is compatible with the general standard of independence for auditors imposed by the Corporations Act 2001. The nature and scope of each type of non-audit service provided means that auditor independence was not compromised. PricewaterhouseCoopers Australia and its related parties received, or are due to receive, \$62,050 (2019: \$29,916) from the consolidated entity for non-audit services rendered during the financial year, predominantly in relation to taxation compliance and advice.

## AUDITORS' INDEPENDENCE DECLARATION

A copy of the auditors' independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 56.

## ROUNDING OF AMOUNTS

Amounts in the Directors' Report have been rounded off in accordance with ASIC Corporations (Rounding in Financial / Directors' Reports) Instrument 2016/191 to the nearest thousand dollars, or in certain cases, to the nearest dollar.

## AUDITOR

PricewaterhouseCoopers continues in office in accordance with section 327 of the Corporations Act 2001.

This report is made in accordance with a resolution of the Board of Directors pursuant to section 298(2) of the Corporations Act 2001.

Melbourne

Dated this 20 August 2020



.....  
William Crothers, Chairman



### *Auditor's Independence Declaration*

As lead auditor for the audit of Globe International Limited for the year ended 30 June 2020, I declare that 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 Globe International Limited and the entities it controlled during the period.

A handwritten signature in black ink, appearing to read 'J. Roberts' with a stylized flourish at the end.

Jon Roberts  
Partner  
PricewaterhouseCoopers

Melbourne  
20 August 2020

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**PricewaterhouseCoopers, ABN 52 780 433 757**  
2 Riverside Quay, SOUTHBANK VIC 3006, GPO Box 1331, MELBOURNE VIC 3001  
T: 61 3 8603 1000, F: 61 3 8603 1999, [www.pwc.com.au](http://www.pwc.com.au)

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**INCOME STATEMENT**

		2020	2019
	NOTES	\$'000	\$'000
<b>Revenue from contracts with customers</b>	<b>3</b>	<b>151,722</b>	<b>159,143</b>
Profit from the sale of the Dwindle trademarks		3,632	-
Changes in inventories of finished goods and work in progress		(10,539)	8,346
Inventories purchased		(70,840)	(94,024)
Selling and administrative expenses*		(41,592)	(40,995)
Employee benefits expense		(20,924)	(23,292)
Depreciation and amortisation expense*	4	(4,129)	(1,118)
Finance costs*	4	(897)	(284)
<b>Profit before related income tax expense</b>		<b>6,433</b>	<b>7,776</b>
Income tax benefit/(expense)	7(a)	(332)	421
<b>Profit attributable to members of Globe International Limited</b>	<b>30</b>	<b>6,101</b>	<b>8,197</b>
<i>* includes the impact of the adoption of AASB 16 Leases in the current period. Refer to Note 4 and 17 for further information.</i>			
<b>Earnings per share attributable to members of the Company (EPS):</b>			
Basic EPS (cents per share)	27	14.71	19.77
Diluted EPS (cents per share)	27	14.71	19.77

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

**STATEMENT OF COMPREHENSIVE INCOME**

		2020	2019
	NOTES	\$'000	\$'000
Profit for the year		6,101	8,197
Other comprehensive income / (expense):	(a)		
Changes in fair value of cash flow hedges	29 (b)	(407)	(568)
Exchange differences on translation of foreign operations	29 (a)	185	827
Income tax benefit / (expense) relating to components of other comprehensive income	7 (c)	52	6
Other comprehensive income/(expense) for the year, net of tax		(170)	265
<b>Total comprehensive income for the year attributable to the members of Globe International Limited</b>		<b>5,931</b>	<b>8,462</b>

(a) Items included in the statement of comprehensive income may be reclassified to the profit and loss in the future.

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

## BALANCE SHEET

		2020	2019
ASSETS	NOTES	\$'000	\$'000
<b>Current assets</b>			
Cash and cash equivalents	11	25,997	9,495
Trade and other receivables	13	17,152	24,178
Inventories	14	20,550	31,069
Prepayments	15	2,050	2,039
Derivative financial instruments	12	-	289
Current tax assets	8	157	383
<b>Total current assets</b>		<b>65,906</b>	<b>67,453</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	16	1,302	1,541
Right-of-use assets	17	8,084	-
Intangible assets	19	217	650
Other assets	18	2,002	1,959
Deferred tax assets	8	3,932	4,150
<b>Total non current assets</b>		<b>15,537</b>	<b>8,300</b>
<b>Total Assets</b>		<b>81,443</b>	<b>75,753</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	20	23,729	27,093
Current lease liabilities	17	2,452	-
Borrowings	1	-	1,638
Derivative financial instruments	12	118	-
Current tax liability	9	-	33
Provisions	21	1,394	1,278
<b>Total current liabilities</b>		<b>27,693</b>	<b>30,042</b>
<b>NON-CURRENT LIABILITIES</b>			
Non-current lease liabilities	17	6,736	-
Provisions	21	777	707
Other liabilities	22	1,456	472
<b>Total non-current liabilities</b>		<b>8,969</b>	<b>1,179</b>
<b>Total liabilities</b>		<b>36,662</b>	<b>31,221</b>
<b>NET ASSETS</b>		<b>44,781</b>	<b>44,532</b>
<b>Equity</b>			
Contributed equity	26	144,223	144,223
Treasury Shares	28	(487)	(487)
Reserves	29	(5,684)	(5,514)
Retained profits/(losses)	30	(93,271)	(93,690)
<b>TOTAL EQUITY</b>		<b>44,781</b>	<b>44,532</b>

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

	CONTRIB- UTED EQUITY \$'000	TREASURY SHARES \$'000	SHARE BASED PAYMENT RESERVE \$'000	CASH-FLOW HEDGE RESERVE \$'000	FOREIGN CURRENCY TRANSL'N RESERVE \$'000	RETAINED PROFITS / (LOSSES) \$'000	TOTAL EQUITY \$'000
<b>Balance at 1 July 2018</b>	144,223	(487)	323	596	(6,698)	(96,911)	<b>41,046</b>
Profit for the 2019 financial year	-	-	-	-	-	8,197	<b>8,197</b>
Other comprehensive income / (expense)	-	-	-	(394)	659	-	<b>265</b>
Total comprehensive income / (expense) for the year	-	-	-	(394)	659	8,197	<b>8,462</b>
<i>Transactions with owners in their capacity as owners:</i>							
Dividends paid	-	-	-	-	-	(4,976)	<b>(4,976)</b>
<b>Balance at 30 June 2019 / 1 July 2019</b>	144,223	(487)	323	202	(6,039)	(93,690)	<b>44,532</b>
Adoption of AASB 16 Leases	-	-	-	-	-	(706)	<b>(706)</b>
Profit for the 2020 financial year	-	-	-	-	-	6,101	<b>6,101</b>
Other comprehensive income / (expense)	-	-	-	(285)	115	-	<b>(170)</b>
Total comprehensive income / (expense) for the year	-	-	-	(285)	115	5,395	<b>5,225</b>
<i>Transactions with owners in their capacity as owners:</i>							
Dividends paid	-	-	-	-	-	(4,976)	<b>(4,976)</b>
<b>Balance at 30 June 2020</b>	144,223	(487)	323	(83)	(5,924)	(93,271)	<b>44,781</b>

The above statement of changes in equity should be read in conjunction with the accompanying notes.

For the year ended 30 June 2020

		2020	2019
	NOTES	\$'000	\$'000
<b>Cash flows from operating activities</b>			
Receipts from customers (inclusive of goods and services tax)		163,490	164,549
Payments to suppliers and employees (inclusive of goods and services tax)		(139,548)	(167,094)
Interest received	3	23	31
Interest and other costs of finance paid*	4	(897)	(284)
Income taxes received / (paid)		148	(655)
<b>Net cash provided by / (used in) operating activities</b>	10	23,216	(3,453)
<b>Cash flows from investing activities</b>			
Payments for property, plant and equipment	16	(543)	(490)
Net proceeds from the sale of Dwindle assets		3,414	-
Deferred payments for intangible assets acquired in previous period	19	(373)	(338)
<b>Net cash provided by / (used in) investing activities</b>		2,498	(828)
<b>Cash flows from financing activities</b>			
Dividends paid		(4,976)	(4,976)
Principal payments for leases*		(2,628)	-
Proceeds from/(repayment of) borrowings		(1,638)	1,638
<b>Net cash provided by / (used in) financing activities</b>		(9,242)	(3,338)
<b>Net increase/ (decrease) in cash and cash equivalents</b>		<b>16,472</b>	<b>(7,619)</b>
Cash and cash equivalents at beginning of the financial year		9,495	16,801
Effect of exchange rates on cash holdings in foreign currencies		30	313
<b>Cash and cash equivalents at the end of the financial year</b>	11	<b>25,997</b>	<b>9,495</b>

\*Includes the impact of the adoption of AASB 16 Leases in the current period.

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

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## NOTE 1. FINANCIAL RISK MANAGEMENT

The consolidated entity's activities expose it to a variety of financial risks - credit risk; market risk (including currency risk, and interest rate risk); and liquidity risk. The consolidated entity's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the consolidated entity. The consolidated entity uses derivative financial instruments such as foreign exchange contracts to hedge certain risk exposures. These derivatives are used exclusively for hedging purposes and not as trading or speculative instruments. The consolidated entity uses different methods to measure different types of risk to which it is exposed. These methods include monitoring the financial performance of counter-parties, ageing analysis for trade and other receivables, credit exposures and sensitivity analysis for foreign exchange and interest rate risk.

The board of directors has the ultimate responsibility for the establishment and oversight of the risk management framework. The Board works with the Chief Executive Officer ("CEO") and the Chief Financial Officer ("CFO") to establish the overall risk and control framework. The CEO and CFO are then delegated the authority and responsibility to assess specific risks, set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and procedures are reviewed regularly by the CEO and CFO to reflect changes in market conditions and the consolidated entity's activities. The CEO and CFO report to the Board on a regular basis in relation to the risk and control framework. The consolidated entity has written policies in place, covering specific areas, such as foreign exchange risk and credit risk.

The consolidated entity holds the following financial instruments as at the reporting date:

		2020	2019
	NOTES	\$'000	\$'000
<b>Financial assets</b>			
Cash and cash equivalents	11	25,997	9,495
Trade and other receivables	13	17,152	24,178
Derivative financial instruments	12	-	289
Other assets	18	2,002	1,959
<b>Total financial assets</b>		<b>45,151</b>	<b>35,921</b>
<b>Financial liabilities</b>			
Trade and other payables	20	23,729	27,093
Lease liabilities	17	9,188	-
Derivative financial instruments	12	118	-
Borrowings		-	1,638
Other liabilities	22	1,456	472
<b>Total financial liabilities</b>		<b>34,491</b>	<b>29,203</b>

**NOTE 1. FINANCIAL RISK MANAGEMENT** (Continued)**(a) Credit risk**

Whilst overall credit risk management is overseen by the Board, the day to day management of credit risk is conducted at a regional level by the CEO, CFO and regional management teams. Credit risk arises from cash and cash equivalents, forward exchange contracts, deposits with banks and trade and other receivables, including factoring arrangements. The carrying amount of the consolidated entity's financial assets, which represents the maximum credit exposure as at the reporting date, was:

		2020	2019
	REFERENCE	\$'000	\$'000
Trade receivables (net of loss allowance)	(4)	14,884	22,055
Other receivables	(2)	1,498	1,342
Restricted cash on deposit		770	781
<b>Total trade and other receivables</b>		<b>17,152</b>	<b>24,178</b>
Other assets	(3)	2,002	1,959
Derivative financial instruments	(1)	-	289
Cash and cash equivalents	(1)	25,997	9,495
<b>Total financial assets</b>		<b>45,151</b>	<b>35,921</b>

**(1) Cash, cash equivalents and derivative financial instruments**

Cash, cash equivalents and deposits are placed with reputable international banks in Australia, New Zealand, the USA, Canada, France and the UK. The counterparties to forward exchange contracts are also reputable international banks and financial institutions. The consolidated entity has a policy in place to assess any new relationships with financial institutions, and to annually monitor existing relationships.

**(2) Other receivables**

Other receivables include sundry receivables and amounts due from factors. The exposure to credit risk on amounts due from factors is monitored through the financial institution monitoring policy noted above, which includes regular review of financial performance and updates provided by ratings agencies. All balances are considered current, and are not considered to be impaired.

**(3) Other assets**

Other assets include a non-controlling investment in a production facility. The investment is tested annually for impairment and is not considered to be impaired.

**(4) Trade receivables**

There are no significant concentrations of credit risk in relation to trade receivables in the consolidated entity as there are a large number of customers that are internationally dispersed. To minimise exposure to credit risk, the consolidated entity has policies in place to ensure that sales of products are made to customers with an appropriate credit history, both internally and externally. External credit history is verified mainly through trade references and reports from credit rating agencies where available, and internal credit history is monitored through the Company's systems. Credit applications are received for each customer, and credit limits are established and reviewed regularly. When a customer is deemed un-creditworthy, no credit is granted and payment is secured either by a letter of credit or prepayment for the goods. Goods are sold subject to retention of title clauses in those regions where such clauses are legally accepted, so that in the event of default the consolidated entity may have a secured claim in certain circumstances. In some instances personal guarantees are obtained from customers, and in certain jurisdictions accounts receivable balances are insured by third parties.

**NOTE 1. FINANCIAL RISK MANAGEMENT** (Continued)(4) *Trade receivables* (continued)

Included below are the quantitative details of the consolidated entity's exposure to credit risk from trade receivables at balance date:

		2020	2019
	REFERENCE	\$'000	\$'000
<i>The consolidated entity's maximum exposure to credit risk for trade receivables (net of loss allowances) At the reporting date by geographic region was:</i>			
Australasia		9,568	11,906
North America		1,487	5,071
Europe		3,829	5,078
		14,884	22,055
<i>The ageing of the consolidated entity's trade receivables considered past due as at the reporting date was:</i>			
Past due 0-30 days		2,405	4,857
Past due 31-60 days		623	1,863
Past due 61-90 days		710	1,054
Past due 90+ days		2,863	2,047
Total receivables past due		6,601	9,821
Credit loss allowance	(i)	(2,888)	(1,206)
Total receivables past due but not impaired		3,713	8,615

- (i) The credit loss allowance is based on applying the simplified approach permitted by AASB 9, which requires expected lifetime losses to be recognised from the initial recognition of receivables. This results in a loss allowance being applied at rates ranging from 0.5% to 25%, depending on the ageing of those receivables. In addition, management judgement is used to determine if there are any forward looking factors that require an adjustment to the total value of the credit loss allowance. There is an increase in this portion of the provision in the current year due to the general macro-economic uncertainties created by COVID-19. Finally, any receivables that are considered to be highly doubtful, but which have not yet been formally written off, will include provisions of up to 100%. There is an increase in this portion of the provision in the current year due to three specific customers in the North America and Europe segments, which correlates to the increase in the past due 90+ ageing category. These instances of bad debt are unrelated to COVID-19. Management considers that the remainder of the trade receivables, despite being past-due, relate to customers that have a good credit history and in many cases a payment plan is in place. Accordingly, based on historical default rates, management believes no further impairment is required. Trade receivables are written off when there is no reasonable expectation of recovery. Indicators include, amongst others, liquidation, inability to recover debt through a collection agency or failure of a debtor to engage in a repayment plan.

Although the goods sold to these customers were subject to retention of title clauses in some instances, management generally has no indication that the customer is still in possession of the goods, or alternatively, that the goods even if repossessed are of any significant value. Hence, no allowance has been made for any amounts that may be recoverable on the repossession of the goods.

**NOTE 1. FINANCIAL RISK MANAGEMENT** (Continued)**(a) Credit risk (Continued)**(4) *Trade receivables (continued)*

When management is satisfied that no further recovery of the receivable is possible the amount of the credit loss allowance relating to that receivable is written off against the financial asset directly.

	2020	2019
	\$'000	\$'000
<i>The movement in the credit loss allowance for trade receivables during the year was:</i>		
Balance at 1 July	1,206	1,083
Credit losses / (write-backs) recognised during the year	1,989	217
Receivables written off against credit loss allowance	(303)	(118)
Effects of foreign currency on translation of overseas entities allowances	(4)	24
Balance at 30 June	2,888	1,206

**NOTE 1. FINANCIAL RISK MANAGEMENT** (Continued)**(b) Market risk***(i) Foreign exchange risk*

The consolidated entity operates internationally and is exposed to foreign exchange risk arising from various currency exposures, primarily in respect to the US dollar (USD). Foreign exchange risk arises from future commercial transactions and recognised assets and liabilities in a currency that is not the consolidated entity's functional currency, or the functional currency of one of its subsidiaries. The risk is measured using sensitivity analysis and projections of future commercial transactions. Forward contracts are used to manage foreign exchange risk associated with inventory purchases.

Under the consolidated entity's policy the critical terms of the forward contracts must align with the hedged items. This policy states that each region should hedge up to 75% of forecast USD denominated inventory purchases over a seven month period, where USD is not the functional currency of the subsidiary. All hedges of projected purchases qualify as highly probable forecast transactions for hedge accounting purposes.

The consolidated entity does not hedge its net investments in foreign subsidiaries denominated in foreign currencies as those currency positions are considered long term in nature. Any foreign exchange gains or losses are taken to the foreign currency translation reserve on consolidation.

The consolidated entity's net exposure to foreign exchange risk in relation to financial instruments on hand at the reporting date, in Australian dollars, was as follows:

	2020				2019			
	000'S USD	000'S EURO	000'S GBP	000'S CAD	000'S USD	000'S EURO	000'S GBP	000'S CAD
Trade receivables and other receivables	271	-	545	386	166	54	976	708
Trade payables	(3,664)	-	(16)	(31)	(8,130)	-	(9)	(26)
Forward exchange contracts to buy foreign currency	16,028	-	-	-	25,291	-	-	-
	12,635	-	529	355	17,327	54	967	682

**NOTE 1. FINANCIAL RISK MANAGEMENT** (Continued)**(b) Market Risk (continued)***(ii) Interest rate risk*

The consolidated entity's main interest rate risk during the financial year resulted from movements in interest rates on advances under financing facilities in North America and Australia, as discussed in further detail below under liquidity risks. Under the terms of the agreements, the consolidated entity is exposed to interest rate risk, to the extent that the available facilities are utilised.

The consolidated entity's exposure to interest rate risk, and the effective weighted average interest rates on classes of financial assets and liabilities on hand at the reporting date, is detailed below:

	WEIGHTED AVERAGE INTEREST RATE (%)	FIXED INTEREST RATE \$'000	FLOATING INTEREST RATE \$'000	NON-INTEREST BEARING \$'000	TOTAL \$'000
<b>2020</b>					
<b>Financial assets:</b>					
Cash and cash equivalents	0.05	-	8,477	17,520	25,997
Trade and other receivables	0.95	633	-	16,519	17,152
Other assets	n/a	-	-	2,002	2,002
		633	8,477	36,041	45,151
<b>Financial liabilities</b>					
Trade and other payables	n/a	-	-	23,729	23,729
Lease liabilities	3.93	9,188	-	-	9,188
Other liabilities	1.00	1,456	-	-	1,456
		-	-	23,729	34,373
<b>2019</b>					
<b>Financial assets:</b>					
Cash and cash equivalents	n/a	-	-	9,495	9,495
Trade and other receivables	2.53	618	-	23,560	24,178
Other assets	n/a	-	-	1,959	1,959
		618	-	35,014	35,632
<b>Financial liabilities</b>					
Trade and other payables	n/a	-	-	27,093	27,093
Borrowings	6.29	-	1,638	-	1,638
Other liabilities	n/a	-	-	472	472
		-	1,638	27,565	29,203

**(c) Liquidity risk**

The consolidated entity finances its operations by a combination of net cash from operating activities, the reinvestment of surplus cash and the use of finance facilities. These finance facilities include a combination of trade finance, borrowings against inventories and short-term funding from the sale of certain receivables to factoring institutions. Liquidity risk is the risk that the consolidated entity may not be able to access funding when required, for both day-to-day requirements and to support its strategic activities.

**NOTE 1. FINANCIAL RISK MANAGEMENT** (continued)**(c) Liquidity risk (continued)**

Liquidity risk is managed by continuously monitoring forecast and actual cash flows and matching the maturities of financial assets against liabilities. In many cases trade receivables are financially incentivised to pay on time; and credit terms with both customers and suppliers of goods and services are negotiated to minimise the gap between payments to suppliers and collections from customers.

Due to the seasonal nature of the cash flows and the requirement for working capital funding at certain peak times throughout the year, finance facilities are obtained from a number of reputable banks and financial institutions globally. Management regularly reviews the forecast levels of available facilities in line with cash flow requirements. In addition, management maintains relationships with key financial institutions that may be able to provide alternate sources of funding, should the need arise.

The key components of liquidity risk for the consolidated entity include the value of financial liabilities as at the reporting date, and the availability of borrowing facilities. The quantitative details of both of these exposures as at the reporting date are included below:

*(i) Financial liabilities*

The following are the contractual maturities of the financial liabilities of the consolidated entity. With the exception of lease liabilities and other liabilities, the vast majority of other balances are due within 12 months or less. Accordingly, the impact of discounting is not significant so the contractual cash flow is equal to the carrying amount of the financial liabilities.

	CONTRACTUAL CASH FLOW						TOTAL CONTRACTUAL CASH FLOWS \$'000
	CARRYING AMOUNT \$'000	6 MONTHS OR LESS \$'000	6-12 MONTHS \$'000	BETWEEN 1 AND 2 YEARS \$'000	BETWEEN 2 AND 5 YEARS \$'000	OVER 5 YEARS \$'000	
<b>2020</b>							
<i>Non-derivatives</i>							
Trade and other payables	23,729	23,401	146	-	182	-	23,729
Lease liabilities	9,189	944	1,847	3,564	3,417	-	9,772
Other liabilities	1,456	-	-	1,482	nil	-	1,482
<b>Total</b>	<b>34,374</b>	<b>24,345</b>	<b>1,993</b>	<b>5,046</b>	<b>3,599</b>	<b>-</b>	<b>34,983</b>
<i>Derivatives</i>							
Forward exchange contracts used for hedging:							
Inflow (Gross)	(16,038)	(16,038)	-	-	-	-	(16,038)
Outflow (Gross)	16,156	16,156	-	-	-	-	16,156
<b>Total</b>	<b>118</b>	<b>118</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>118</b>
<b>2019</b>							
<i>Non-derivatives</i>							
Trade and other payables	27,092	27,092	-	-	-	-	27,092
Borrowings	1,638	1,638	-	-	-	-	1,638
<b>Total</b>	<b>28,730</b>	<b>28,730</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>28,730</b>
<i>Derivatives</i>							
Forward exchange contracts used for hedging:							
Inflow (Gross)	(25,270)	(23,568)	(1,702)	-	-	-	(25,270)
Outflow (Gross)	24,981	23,256	1,725	-	-	-	24,981
<b>Total</b>	<b>(289)</b>	<b>(312)</b>	<b>23</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(289)</b>

**NOTE 1. FINANCIAL RISK MANAGEMENT** (continued)**(c) Liquidity risk (continued)***(ii) Borrowing facilities*

As at the reporting date, the consolidated entity had access to the following current borrowing facilities, which can be used as required for short-term funding to meet the contractual maturities of the financial liabilities noted above.

	2020 \$'000	2019 \$'000
(1) <b>Secured receivables financing facilities</b>		
- amount used (non-recourse North American facility )	2,995	5,589
- amount used (full-recourse Australian facility)	-	1,638
- amount unused (non-recourse North American facility )	595	509
- amount unused (full-recourse Australian facility)	5,642	4,810
	9,232	12,548
(2) <b>Secured inventory financing facilities</b>		
- amount used	-	-
- amount unused	2,302	2,467
	2,302	2,467
(3) <b>Secured multi-option facilities</b>		
- amount used	-	-
- amount unused	5,491	5,486
	5,491	5,486
<b>TOTAL FINANCING FACILITIES</b>		
- amount used	2,995	7,227
- amount unused	14,030	13,274
	17,025	20,501
(4) <b>Bank guarantee facilities</b>		
- amount used	882	968
- amount unused	196	103
	1,078	1,071

**(1) Secured receivables financing facilities***Australia*

The parent entity has in place a receivables financing arrangement which will continue on an annual rolling basis, with no fixed term. This is a non-disclosed facility that allows the parent entity access to funds at up to 85% of outstanding eligible trade receivables, at the discretion of the lender, to a maximum facility level of \$10.0 million (2019: \$10.0 million). The credit risk, and all obligations associated with collecting the receivables remain with the consolidated entity. The consolidated entity may draw down on the net receivables factored at any time before their maturity date, with funds drawn reported as short term borrowings. The lender charges a fixed annual commission on the net sales factored, and interest on any funds drawn. The interest rate is based on relevant floating reference rates, plus a fixed margin. Obligations due to the financier under this agreement are collateralised by a continuing security interest in the financed receivables of the parent entity, and the other assets of the parent entity and its wholly owned Australian subsidiaries. There are certain financial covenants associated with this facility which relate to gross margins and inventory months on hand. The covenants are tested half yearly and the consolidated entity has fallen comfortably within the covenants since they were introduced.



**NOTE 1. FINANCIAL RISK MANAGEMENT** (continued)**(c) Liquidity risk (continued)***(ii) Borrowing facilities (continued)**North America*

The consolidated entity's North American subsidiaries have an arrangement to assign a portion of their accounts receivable to a factor under an ongoing arrangement that is cancellable by either party with 60 days' notice. This arrangement includes both recourse and non-recourse receivables. The majority of the receivables sold are on a non-recourse basis, which means that all credit risk passes to the factor at the time of assignment, such that the consolidated entity has no further exposure to default by trade debtors. When receivables are sold on a recourse basis, those receivables can be passed back to the consolidated entity if they are not collected within a certain time frame. Accordingly, the credit risk on these receivables remains with the consolidated entity, despite the assignment to the factor.

Non-recourse receivables sold to the factor are derecognised as trade receivables, and shown as other receivables - debt due from factor (see Note 13 Trade and other receivables). The consolidated entity may request advances on the net receivables factored at any time before their due date, which reduces the amounts owed by the factor to the consolidated entity. The factor charges a commission on the net sales factored, and interest on any advances. The interest rate is based on relevant floating reference rates, plus a fixed margin.

Maximum advances under the factoring agreement, provided at the discretion of the factor, are 85% of eligible accounts receivable (which excludes all recourse receivables), representing the total available facility. Amounts advanced are reported as cash. Obligations due to the factor under the factoring agreement are collateralised by a continuing security interest in the factored receivables, and other tangible assets of the North American subsidiaries. There are no financial covenants associated with this agreement.

**(2) Secured inventory financing facilities**

The consolidated entity's North American subsidiaries have an arrangement to finance a portion of their inventories to the factor mentioned in (1) above, under an ongoing arrangement that is cancellable by either party with 60 days' notice. This arrangement is an extension of the asset-based financing facilities provided by the factor under the factoring agreement specified in (1) above.

Maximum advances under the inventory financing agreement are 50% of eligible inventory approved by the factor at the end of each month, subject to a maximum limit of \$2.9 million (2019: \$2.9 million). Obligations due to the factor under the inventory financing agreement are reported as short term borrowings and are collateralised by a continuing security interest in the tangible assets of the North American subsidiaries as specified in (1) above. There are no financial covenants associated with this agreement.

**(3) Secured multi-option facilities**

The parent entity has a trade-finance facility secured against the assets of the parent entity and its Australian subsidiaries, as part of the security agreement outlined in (1) above. The maximum facility balance is \$5.0 million (2019: \$5.0 million).

The consolidated entity's European subsidiary has an overdraft facility subject to a maximum limit of \$0.5 million (2019: \$0.5 million). There are no financial covenants associated with this agreement.

**(4) Bank guarantee facilities**

These facilities are based on fixed outstanding guarantee requirements. They are predominantly secured by restricted cash on deposit at the banks providing the guarantees (see Note 13 Trade and other receivables), as well as a secondary charge over certain assets of the consolidated entity.

## NOTE 2. SEGMENT REPORT

### (a) Description of Segments

Operating segments are determined in accordance with AASB 8 Operating Segments. To identify the operating segments of the business, management has considered the business from both a product and geographic perspective, as well as considering the way information is reported internally to management and the board of directors. Ultimately, there are many ways that the business is broken down for internal reporting, depending on the user and the purpose of the report. From a product perspective, information may be reported by brand (Globe, FXD, Stussy etc), by product category (footwear, apparel, hardgoods) or by market (action sports, streetwear or workwear). None of these bases for reporting is more predominantly used than the other. The only consistent break-down of the business from a management reporting perspective is by region. Accordingly, management has determined that there are three operating segments based on the geographical location of each of the regional offices. Each regional office is headed by a President or Vice President. These operating segments are Australasia, North America and Europe. Management and the Board monitor the performance of each of these segments separately and consistently.

Segment revenues, expenses and results within each region are based on the location of the divisional office that generated the sale or expense, rather than the location of the end customer or underlying activity.

#### Segment Revenues

Segment revenue includes all sales of goods and receipts from licensing income, but excludes interest income. There are no inter-segment revenues.

#### Segment Result

Earnings before interest, and tax, (EBIT) is the basis for the segment result in the current financial year as this is the most common measure used by the CEO and the board of directors to measure the performance of the operating segments. In the prior financial year, before the introduction of AASB 16 Leases, the relevant measure was Earnings before interest, tax, depreciation and amortization (EBITDA).

Segment result excludes the following items as these costs are excluded by management when assessing the performance of the operating segments:

- Central corporate costs;
- Investments in new brands and new technologies for new products;
- Trademark protection costs where these costs (a) relate to a global brand; and (b) are significant.

These costs are "unallocated" in the segment report. All other costs are predominantly allocated to the segments based on the location of the expenditure, or based on a reasonable allocation of costs where the costs are centrally incurred. Global proprietary brand development costs, including marketing creation and product design and development, are incurred centrally. To determine segment profitability, these costs are allocated by one third to each of the operating segments for management and segment reporting purposes. Where applicable, when internal allocations are modified in order to report segment performance to the CEO and board of directors, prior year figures are represented within the segment report to ensure comparability to the current period.

#### Segment Assets

Segment Assets are allocated to the segments based on the physical location of the asset (inventories, property, plant and equipment and right-of-use assets), or the segment to which the asset originated (cash, trade and other receivables, prepayments and other assets). Net intercompany receivables are included in the segments as applicable. Intangible assets are treated as unallocated, unless they relate to sales in a specific segment only. Current and deferred tax assets are not considered to be segment assets.

#### Segment Liabilities

Segment Liabilities are allocated to the segments based on the operations of the segment, which includes trade and other payables, provisions, lease liabilities and other liabilities. Net intercompany payables are included in the segments as applicable. Borrowings are also included in segment liabilities as these are short-term financing loans generally used to fund segment working capital. Other liabilities that relate to the deferred consideration for the acquisition of trademarks are treated as unallocated. Current and deferred tax liabilities are not considered to be segment liabilities.

**NOTE 2. SEGMENT REPORT** (Continued)**(b) Reportable Segment Information**

The segment information provided to the CEO for the reportable segments is as follows:

2020	NOTES	AUSTRALASIA \$'000	NORTH AMERICA \$'000	EUROPE \$'000	TOTAL \$'000
<b><u>SEGMENT REVENUE</u></b>					
Total Segment Revenue	(c)(i)	79,333	46,768	25,598	151,699
<b><u>SEGMENT RESULT</u></b>					
<b>Segment EBIT</b>	<b>(c)(ii)</b>	<b>11,134</b>	<b>2,656</b>	<b>210</b>	<b>14,000</b>
Interest revenue		8	11	4	23
Finance costs		(317)	(559)	(21)	(897)
<i>Other material non-cash items</i>					
Credit losses on receivables		(652)	(647)	(690)	(1,989)
Impairment of inventories		(33)	(324)	12	(345)
<b><u>SEGMENT ASSETS AND LIABILITIES</u></b>					
Reportable segment assets	(c)(iii)	47,766	25,782	14,262	87,810
Reportable segment liabilities	(c)(iv)	16,621	21,456	9,258	47,335
Acquisition of non-current assets		286	221	36	543

**NOTE 2. SEGMENT REPORT** (Continued)**(b) Reportable Segment Information (Continued)**

The segment information provided to the CEO for the reportable segments is as follows:

2019	NOTES	AUSTRALASIA \$'000	NORTH AMERICA \$'000	EUROPE \$'000	TOTAL \$'000
<b>SEGMENT REVENUE</b>					
Total Segment Revenue	(c)(i)	81,977	53,479	23,656	159,112
<b>SEGMENT RESULT</b>					
<b>Segment EBITDA</b>		<b>13,444</b>	<b>223</b>	<b>1,144</b>	<b>14,811</b>
Depreciation		(268)	(367)	(50)	(685)
<b>Segment EBIT</b>	(c)(ii)	<b>13,176</b>	<b>(144)</b>	<b>1,094</b>	<b>14,126</b>
Interest revenue		15	9	7	31
Finance costs		(65)	(216)	(3)	(284)
<i>Other material non-cash items</i>					
Impairment of receivables		73	(318)	28	(217)
Impairment of inventories		(410)	91	(52)	(371)
<b>SEGMENT ASSETS AND LIABILITIES</b>					
Reportable segment assets	(c)(iii)	46,276	23,152	15,109	84,537
Reportable segment liabilities	(c)(iv)	14,137	19,948	10,713	44,798
Acquisition of non-current assets		164	243	83	490

**NOTE 2. SEGMENT REPORT** (Continued)

**(c) Reconciliations**
*(i) Segment Revenues*

Segment revenue reconciles to total revenue from continuing operations as follows:

	NOTES	2020 \$'000	2019 \$'000
Total segment revenue		151,699	159,112
Interest revenue		23	31
<b>Total revenue</b>	<b>3</b>	<b>151,722</b>	<b>159,143</b>

*(ii) Segment EBIT*

Segment EBIT reconciles to total operating profit before tax as follows:

	NOTES	2020 \$'000	2019 \$'000
Total segment EBIT		14,000	14,126
Unallocated expenses		(6,693)	(6,097)
<b>EBIT</b>		<b>7,307</b>	<b>8,029</b>
Interest revenue	3	23	31
Finance costs	4	(897)	(284)
		<b>(874)</b>	<b>(253)</b>
<b>Profit before tax</b>		<b>6,433</b>	<b>7,776</b>

*(iii) Segment Assets*

Reportable segment assets are reconciled to total assets as follows:

	NOTES	2020 \$'000	2019 \$'000
Total segment assets		87,810	84,537
Elimination of inter-segment loans		(10,673)	(13,967)
Unallocated intangible assets	19	217	650
Current and deferred tax assets	8	4,089	4,533
<b>Total assets</b>		<b>81,443</b>	<b>75,753</b>

**NOTE 2. SEGMENT REPORT** (continued)**(c) Reconciliations (Continued)***(iv) Segment Liabilities*

Reportable segment liabilities are reconciled to total liabilities as follows:

	NOTES	2020 \$'000	2019 \$'000
Total segment liabilities		47,335	44,798
Elimination of inter-segment loans		(10,673)	(13,967)
Unallocated provisions and other liabilities		-	357
Current and deferred tax liabilities	9	-	33
<b>Total liabilities</b>		<b>36,662</b>	<b>31,221</b>

*(d) Other information*

Information about revenues from external customers and non-current assets in Australia, the entity's country of domicile, and any other material individual countries is disclosed below. These revenues are allocated based on the location of the customer. Non-current assets are allocated based on the location of the asset, or the country which derives income from the asset in the case of investments and intangible assets. Assets that are not allocated to reporting segments are excluded from regional assets.

	EXTERNAL SEGMENT REVENUES		EXTERNAL NON-CURRENT ASSETS	
	2020 \$000	2019 \$000	2020 \$000	2019 \$000
Australia	74,438	75,925	2,370	407
United States	43,348	42,866	7,953	2,899
Other foreign countries	33,913	40,321	1,065	194
Unallocated deferred taxes	-	-	3,932	4,150
Unallocated intangible assets	-	-	217	650
<b>Total</b>	<b>151,699</b>	<b>159,112</b>	<b>15,537</b>	<b>8,300</b>

**NOTE 3. REVENUE FROM CONTRACTS WITH CUSTOMERS**

	2020 \$'000	2019 \$'000
Sale of goods	151,586	158,741
Royalty income	113	371
Interest revenue	23	31
	151,722	159,143

**NOTE 4. EXPENSES**

	NOTES	2020 \$'000	2019 \$'000
<b>Profit from ordinary activities of the continuing operations, before income tax, includes the following specific expenses:</b>			
Cost of sales		81,379	85,678
Credit losses on accounts receivable		1,989	217
Write down of inventory to net realisable value		345	371
<b>Finance costs</b>			
Interest & finance charges paid to banks		248	284
Finance costs associated with leases	17	649	-
Total finance costs		897	284
<b>Amortisation and Depreciation</b>			
Depreciation of fixed assets	16	697	685
Depreciation of Right-of-use assets	17	2,999	-
Total depreciation		3,696	685
Amortisation of trademarks	19	433	433
<b>Total Amortisation and Depreciation</b>		<b>4,129</b>	<b>1,118</b>

## NOTE 5. PROFIT ON SALE OF DWINDLE TRADEMARKS

On 9 August 2019, the consolidated entity sold its suite of US based Dwindle brands to Highline Industries Corporation. This divestment was part of the consolidated entity's ongoing strategic overhaul to reduce the number of smaller brands and move towards having fewer brands in each product category. Following this change the company has a much better balance of apparel, footwear and skateboard hardgoods brands proportionate to the revenue of each product category. The consolidated entity remains fully committed to the skateboard market and the boardsports distribution channel through its remaining brands, including Globe and the retained distribution rights for Dwindle in Australia, New Zealand, the UK and Spain. Meanwhile the Dwindle brands and personnel will find a suitable home at the hardgoods-focused Highline Industries. The transaction includes the sale of the brands, working capital, domain names, social media accounts and the personnel attached to the Dwindle business. The details of the sale of the business are included below:

	2020 \$'000
Consideration received in cash	6,449
Deferred consideration (payable November 2020)	662
Total consideration	7,111
Less: carrying value of net assets sold	(1,405)
Less: transaction costs	(1,631)
Preliminary profit on sale	4,075
Less: Provision against deferred settlement	(443)
<b>Recognised profit on sale, before tax</b>	<b>3,632</b>

## NOTE 6. SIGNIFICANT ITEMS

	2020 \$'000	2019 \$'000
Earnings before interest and tax (EBIT) for the year includes the following significant and one-off items:		
Write-back of provision for legal settlement	-	674
Net impact of significant items on EBIT	-	674

In the current period there are a number of significant items that have been incurred. These items relate to the sale of the Dwindle business, certain legal matters and a range of items due to the impact of COVID-19. Rather than list each of these items as a separate significant item, their impact on the business from an over-arching perspective has been considered in the Directors Report, as part of the Review of Operations.



**NOTE 7. INCOME TAX EXPENSE**

	NOTES	2020 \$'000	2019 \$'000
<b>(a) Income tax expense recognised in the income statement</b>			
Under / (over) taxation estimates		19	(100)
Current income tax expense	(i)	2,035	2,502
Deferred income tax expense	(ii)	41	21
Movement in provision against deferred taxes	(iii)	(1,764)	(2,844)
<b>Total income tax expense / (benefit)</b>		<b>332</b>	<b>(421)</b>

- (i) Current income tax expense represents the amount charged to income tax expense in relation to current year tax payable, before the application of any available carried forward tax losses.
- (ii) Deferred income tax expense represents the movement in deferred tax assets relating to gross temporary differences.
- (iii) The movement in the provision against deferred taxes is the net impact on income tax expense from the net movement in the provision against deferred tax assets relating to both tax losses and temporary differences.

	2020 \$'000	2019 \$'000
<b>(b) Numerical reconciliation between tax expense and pre-tax profit</b>		
Profit from continuing operations before income tax	6,433	7,776
Income tax expense / (benefit) calculated at 30%	1,930	2,333
<b>Increase / (decrease) in tax due to:</b>		
Under/ (over) provision adjustment	(5)	(100)
Non allowable / (assessable) amounts	164	172
Change in tax rates	24	-
Differences in tax on overseas income	(17)	18
Movement in provision against deferred tax assets due to:	(1,764)	(2,844)
<b>Income tax expense / (benefit)</b>	<b>332</b>	<b>(421)</b>
<b>(c) Deferred tax recognised directly in other comprehensive income</b>		
Cash flow hedge reserve	(122)	(174)
Foreign currency translation reserve	70	168
<b>Deferred tax expense / (benefit)</b>	<b>(52)</b>	<b>(6)</b>
<b>(d) Franking Account</b>		
Franking account balance at 30% tax rate	-	-

## NOTE 8. TAX ASSETS

	NOTES	2020 \$'000	2019 \$'000
Current tax assets	(a)	157	383
Deferred tax assets attributable to temporary differences	(b)	2,598	598
Deferred tax assets attributable to tax losses	(c)	1,334	3,552
Total deferred tax assets		3,932	4,150
<b>Total tax assets</b>		<b>4,089</b>	<b>4,533</b>

(a) Current tax assets are tax refunds due on current or prior year period taxes paid.

(b) Deferred tax assets attributable to temporary differences

	NOTES	2020 \$'000	2019 \$'000
The total value of temporary differences, net of provisions, is as follows:			
Total gross temporary differences	(i)	3,389	3,118
Less: provisions for temporary differences	(ii)	-	(1,786)
Less: Deferred tax liability off-set		(791)	(734)
<b>Deferred tax assets attributable to temporary differences</b>		<b>2,598</b>	<b>598</b>
(i) The gross balance comprises of temporary differences attributable to:			
<i>Amounts recognised in profit and loss:</i>			
Trade and other receivables		628	381
Inventories		466	495
Property, plant and equipment		670	874
Leases		322	-
Intangible assets		-	58
Provisions		571	517
Accruals		548	506
Other		144	371
		3,349	3,202
<i>Amounts recognised directly in equity:</i>			
Cash flow hedge reserve		40	(84)
<b>Deferred tax assets attributable to temporary differences</b>		<b>3,389</b>	<b>3,118</b>

**NOTE 8. TAX ASSETS** (Continued)

 (c) Deferred tax assets attributable to tax losses

The amount recognised includes only those tax losses for which utilisation in the foreseeable future is considered probable. Included below is a full summary of total available tax losses net of the provisions held against these losses:

	NOTES	2020 \$'000	2019 \$'000
Revenue losses		2,125	4,033
Less: provisions against revenue losses	(ii)	(791)	(481)
Net deferred tax assets attributable to revenue losses		1,334	3,552
Capital losses		3,771	3,771
Less: provision against capital losses	(ii)	(3,771)	(3,771)
Net deferred tax assets attributable to capital losses		-	-
<b>Net deferred tax assets attributable to losses</b>		<b>1,334</b>	<b>3,552</b>

- (ii) The consolidated entity recognises a provision against deferred tax assets to the extent that it is not considered probable that these deductible temporary differences or losses can be utilised in the foreseeable future. The provision is a management estimate that requires some judgement, the basis of which is outlined in Note 38 (ae). The provision will remain until such time that current taxable profit forecasts for the relevant jurisdictions indicate that it is probable that these benefits will be utilised in the foreseeable future. The majority of these tax losses do not expire under current tax legislation. Where they do, this is taken into account in the estimate of the provision.

**NOTE 9. TAX LIABILITIES**

	2020 \$'000	2019 \$'000
Current tax liability	-	33

**NOTE 10. NOTES TO THE STATEMENT OF CASH FLOWS**

	NOTES	2020 \$'000	2019 \$'000
<b>Reconciliation of net cash provided by operating activities to profit from ordinary activities after income tax</b>			
Operating profit after taxation		6,101	8,197
Depreciation and amortisation	4	4,129	1,118
Profit on sale of Dwindle trademark		(3,632)	
Net exchange (gains)/ losses on net assets		462	388
Changes in operating asset and liabilities as reported:			
(Increase)/Decrease in trade receivables		7,026	(2,736)
(Increase)/Decrease in other receivables and prepayments		277	434
(Increase)/Decrease in inventories		10,519	(7,956)
Increase/(Decrease) in other payables/provisions/accruals		(2,077)	(1,342)
Increase/(Decrease) in net taxes payable		411	(1,556)
<b>Net cash provided by/(used in) operating activities</b>		<b>23,216</b>	<b>(3,453)</b>

**NOTE 11. CASH AND CASH EQUIVALENTS**

	NOTE	2020 \$'000	2019 \$'000
Cash at bank	(a)	25,997	9,495

(a) *Credit risk and interest rate risk*

The consolidated entity's management of credit risk and interest rate risk, and exposure to these risks, at the reporting date is outlined in Note 1 Financial Risk Management.

**NOTE 12. DERIVATIVE FINANCIAL INSTRUMENTS**

	NOTE	2020 \$'000	2019 \$'000
Forward exchange contracts – cash flow hedge asset / (liability)	(a)	(118)	289

*(a) Forward exchange contracts*

The consolidated entity enters into forward exchange contracts, in the normal course of business, to hedge certain foreign exchange exposures, as discussed in Note 1 Financial Risk Management. These contracts are hedging highly probable forecasted purchases, and are timed to mature when payments for the major shipments for each season are due. The portion of the gain or loss on the hedging instrument that is determined to be an effective hedge is recognised directly in equity. When the cash flows occur, the consolidated entity effectively adjusts the initial measurement of the inventory recognised in the balance sheet by the related amount deferred in equity. For details of the hedging instruments outstanding as at balance date, refer to Note 1 Financial Risk Management.

**NOTE 13. TRADE & OTHER RECEIVABLES**

	NOTES	2020 \$'000	2019 \$'000
<b>Current</b>			
Trade receivables		17,772	23,261
Less: Loss Allowance		(2,888)	(1,206)
	(a)	14,884	22,055
Other receivables	(b)	1,498	1,342
Restricted cash on deposit	(c)	770	781
		17,152	24,178

*(a) Fair Value*

The consolidated entity's financial assets are carried in the balance sheet at amounts that approximate fair value. Fair value is determined having taken into account the timing of expected cash flows and any loss allowance. The loss allowance is a management estimate which requires some judgement, the basis for which is further outlined in Note 38 (ae).

*(b) Other receivables*

This amount includes \$1.1 million (2019: \$1.3 million) relating to amounts recoverable under trade receivables factoring arrangements – refer to Note 1 Financial Risk Management for further information. Other amounts generally arise from transactions outside the usual operating activities of the consolidated entity. Collateral is not normally obtained.

*(c) Credit risk and interest rate risk*

The consolidated entity's management of credit risk and interest rate risk, and exposure to these risks, at the reporting date is outlined in Note 1 Financial Risk Management.

**NOTE 14. INVENTORIES**

	NOTES	2020 \$'000	2019 \$'000
Raw materials		82	356
Finished goods		21,678	31,943
Total inventories at cost		21,760	32,299
Provision for inventory write-downs	(a)	(1,210)	(1,230)
		20,550	31,069

*(a) Provision for inventory write-downs*

The provision for inventory write-downs reduces the carrying value of inventory to net realisable value, where this is considered to be lower than cost. The provision is a management estimate which requires some judgement, the basis for which is further outlined in Note 38 (ae).

**NOTE 15. PREPAYMENTS**

	2020 \$'000	2019 \$'000
Trade deposits	1,271	1,186
Other prepayments	779	853
	2,050	2,039



**NOTE 16. PROPERTY, PLANT AND EQUIPMENT**

Reconciliations of the carrying values of each class of property, plant and equipment at the beginning and end of the current and previous financial years, for the consolidated entity, are as follows:

	LEASEHOLD IMP'MENTS \$'000	MOTOR VEHICLES \$'000	PLANT & EQUIPMENT \$'000	OFFICE EQUIPMENT, FURNITURE & FITTINGS \$'000	TOTAL CONSOLIDATED ENTITY \$'000
<b>Carrying value at 1 July 2018</b>	<b>900</b>	<b>23</b>	<b>114</b>	<b>646</b>	<b>1,683</b>
Additions	179	-	31	280	490
Depreciation	(355)	(12)	(44)	(274)	(685)
Write offs/ assets sold	-	-	-	(5)	(5)
Foreign currency translation gain / (loss) on fixed assets of overseas subsidiaries	38	1	7	12	58
<b>Carrying value at 30 June 2019</b>	<b>762</b>	<b>12</b>	<b>108</b>	<b>659</b>	<b>1,541</b>
<i>Cost as at 30 June 2019</i>	<i>4,828</i>	<i>168</i>	<i>704</i>	<i>2,812</i>	<i>8,512</i>
<i>Accumulated depreciation at 30 June 2019</i>	<i>(4,066)</i>	<i>(156)</i>	<i>(596)</i>	<i>(2,153)</i>	<i>(6,971)</i>
<b>Carrying value at 30 June 2019 / 1 July 2019</b>	<b>762</b>	<b>12</b>	<b>108</b>	<b>659</b>	<b>1,541</b>
Additions	293	-	71	179	543
Depreciation	(358)	(11)	(45)	(283)	(697)
Write offs / assets sold	(53)	-	(10)	(50)	(113)
Foreign currency translation gain / (loss) on fixed assets of overseas subsidiaries	18	1	3	6	28
<b>Carrying value at 30 June 2020</b>	<b>662</b>	<b>2</b>	<b>127</b>	<b>511</b>	<b>1,302</b>
<i>Cost as at 30 June 2020</i>	<i>4,902</i>	<i>144</i>	<i>482</i>	<i>1,932</i>	<i>7,460</i>
<i>Accumulated depreciation at 30 June 2020</i>	<i>(4,240)</i>	<i>(142)</i>	<i>(355)</i>	<i>(1,421)</i>	<i>(6,158)</i>
<b>Carrying value at 30 June 2020</b>	<b>662</b>	<b>2</b>	<b>127</b>	<b>511</b>	<b>1,302</b>



**NOTE 17. LEASES**

(a) Amounts recognised in the balance sheet

	2020 \$'000	2019 \$'000
<b>Right-of-use assets</b>		
Property	7,994	-
Plant and Equipment	57	-
Office Equipment	33	-
	8,084	-
<b>Lease Liability</b>		
Current	2,452	-
Non-current	6,736	-
	9,188	-

Additions to right-of-use assets during the financial year were \$0.5m.

(b) Amounts recognised in the income statement

	NOTES	2020 \$'000	2019 \$'000
<b>Right-of-use asset Depreciation</b>			
Property		2,902	-
Plant and Equipment		16	-
Office Equipment		81	-
	4	2,999	-
Interest expense on lease liabilities	4	649	-
Expenses relating to short term leases, low-value assets, variable lease payments and lease exit costs, net of sub-lease income from right-of-use assets *		(71)	3,533

\* represents total net lease expense in the comparative period

**NOTE 18. OTHER ASSETS**

	2020 \$'000	2019 \$'000
Investment in production facility	2,002	1,959

The consolidated entity holds a non-controlling interest in a production facility in China. This interest is non-controlling as the consolidated entity does not have power over the investee, is not exposed to variable returns and there is no joint arrangement between the shareholders. While the consolidated entity does have significant influence, it is not entitled to any share of profit or other changes in the net assets of the investee. The investment is therefore carried at cost.

**NOTE 19. INTANGIBLE ASSETS**

	GOODWILL \$'000	TRADEMARKS \$'000	OTHER INTANGIBLE ASSETS \$'000	TOTAL \$'000
<b>At 1 July 2018</b>				
Cost	65,345	36,847	437	102,629
Accumulated amortisation and impairment	(65,345)	(35,764)	(437)	(101,546)
<b>Carrying value at 1 July 2018</b>	-	1,083	-	1,083
<i>Year ended 30 June 2019</i>				
Amortisation charge	-	(433)	-	(433)
<b>Carrying value at 30 June 2019</b>		<b>650</b>	<b>-</b>	<b>650</b>
<b>At 30 June 2019</b>				
Cost	65,345	36,847	437	102,629
Accumulated amortisation and impairment	(65,345)	(36,197)	(437)	(101,979)
<b>Carrying value at 30 July 2019 / 1 July 2019</b>	-	<b>650</b>	-	<b>650</b>
<i>Year ended 30 June 2020</i>				
Amortisation charge (a)	-	(433)	-	(433)
<b>Carrying value at 30 June 2020</b>	-	<b>217</b>	<b>-</b>	<b>217</b>
<b>At 30 June 2020</b>				
Cost	65,345	36,847	437	102,629
Accumulated amortisation and impairment	(65,345)	(36,630)	(437)	(102,412)
<b>Carrying value at 30 June 2020</b>	-	<b>217</b>	<b>-</b>	<b>217</b>

**NOTE 19. INTANGIBLE ASSETS** (Continued)**(a) Impairment tests for intangible assets****Goodwill**

Goodwill was allocated to the consolidated entity's cash-generating units (CGUs) which were determined based on specific businesses / acquisitions. The consolidated entity has carried a provision for impairment against the full cost value of goodwill since before the beginning of the current financial year. In accordance with the accounting policy in Note 38(j), this provision will never be reversed.

**Trademarks**

The consolidated entity has recognised the cost of various brands over the years as intangible assets. The recoverable amount of these brands is determined based on fair value less costs to sell (FVLCTS), in accordance with AASB 136. In applying the FVLCTS approach, the recoverable amount of the brand is assessed using the "relief from royalty" market based valuation technique.

The carrying value of the majority of the consolidated entity's brands has been written down to zero through a combination of amortisation and impairment expense. In accordance with the accounting policy in Note 38(j), trademarks that have suffered an impairment loss are reviewed for possible reversal of the impairment at each reporting date.

The only brand with a carrying value is the Salty Crew trademark, of which the consolidated entity owns 50%. The trademark is considered to have a finite life of 4 years. The carrying value of the trademark at the reporting date is the value of consideration paid or payable to acquire 50% of the trademark, less amortisation expense since the acquisition date. The carrying value of the asset will be tested for impairment when any triggers for impairment are identified, in accordance with the accounting policy in Note 38(j).

**Other intangible assets**

Other intangible assets include key-moneys paid to secure retail tenancies in France. The payment is made to the exiting tenant, rather than the landlord, and there is evidence to suggest that there is an active, generally appreciating, market for payment to secure retail tenancies. The asset is measured at cost, less impairments and amortisation over the life of the lease.

**NOTE 20. TRADE AND OTHER PAYABLES**

	2020 \$'000	2019 \$'000
<b>Current payables</b>		
Trade creditors	10,954	19,154
Other creditors and accruals	12,775	7,939
	23,729	27,093

**NOTE 21. PROVISIONS**

	NOTES	2020 \$'000	2019 \$'000
<b>Current</b>			
Employee entitlements	(a)	1,394	1,278
<b>Non-Current</b>			
Employee entitlements	(a)	777	707

(a) Employee entitlements include:

*Annual leave and long service leave provisions*

The provision for employee entitlements comprises amounts for annual leave and long service leave. Annual leave is recognised as a current provision as the consolidated entity does not have the unconditional right to defer settlement. The consolidated entity expects annual leave amounts to be largely paid out within 12 months. The following assumptions were used in measuring the long service leave provision for the year ended 30 June 2020:

Expected increase in salaries and wages:	2% - 4%	(2019: 3% - 4%)
Expected salaries and wages on-costs:	8% - 18%	(2019: 8% - 18%)

*Superannuation*

The consolidated entity contributes to various industry superannuation fund plans in Australia. The plans operate on an accumulation basis and provide lump sum benefits for members on retirement in addition to death and disablement insurance. The contributions are based on negotiated agreements with employees or employee consolidated entities. Accrued superannuation contributions, along with other accrued labour costs, are included in trade and other payables (Note 20).

**NOTE 22. OTHER LIABILITIES**

	NOTES	2020 \$'000	2019 \$'000
<b>Non-Current</b>			
Accruals related to lease incentives and fixed rent escalation clauses	(a)	-	472
US Government Paycheck Protection Program ("PPP")	(b)	1,456	-
		1,456	472

(a) All rental accruals were removed as part of the adoption of AASB 16 Leases on 1 July 2019.

(b) The consolidated entity applied for and was successful in securing funds as part of the US Government's COVID-19 stimulus package – the Paycheck Protection Program (PPP). Under this program, funds are advanced as a loan which, if certain conditions are met, may ultimately be forgiven in part or in full. As forgiveness has not yet been granted, the funds have been treated as liability at balance date. If the funds are not forgiven, they are due to be repaid 2 years from the date the funds were received, which is May 2022. Interest will accrue on any portion of the amount that is to be repaid at 1% per annum, payable upon repayment of the loan..

**NOTE 23. CONTINGENT LIABILITIES AND ASSETS**

There were no contingent liabilities or assets existing as at reporting date.

**NOTE 24. COMMITMENTS**

	NOTES	2020 \$'000	2019 \$'000
<b>Operating lease commitments:</b>			
Non-cancellable operating leases contracted for but not capitalised in the financial statements include:			
- not later than 1 year		60	3,328
- later than 1 year but not later than 5 years		36	9,736
- later than 5 years		-	27
	(a)	96	13,091

- (a) Operating lease commitments relate to offices, warehouses, retail stores and office equipment leased by the consolidated entity. From 1 July 2019, the majority of these leases have been capitalised, in accordance with AASB 16 Leases. Refer to Note 17 Leases and Note 38 (ad) New accounting standards for further information.

**NOTE 25. POST BALANCE DATE EVENTS**

There were no reportable post balance date events.

**NOTE 26. CONTRIBUTED EQUITY**

	NOTES	2020 \$'000	2019 \$'000
<b>Paid-up Capital:</b>			
41,463,818 (2019: 41,463,818) fully paid ordinary shares	(a)	144,223	144,223

*(a) Ordinary shares*

Ordinary shares entitle the holder to participate in dividends and the proceeds on winding up of the company in proportion to the number of shares held. On a show of hands every holder of ordinary shares present at a meeting, in person or by proxy, is entitled to one vote, and upon a poll each share is entitled to one vote. Ordinary shares have no par value and the company does not have a limited amount of authorised capital.

*(b) Capital risk management*

The consolidated entity's primary objectives when managing capital are to safeguard its ability to continue as a going concern, while providing reasonable returns to shareholders. Accordingly, the consolidated entity is constantly balancing these competing forces to determine the most appropriate mix of keeping cash within the business to minimise borrowings, versus returning cash to shareholders in the form of dividends. The consolidated entity's core strategies to manage these factors includes linking borrowings facilities to working capital balances (receivables, inventory or payables) to ensure that borrowings are limited to short term working capital needs; and linking dividends paid to a certain proportion of net profits earned (based on a pre-determined range).

In order to maintain or adjust the capital structure, the Company may adjust the amount of dividends paid to shareholders, issue new shares, or sell assets to pay down debt or return capital to shareholders.

**NOTE 27. EARNINGS PER SHARE**

	NOTES	2020	2019
<b>Basic EPS</b>			
Earnings used in calculation of basic earnings per share (\$'000)		6,101	8,197
The weighted average number of shares on issue during the year used in calculation of basic EPS	26	41,463,818	41,463,818
Basic earnings per share (cents per share)		14.7	19.8
<b>Diluted EPS</b>			
Earnings used in calculation of diluted earnings per share (\$'000)		6,101	8,197
Weighted average number of shares on issue during the year used in calculation of diluted EPS	26	41,463,818	41,463,818
Diluted earnings per share (cents per share)		14.7	19.8

**NOTE 28. TREASURY SHARES**

	NOTES	2020 \$'000	2019 \$'000
Treasury shares held by the Employee Share Trust	(a)	(487)	(487)

- (a) Treasury shares are shares in Globe International Limited that are held by the Employee Share Trust for the purpose of issuing shares to employees under the consolidated entity's remuneration policies, as outlined in the Remuneration Report, on pages 50 to 54 of the Directors' Report. The total number of shares held as at the end of the financial year was 510,000 (2019: 510,000).

**NOTE 29. RESERVES**

	NOTES	2020 \$'000	2019 \$'000
Foreign currency translation reserve	(a)	(5,924)	(6,039)
Hedging reserve – cash flow hedge	(b)	(83)	202
Share based payments reserve	(c)	323	323
		(5,684)	(5,514)

<i>(a) Foreign currency translation reserve</i>			
Balance at 1 July		(6,039)	(6,698)
Currency translation differences arising during the year, net of tax		115	659
Balance at 30 June		(5,924)	(6,039)

Exchange differences arising on translation of foreign controlled entities are taken to the foreign currency translation reserve, as described in Note 38(d). The reserve is recognised in profit and loss if and when the net investment is disposed of.

	2020 \$'000	2019 \$'000
<i>(b) Hedging reserve – cash flow hedges</i>		
Balance at 1 July	202	596
Revaluation of outstanding hedges	(118)	289
Transfer to inventory (settled hedges)	(289)	(857)
Net deferred tax impact	122	174
Balance at 30 June	(83)	202

The hedging reserve is used to record gains or losses on hedging instruments that are designated as cash flow hedges and are therefore recognised directly in equity, as described in Note 38 (r). Amounts are recognised in profit and loss when the associated hedged transaction affects profit and loss.

- (c) The share based payments reserve was used to recognise the fair value of performance rights issued but not vested in accordance with the Long Term Incentive Plan, when that plan was operational. The balance in the reserve was generated when the rights issued had market-based vesting conditions. Given the vesting conditions were market-based, the value of the reserve was not subsequently remeasured, even if those rights never vested. More recent rights issued under the Long Term Incentive Plan had non-market based vesting conditions, and as such the amounts charged to reserves were remeasured at each reporting date. There has been no movement in the value of the reserve in the current or the prior period as there are no rights currently on issue as the Long Term Incentive Plan is not currently being utilised.

**NOTE 30. RETAINED PROFITS / (LOSSES)**

	2020 \$'000	2019 \$'000
Balance at 1 July	(93,690)	(96,911)
Adoption of AASB 16 Leases	(706)	-
Net profit for the year attributable to the members of the Company	6,101	8,197
Dividends paid	(4,976)	(4,976)
Retained profits / (losses) at the reporting date	(93,271)	(93,690)

**NOTE 31. DIVIDENDS***Final dividend paid in respect of 2019 financial year*

During the year, the Company paid an unfranked final dividend of 7 cents per share, relating to the 2019 financial year. This dividend amounting to \$2.9 million was paid to shareholders on 19 September 2019 (2018 final dividend: \$2.5 million).

*Interim dividend paid in respect of 2020 financial year*

During the year, the Company paid an unfranked interim dividend of 5 cents per share, relating to the 2020 financial year. This dividend amounting to \$2.1 million was paid to shareholders on 20 March 2020 (2019 interim dividend: \$2.5 million)

*Final dividend in respect of 2020 financial year*

Since the end of the financial year, the directors have determined that a final dividend of 6 cents per share will be payable, relating to the 2020 financial year. This dividend, amounting to \$2.5 million, will be unfranked and will be paid to shareholders on 18 September 2020 (2020 final dividend: \$2.9 million).

In total, dividends of 11 cents per share will be paid to shareholders in respect of the financial year ended 30 June 2020, compared to 13 cents paid in relation to the year ended 30 June 2019.



**NOTE 32. KEY MANAGEMENT PERSONNEL DISCLOSURES****Directors**

The names of the directors who have held office at any time during the financial year are:

CHAIRMAN – NON EXECUTIVE DIRECTOR/S	EXECUTIVE DIRECTORS
William Crothers (appointed 4 June 2020)	Stephen Hill
Norman O'Bryan (retired 4 June 2020)	Peter Hill

**Other Key management personnel**

The following persons also had authority and responsibility for planning, directing and controlling the activities of the consolidated entity, directly or indirectly during the year:

NAME	POSITION	EMPLOYER
Matthew Hill	Chief Executive Officer	Osata Enterprises Inc.
Jessica Moelands	Chief Financial Officer	Globe International Limited
Gary Valentine	Chief Operating Officer and President - North America	Osata Enterprises Inc.
Matthew Wong	President - Globe Product	Globe International Limited
Jon Moses	President - Australasia	Globe International Limited

**Key management personnel compensation**

	2020 \$	2019 \$
Short-term employee benefits	4,047,289	4,407,226
Post-employment benefits	102,025	102,717
	<b>4,149,314</b>	<b>4,509,943</b>

**NOTE 33. AUDITORS' REMUNERATION**

	2020 \$	2019 \$
<b>(a) Audit services</b>		
<i>PricewaterhouseCoopers Australia:</i>		
Audit and review of financial reports	263,132	240,992
<i>Overseas PricewaterhouseCoopers firms:</i>		
Audit and review of financial reports	47,721	44,860
	310,853	285,852
<b>(b) Non-audit services</b>		
<i>PricewaterhouseCoopers Australia:</i>		
Taxation services	32,050	20,261
Other advisory services	30,000	9,655
	62,050	29,916
<b>(c) Non-PricewaterhouseCoopers audit firms</b>		
Audit and review of financial reports	8,015	7,567
	8,015	7,567
<b>Total auditors' remuneration</b>	<b>380,918</b>	<b>323,335</b>

**NOTE 34. RELATED PARTY DISCLOSURES****(a) Parent entity**

The ultimate parent entity of the consolidated entity is Globe International Limited. For financial information relating to the parent, refer to Note 36.

**(b) Subsidiaries**

Interests in subsidiaries are set out in Note 35.

**(c) Key Management Personnel**

Disclosures relating to directors and key management personnel are set out in Note 32.

**(d) Transactions with related parties**

From time to time the consolidated entity may engage in transactions with directors, key management personnel and their related entities where the transaction presents a commercial opportunity for the consolidated entity. Such transactions occur on the condition that they are based on arms- length, or better than arms- length, terms and conditions. Where such transactions are on a fixed contractual basis (such as property lease contracts), approval is required from the independent non-executive Chairman of the board prior to the execution of the contract. Such approval is only granted where management is able to provide evidence that the transaction is commercially relevant and has been made on an arm's length basis. For property leases, such evidence includes independent professional advice with regards to the appropriate valuation of the leased property.

During the year, the following transactions occurred with related parties:

	NOTES	2020 \$	2019 \$
<i>Commercial property lease</i>			
Payments for office and warehouse rent made to a director related entity		671,433	803,632
<i>Sale and Purchase of inventory and other assets</i>			
Purchases of inventory from other related party	18	9,558,949	17,789,151
Sales of inventory to a director related entities		83,037	416,761
Purchases of inventory from director related entities		118,105	-
Purchases of retail store fittings from director related entities		100,000	-
		<b>9,860,091</b>	<b>18,205,912</b>
<i>Salaries and wages paid to parties related to KMPs</i>			
Payment to casual employees for services performed		10,332	-

**NOTE 34. RELATED PARTY DISCLOSURES** (Continued)**(e) Outstanding balances arising from transactions with related parties**

The following balances are outstanding at the reporting date in relation to transactions with related parties:

	NOTES	2020 \$	2019 \$
Current payables (purchase of inventory) – other related party	18	1,564,091	5,125,771
Current receivables (sale of inventory) – director related entities		15,262	135,473
		1,579,353	5,261,244

**(f) Terms and conditions**

Payments for the purchase of inventory from the other related party are due within 90 days from shipment date.

Rent is paid to the director related entity one month in advance under terms of the lease, and is due and payable on the first of every month. Due to COVID-19 and in the spirit of the Federal Government's National Cabinet Code of Conduct, LHCF, in good faith offered the consolidated entity rental reductions for the period from 1 March 2020 to 30 June 2020. The rental reduction included a combination of rent abatements and the deferral of the remaining rent until 30 June 2020.

Sale of goods to the director related entities are on arms-length terms, and amounts are due 30 days from statement date.

Payments for the purchase of inventory and other retail assets from directed related entities were at or below cost, based on arms' length negotiations.

Payments of salaries and wages to parties related to KMP's are paid in line with relevant employment awards.

**NOTE 35. SUBSIDIARIES**

The financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in Note 38 (b):

NAME	COUNTRY	OWNERSHIP INTEREST	
		2020 %	2019 %
<b><i>The Company</i></b>			
Globe International Limited*	Australia		
<b><i>Entities under the control of Globe International Ltd</i></b>			
Hardcore Enterprises Pty Ltd*	Australia	100	100
<b><i>Entities under the control of Hardcore Enterprises Pty Ltd</i></b>			
WINT Enterprises Pty Ltd*	Australia	100	100
KIDD Consolidated Pty Ltd*	Australia	100	100
Globe International Nominees Pty Ltd*	Australia	100	100
Globe International (NZ) Ltd	New Zealand	100	100
PSC Skateboarding Pty Ltd*	Australia	100	100
Osata Enterprises, Inc.	United States	100	100
Globe Europe SAS	France	100	100
<b><i>Entities under the control of PSC Skateboarding Pty Ltd</i></b>			
CASE Enterprises Pty Ltd*	Australia	100	100
<b><i>Entities under the control of Osata Enterprises, Inc.</i></b>			
Diaxis LLC	United States	100	100
Chomp Inc	United States	100	100
Project Snack, Inc. **	United States	100	100
<b><i>Entities under the control of Globe International Nominees Pty Ltd</i></b>			
Globe International (Asia) Limited	Hong Kong	100	100

\* Party to Deed of Cross Guarantee dated 29 June 2001 – relief from preparing financial statements obtained under ASIC Class Order 98/1418.

\*\* Name of entity changed during the financial year. Previously named “Dwindle, Inc”.

## NOTE 36. PARENT ENTITY FINANCIAL INFORMATION

### (a) Summary financial information

The individual financial statements for the parent entity show the following aggregate amounts:

	2020 \$'000	2019 \$'000
<b>Balance sheet</b>		
Current assets	33,644	30,855
Total assets	75,194	71,762
Current liabilities	14,428	13,164
Total liabilities	16,345	13,907
<i>Shareholders equity</i>		
Issued capital	144,223	144,223
Treasury shares	(487)	(487)
Reserves	231	521
Profit reserves	23,595	22,040
Accumulated losses	(108,713)	(108,443)
Total Equity	58,849	57,854
<b>Statement of comprehensive income</b>		
Net profit for the year before tax	9,272	11,564
Net profit for the year after tax	6,530	10,463
Total comprehensive income	6,239	10,148

### (b) Guarantees entered into by the parent entity

The parent entity has not extended any guarantees on behalf of its subsidiaries, with the exception of the cross guarantee given by Globe International Limited to its 100% owned Australian subsidiaries, as described in Note 37 Deed of Cross Guarantee.

### (c) Contingent liabilities and contractual commitments for the acquisition of property, plant or equipment

The parent entity did not have any contingent liabilities or contractual commitments for the acquisition of property, plant or equipment as at 30 June 2020 or 30 June 2019.

**NOTE 37. DEED OF CROSS GUARANTEE**

A deed of cross guarantee between Hardcore Enterprises Pty Ltd, WINT Enterprises Pty Ltd, Globe International Nominees Pty Ltd, CASE Enterprises Pty Ltd, KIDD Consolidated Pty Ltd, PSC Skateboarding Pty Ltd (“the subsidiaries”) and Globe International Limited was entered into on 29 June 2001 and relief was obtained from preparing financial statements for the subsidiaries under ASIC Class Order 98/1418. This relief continues under ASIC Corporations (Wholly-owned Companies) Instrument 2016/785 which repealed ASIC Class Order 98/1418. Under the deed each entity guarantees to support the liabilities and obligations of the others. The income statement and balance sheet for the closed consolidated entity, which is also the extended closed consolidated entity, comprising Globe International Limited and the subsidiaries is as follows:

<b>INCOME STATEMENT</b>	2020 \$'000	2019 \$'000
<b>Revenue from operations</b>	<b>78,308</b>	<b>78,622</b>
Changes in inventories of finished goods and work in progress	(6,196)	5,284
Materials and consumables used	(33,811)	(46,799)
Selling, general and administrative expenses	(22,961)	(17,642)
Employee benefits expense	(9,036)	(10,221)
Depreciation, amortisation and impairment expense	(1,715)	(701)
Finance costs	(316)	(65)
<b>Profit before income tax</b>	<b>4,273</b>	<b>8,478</b>
Income tax benefit / (expense)	(1,372)	(305)
<b>Net profit after tax</b>	<b>2,901</b>	<b>8,173</b>

**NOTE 37. DEED OF CROSS GUARANTEE** (continued)

<b>BALANCE SHEET</b>	2020 \$'000	2019 \$'000
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	13,065	2,262
Trade and other receivables	9,123	11,284
Inventories	9,865	15,732
Prepayments	1,591	1,293
Derivative financial instruments	-	284
<b>Total current assets</b>	<b>33,644</b>	<b>30,855</b>
<b>Non current assets</b>		
Trade and other receivables	11,285	14,784
Property, plant and equipment	387	407
Right-of-use assets	1,983	-
Intangibles	217	650
Other assets	16,767	16,767
Deferred tax assets	1,928	3,301
<b>Total non current assets</b>	<b>33,567</b>	<b>35,909</b>
<b>Total assets</b>	<b>66,211</b>	<b>66,764</b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Trade and other payables	12,459	11,213
Current Lease liability	1,068	-
Borrowings	-	1,638
Derivative financial instruments	131	-
Provisions	721	622
<b>Total current liabilities</b>	<b>14,379</b>	<b>13,473</b>
<b>Non current liabilities</b>		
Non-current Lease liability	1,141	-
Provisions	777	707
Other liabilities	-	36
<b>Total non current liabilities</b>	<b>1,918</b>	<b>743</b>
<b>Total liabilities</b>	<b>16,297</b>	<b>14,216</b>
<b>NET ASSETS</b>	<b>49,914</b>	<b>52,548</b>
<b>Equity</b>		
Contributed equity	144,223	144,223
Treasury Shares	(487)	(487)
Reserves	231	521
Retained losses and accumulated profit reserves	(94,053)	(91,709)
<b>TOTAL EQUITY</b>	<b>49,914</b>	<b>52,548</b>



## NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of these consolidated financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial statements are for the consolidated entity, consisting of Globe International Limited and its subsidiaries.

### (a) Basis of Preparation

This general purpose financial report has been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and the Corporations Act 2001. Globe International Limited is a for-profit entity for the purpose of preparing the financial statements. The financial statements have been prepared on the basis that the consolidated entity's business is a going concern.

#### *Compliance with IFRS*

The consolidated financial statements of Globe International Limited also comply with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB).

#### *Adoption of standards*

The consolidated entity has adopted all relevant applicable standards that were effective for the financial year ended 30 June 2020. The accounting policies adopted are consistent with those of the previous financial year and corresponding interim reporting period, with the exception of the introduction of new accounting standards, specifically AASB 16 Leases – the details of which are included in Note 38 (ad).

### (b) Principles of Consolidation

#### (i) *Subsidiaries*

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Globe International Limited as at 30 June 2020 and the results of all subsidiaries for the year then ended. Globe International Limited and all its subsidiaries together are referred to in this financial report as the consolidated entity.

Subsidiaries are all entities over which the consolidated entity has control. The consolidated entity controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the consolidated entity. They are deconsolidated from the date that control ceases.

The acquisition method of accounting is used to account for business combinations by the consolidated entity (refer Note 38 (k)). All inter-company balances and transactions between entities in the consolidated entity, including any unrealised profits or losses, have been eliminated on consolidation.

#### (ii) *Employee Share Trust*

The consolidated entity has formed a trust to administer the consolidated entity's Executive Incentive Plans which may be settled in shares. The trust is consolidated as the substance of the relationship is such that the trust is controlled by the consolidated entity. Shares held by the trust were all purchased on-market, are disclosed as Treasury Shares, and the acquisition value is deducted from equity.

### (c) Income Tax

The income tax expense or revenue for the period is the tax payable on the current period's taxable income based on the income tax rate for each jurisdiction adjusted by:

- changes in deferred tax assets and liabilities attributable to temporary differences between the tax bases of assets and liabilities and their carrying amounts in the financial statements;
- the utilisation or derecognition of tax assets associated with net operating losses, temporary differences and foreign tax credits;
- prior year adjustments between the tax provided and the tax return ultimately lodged; and
- provisions for estimated tax liabilities in relation to on-going tax audits or disputes with tax authorities.

Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to apply when the assets are recovered or liabilities are settled, based on those tax rates which are enacted or substantively enacted for each jurisdiction. The relevant tax rates are applied to the cumulative amounts of deductible and taxable temporary differences to measure the deferred tax asset or liability. An exception is made for certain temporary differences arising from the initial recognition of an asset or liability.

**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(c) Income Tax** (continued)

No deferred tax asset or liability is recognised in relation to these temporary differences if they arose in a transaction, other than a business combination, that at the time of the transaction did not affect either accounting profit or taxable profit or loss.

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

Deferred tax liabilities and assets are not recognised for temporary differences between the carrying amount and tax bases of investments in controlled entities where the Company is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

Deferred tax assets and liabilities shall be set off if, and only if:

- (a) there is a legally recognised right to set off current tax assets and liabilities, and
- (b) the deferred tax assets and liabilities relate to income taxes levied by the same taxation authority on either:
  - i. the same taxable entity, or
  - ii. different taxable entities which intend to settle current tax liabilities and assets on a net basis, or to realise the assets and settle the liabilities simultaneously, in each future period in which significant amounts of deferred tax liabilities or assets are expected to be settled or recovered.

Current and deferred tax balances attributable to amounts recognised directly in equity are also recognised directly in equity.

**(d) Foreign currency translation***(i) Functional and presentation currency*

Items included in the financial statements of each entity of the group are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The consolidated financial statements are presented in Australian dollars, which is Globe International Limited's functional and presentation currency.

*(ii) Transactions and balances*

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement, except when deferred in equity as qualifying cash flow hedges and qualifying net investment hedges.

*(iii) Group companies*

The assets and liabilities of overseas controlled entities are translated into Australian currency at rates of exchange current at balance date, while its revenues and expenses are translated at average exchange rates during the year. Exchange differences arising on translation are taken directly to foreign currency translation reserve.

On consolidation, exchange differences arising from the translation of any net investment in foreign entities, and of borrowings and other currency instruments designated as hedges of such investments, are taken to shareholders' equity. When a foreign operation is sold or borrowings are repaid, a proportionate share of such exchange differences are recognised in the income statement as part of the gain or loss on sale.

**(e) Revenue recognition**

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of discounts, returns, trade allowances, goods and services tax (GST) and other taxes paid. Revenue from a sale to a wholesale customer is recorded when goods have been delivered to a customer pursuant to a sales order and control has passed to the customer. While such arrangements are rare, if there is an arrangement with a wholesale customer that includes multiple performance obligations, the total revenues are allocated to the separate elements of the contract, at the appropriate transaction price. In such cases, revenues will be recognised once each performance obligation is met. Revenue from retail sales is recognised when the transaction is processed at the point of sale. It is the entity's policy to sell products to retail customers with a right to return within 4 weeks. Therefore a refund liability (included in trade and other payables) is recognised for products expected to be returned. Revenue is recognised to the extent it is highly probable there will not be a significant reversal of revenue. The validity of this assumption and the estimated amount of returns are reassessed at each reporting date. Royalties are recognised in the period in which underlying sales are made by the licensee. Interest revenue is recognised on a proportional basis using the effective interest rate method.

**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(f) Segment reporting**

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker. The chief operating decision maker, who is responsible for allocating resources and assessing performance of the operating segments, has been identified as the Chief Executive Officer ("CEO").

**(g) Borrowing Costs**

Borrowing costs are recognised as expenses in the period in which they are incurred and include interest on bank overdrafts, receivables financing facilities and any other short or long term borrowings.

**(h) Leases**

The consolidated entity leases various offices, warehouses, retail stores, equipment and cars. Rental contracts are typically made for fixed periods of 3 to 8 years, but may have extension options available beyond this point. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants, but leased assets may not be used as security for borrowing purposes.

Until the end of the 2019 financial year, all leases were classified as operating expenses and payments made in relation to those leases (net of incentives) were charged to profit and loss on a straight-line basis over the period of the lease.

From 1 July 2019, where the consolidated entity has entered into a lease contract for the right to control the use of an asset over the lease term, the present value of future lease commitments is recognised as a liability on the balance sheet at commencement date, with the corresponding asset recognised as a right-of-use asset.

The lease liability represents the present value of the expected future lease payments, discounted at the consolidated entity's regional external borrowing rates. To determine the value of expected future lease payments, the consolidated entity considers:

- The lease term, which includes the non-cancellable period of the lease plus any options available that the consolidated entity is reasonably certain to exercise; and
- Those lease payments which must be factored into the value of the liability, including:
  - Fixed payments, net of any lease incentives receivable;
  - Variable lease payments that are based on an index or a rate; and
  - Payment of penalties for terminating the lease, if the lease term reflects the lessee exercising that option.

Each lease payment is allocated between the liability and finance costs. Any change to the valuation of the future lease payments (due to change in discount rate, variable lease payments based on an index or rate, or the lease term) results in the re-measurement of both the lease liability and the right-of-use asset.

The right-of-use assets are classified as leases of property or plant and equipment and are carried at cost less accumulated depreciation and impairment loss. The assets are depreciated on a straight line basis over the shorter of the asset's useful life and the lease term.

Where leases are short term or where the underlying asset is of low value, we have elected to not apply the requirements of AASB 16 and as such, amounts are expensed as incurred.

**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(i) Government grants**

Government grants are recognised as a reduction of the associated expense, over the period necessary to match them with the costs that they are intended to compensate. The cash is recognized in the cash flow statement as received, and disclosed against the cash outflows that they are intended to compensate.

**(j) Impairment of assets**

Intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment. Assets that are subject to amortisation or depreciation, and other assets, are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is determined based on either fair value less costs to sell or value in use. For the purposes of assessing impairment, assets are consolidated at the lowest levels for which there are separately identifiable cash flows (cash generating units). Non-financial assets other than goodwill that have suffered an impairment loss are reviewed for possible reversal of the impairment at each reporting date.

**(k) Business Combinations**

The acquisition method of accounting is used to account for business combinations regardless of whether equity instruments or other assets are acquired. Consideration transferred for the acquisition of a subsidiary comprises the fair value of the assets transferred; liabilities incurred; equity instruments issued; the fair value of any contingent asset or liability; and the fair value of any pre-existing equity instruments in the subsidiary. Acquisition related costs are expensed as incurred.

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. The excess of the consideration transferred over the fair value of the consolidated entity's share of the identifiable net assets acquired is recorded as goodwill. If the consideration is less than the fair value of the net identifiable assets of the subsidiary acquired, the difference is recognised directly in profit and loss as a bargain purchase.

Where settlement of any part of cash consideration is deferred, the amounts payable in the future are discounted to their present value as at the date of exchange. The discount rate used is the entity's incremental borrowing rate, being the rate at which a similar borrowing could be obtained from an independent financier under comparable terms and conditions.

**(l) Cash and cash equivalents**

For the purpose of the statement of cash flows, cash includes cash on hand and at call deposits with banks or financial institutions, net of bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

**(m) Trade and other receivables**

Trade receivables are initially recognised at fair value, and subsequently measured at amortised cost, less a loss allowance. Trade receivables are principally on 30 to 60 day terms. Cash flows relating to trade receivables are generally not discounted as the effect of discounting is immaterial. Other receivables consist of amounts receivable under a factoring arrangement and amounts due under license agreements and other arrangements.

The consolidated entity applies the AASB 9 simplified approach to measuring expected credit losses which applies a lifetime expected loss allowance against all trade receivables. To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due. The expected loss rates are based on payment profiles of sales over a period of 36 months before reporting date and the corresponding credit losses experienced within the reporting period. The historical loss rates are adjusted, where required, to reflect current and forward looking information on macroeconomic factors affecting the ability of the customer to settle the receivable. The consolidated entity has identified industry conditions and country by country macro-economic factors as the most relevant factors, and accordingly adjusts the historical loss rates based on expected changes in these. In the current year, this includes the impact of COVID-19, across the world.

Due to the nature of the impairment loss, management judgement is required to estimate the value of the provision - as outlined in Note 38 (ae). The amount of the loss allowance is recognised in the income statement.

**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(n) Inventories**

Raw materials, work in progress and finished goods are stated at the lower of cost and net realisable value. Cost comprises direct material, direct labour and an appropriate proportion of variable expenditure (including freight costs and duties). Cost comprises the cost of purchase, the cost of conversion and other costs incurred in bringing the goods to their present location and condition. Net realisable value is the estimated selling price in the ordinary course of business less estimated selling costs. A provision for inventory is included to write down the value of inventory to net realisable value, when required. Management judgement is used to estimate the value of the provision – as outlined in Note 38 (ae). The amount of the provision is recognised in the income statement. In the current period, the assessment of this provision takes into account the impacts of COVID-19.

**(o) Other assets**

Other assets relate to a non-controlling investment in a production facility. The asset was initially recognized at fair value plus transaction costs and is subsequently measured at fair value unless the fair value cannot be reliably measured, in which case they are carried at cost less impairment losses. Other assets are assessed for impairment at each balance date on a forward looking basis. A significant or prolonged decline in the future benefit to be recovered from the asset is considered as an indicator that the asset is impaired. Impairment losses on other assets are recognised directly in the income statement.

**(p) Property, plant and equipment**

Property, plant and equipment are carried at historical cost less accumulated depreciation or amortisation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. All subsequent costs, including repairs and maintenance, are expensed as incurred.

Depreciation on plant and equipment is calculated using the straight line method to allocate cost, net of the residual value, over estimated useful lives as follows:

CLASS OF ASSET	USEFUL LIFE	CLASS OF ASSET	USEFUL LIFE
Leasehold Improvements	Period of Lease	Motor Vehicles	7 years
Computer Equipment	3 years	Plant & Equipment	4-10 years
Office Equipment, Furniture and Fittings	4-10 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 (Note 38 (j)). Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement.

**(q) Intangible assets**

Trademarks that have a finite useful life are carried at cost less accumulated amortisation and impairment losses. Amortisation is calculated using the straight line method to allocate the cost of trademarks and licences over their estimated useful lives, which vary from 1 to 15 years. Where the consolidated entity has a partial ownership in a trademark, it recognises its share in that trademark to the extent of the amount invested.

Trademarks that have an indefinite useful life are carried at cost less impairment losses. These assets are assumed to have nil tax cost bases, unless specific deductions are available. These assets are tested for impairment annually, or more frequently if events or changes in circumstances indicate that an asset may be impaired (Note 38(j)).

**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(r) Derivatives**

Derivatives are initially recognised at fair value on the date the derivative contract is entered into and are subsequently remeasured to their fair value at the end of each reporting period. The accounting for subsequent changes in fair value depends on whether the derivative is designated as a hedging instrument, and if so, the nature of the item being hedged. The consolidated entity designates certain derivatives as hedges of highly probable forecast transactions (cash flow hedges).

At the inception of the hedge relationship, the consolidated entity documents the economic relationship between hedging instruments and hedged items including whether changes in the cash flows of the hedging instrument are expected to offset changes in the cash flows of the hedged item. It documents its risk management strategy for undertaking various hedge transactions and its assessment of whether the designated derivatives have been, and will continue to be, highly effective.

Hedge effectiveness is determined at the inception of the hedge relationship, and through periodic prospective effectiveness assessments to ensure that an economic relationship exists between the hedged item and hedging instrument. For hedges of foreign currency purchases, the consolidated entity enters into hedge relationships where the critical terms of the hedging instrument match exactly with the terms of the hedged item. The consolidated entity therefore performs a qualitative assessment of effectiveness.

The fair values of various derivative financial instruments used for hedging purposes are disclosed in Note 12. Movements in the hedging reserve in shareholders' equity are shown in Note 29. The credit risk and foreign exchange risk exposures associated with these instruments is discussed in Note 1.

*Cash Flow hedges that qualify for hedge accounting*

When forward contracts are used to hedge forecast transactions, the consolidated entity generally designates the full change in fair value of the forward contract (including forward points) as the hedging instrument. Gains or losses relating to the effective portion of the change in fair value of the forward contract are recognised in the cash flow hedge reserve within equity. The gain or loss relating to the ineffective portion, if any, is recognised immediately in the income statement.

Amounts accumulated in equity are reclassified in the periods when the hedged item will affect profit or loss. As the consolidated entity's cash flow hedges all relate to non-financial assets (inventory), the gains and loss previously deferred in equity are transferred from equity and are included in the measurement of the initial cost of that inventory. They are subsequently transferred to profit and loss upon the sale of that inventory.

When a hedging instrument expires or is sold or terminated, or when a hedge no longer meets the criteria for hedge accounting, any cumulative gain or loss existing in equity at the time remains in equity and is recognised when the forecast transaction is ultimately recognised in the income statement. When a forecast transaction is no longer expected to occur, the cumulative gain or loss that was reported in equity is immediately transferred to the income statement.

*Derivatives that do not qualify for hedge accounting*

Certain derivative instruments may not qualify for hedge accounting. Changes in the fair value of any derivative instrument that does not qualify for hedge accounting are recognised immediately in the income statement.

**(s) Trade and other payables**

These amounts represent liabilities for goods and services provided to the consolidated entity prior to the end of the financial year which are unpaid. The amounts that are unpaid are generally payable within 30 – 90 days of recognition.

**(t) Borrowings**

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the income statement over the period of the borrowings using the effective interest rate method. Borrowings are classified as current liabilities unless the consolidated entity has an unconditional right to defer settlement of the liability for at least 12 months after the balance sheet date, in which case the amounts are classified as non-current liabilities.

**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(u) Provisions**

Provisions are recognised when the consolidated entity has a present legal or constructive obligation as a result of past events, and it is probable that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Provisions are recognised at the present value of management's best estimate of the expenditure required to settle the present obligation at the reporting date. Where an estimate of the likely obligation is not possible, the value of the provision may be calculated based on the weighted probability of the potential outcomes. The discount rate used to determine the present value reflects the current market assessments of the time value of money and the risks specific to the liability. Where relevant, the increase in the provision due to the passage of time is recognised as interest expense.

**(v) Employee Benefits**Salaries and wages

Liabilities for salaries and wages, including non-monetary benefits, are recognized as payables.

Annual leave and sick leave

Liabilities for annual leave are recognised as provisions in respect of employee's services up to the reporting date and are measured at the nominal value of amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

Long Service Leave

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by Australian employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the end of the reporting period of high-quality corporate bonds with terms and currencies that match, as closely as possible, the estimated future cash outflows.

Superannuation

The consolidated entity makes contributions to various accumulating employee superannuation funds, or foreign equivalent funds, which are charged as expenses when incurred. The consolidated entity does not contribute to any defined benefit funds.

Short-term incentive plans

The consolidated entity recognises a liability and an expense for bonuses payable under various short term incentive plans. Short term incentive plans are generally based on the achievement of targeted performance levels set at the beginning of each financial year. Further information relating to the incentive plans for executives is included in the Remuneration Report which is set out on pages 50 to 54 of the Directors' Report. The consolidated entity recognises a liability to pay short term incentives when contractually obliged based on the achievement of the stated performance levels, where there is a past practice that has created a constructive obligation, or where the amount of the STI payable has been determined prior to the end of the financial year.

**(w) Contributed equity**

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new shares are shown in equity as a deduction, net of tax, from the proceeds. If the entity acquires its own equity instruments as the result of a share buy-back, those instruments are deducted from equity and the associated shares are cancelled. No gain or loss is recognised in the profit and loss and the consideration paid including any directly attributable incremental costs, net of tax, is recognised directly in equity.

**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(x) Earnings per share***Basic earnings per share*

Basic earnings per share is determined by dividing the operating profit after income tax by the weighted average number of ordinary shares outstanding during the financial year.

*Diluted earnings per share*

Diluted earnings per share adjusts the figures used in the determination of basic earnings per share to take into account the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares and the weighted average number of shares assumed to have been issued for no consideration in relation to dilutive potential ordinary shares.

**(y) Dividends**

Provision is made for the amount of any dividend declared, being appropriately authorised and no longer at the discretion of the entity, on or before the end of the financial year but not distributed at balance date.

**(z) Goods and services tax ("GST")**

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of the acquisition of the asset or part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included within other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST component of cash flows arising from investing or financing activities which are recoverable from, or payable to, the taxation authority, are presented as an operating cash flow.

**(aa) Rounding of amounts**

The Company has applied relief available under ASIC Corporations (Rounding in Financial / Directors' Reports) Instrument 2016/191 and accordingly amounts in the financial report have been rounded off to the nearest one thousand dollars or, in certain cases, to the nearest dollar.

**(ab) Comparative figures**

Where required by accounting standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.



**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(ac) Parent entity financial information**

The financial information for the parent entity, Globe International Limited, disclosed in Note 36 has been prepared on the same basis as the consolidated financial statements, except as set out below:

*(i) Investments in subsidiaries*

Investments in subsidiaries are accounted for at cost less impairment losses.

*(ii) Accumulated profits reserves*

Annual profits are held in separate accumulated profits reserves, rather than being off-set against retained earnings. Dividends are paid out of the accumulated profits reserves.

*(iii) Tax consolidation legislation*

Globe International Limited and its wholly-owned Australian controlled entities implemented the tax consolidation legislation as at 1 July 2003. The head entity, Globe International Limited, and the controlled entities in the tax consolidated group continue to account for their own current and deferred tax amounts. These tax amounts are measured as if each entity in the tax consolidated group continues to be a stand-alone tax payer in its own right.

In addition to its own current and deferred tax amounts, Globe 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.

On adoption of the tax consolidation legislation, the entities in the tax consolidated group entered into a tax sharing agreement which, in the opinion of the directors, limits the joint and several liability of the wholly-owned entities in the case of a default by the head entity, Globe International Limited.

The entities have also entered into a tax funding agreement under which the wholly-owned entities fully compensate Globe International Limited for any current tax payable assumed and are compensated by Globe International Limited for any current tax receivable and deferred taxes relating to unused tax losses or unused tax credits that are transferred to Globe International Limited under the tax consolidation legislation. The funding amounts are determined by reference to the amounts recognised in the wholly-owned entities' financial statements. The amounts receivable/payable under the tax funding agreement are due upon receipt of the funding advice from the head entity, which is issued as soon as practicable after the end of each financial year. Assets or liabilities arising under tax funding agreements within the tax consolidated group are recognised as amounts receivable or payable to other entities in the consolidated entity. Any difference between the amounts assumed and amounts receivable or payable under the tax funding agreement are recognised as a contribution to (or distribution from) wholly-owned tax consolidated entities.

**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(ad) New accounting standards***AASB 16 Leases - Effective for reporting periods on or after 1 January 2019*

This note explains the impact of the adoption of AASB 16 Leases on the consolidated entity's financial statements and discloses the new accounting policy that has been applied from 1 July 2019. The consolidated entity has adopted AASB 16 from 1 July 2019, and has not restated comparatives for the 2019 reporting period, as permitted under the transitional provisions in the standard. The reclassifications and adjustments arising from the new leasing rules are therefore recognised from 1 July 2019.

*Adjustments recognised on adoption of AASB 16*

On adoption of AASB 16, the consolidated entity recognised lease liabilities in relation to leases which had previously been classified as 'operating leases' under the principles of AASB 117 Leases. These liabilities were measured at the present value of remaining lease payments, discounted using the consolidated entity's regional incremental borrowing rates. The weighted average incremental borrowing rate applied to the leases on 1 July 2019 was 5.7%.

A reconciliation of the operating lease commitments note as disclosed at 30 June 2019 to the opening lease liability as at 1 July 2019 is outlined below:

	1 JULY 2019 \$'000'S
Operating lease commitments disclosed at 30 June 2019	13,091
Discounted using the lessee's incremental borrowing rate at the date of initial application	(1,861)
Less: short terms and low value leases recognised on a straight-line basis as expense	(133)
Add: Adjustments as a result of difference treatment of options to renew	787
Add/(less): sub-lease income recognised on a straight line basis	200
<b>Lease liability recognised as at 1 July 2019 on adoption of AASB 16</b>	<b>12,084</b>
Of which are:	
Current lease liabilities	2,714
Non-current lease liabilities	9,370

The associated right-of-use assets for majority of leases were measured on a retrospective basis based on the lease liability. For some leases, the asset was measured on a retrospective basis as if the new rules had always been applied, as is allowed under the transition requirements of the standard. The recognised right-of-use assets relate to the following types of assets:

	30 JUNE 2020 \$'000'S	1 JULY 2019 \$'000'S
Property	7,994	10,804
Office equipment	57	109
Plant & equipment	33	17
<b>Total right-of-use assets</b>	<b>8,084</b>	<b>10,930</b>

The change in accounting policy affected the following items in the balance sheet on 1 July 2019:

- Right-of-use assets – increased by \$10.9 million
- Lease Liabilities – increased by \$12.1 million
- Other accruals – decreased by \$0.5 million
- Retained losses – increased by \$0.7 million

**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(ad) New accounting standards** (continued)

The change in accounting policy has affected the following items in the income statement for the 12 months to 30 June 2020:

- Finance costs - increased by \$0.6 million
- Depreciation and amortisation – increased by \$3.0 million
- Selling, distribution and administrative expenses – reduced by \$3.5 million

In applying AASB 16 for the first time, the group has used the following practical expedients permitted by the standard:

- The use of a single discount rate to a portfolio of leases with reasonably similar characteristics
- The accounting for leases with a remaining lease term of 12 months as at 1 July 2019 as short-term leases
- The exclusion of initial direct costs for the measurement of the right-of-use asset at the date of initial application; and
- The use of professional judgement in determining the lease term, where the contract contains options to extend or terminate the lease.

For details on the updated accounting policy for leases, refer Note 38 (h).

There are no other standards that are not yet effective and that are expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

**(ae) Critical Accounting estimates**

Accounting estimates are assumptions that are used to determine the financial performance and position at a point in time. These estimates are continually evaluated and are based on historical experience and other factors, including expectations of future events, that may have a financial impact on the entity and that are believed to be reasonable under the circumstances. Included below are details of significant management estimates and assumptions.

**(1) Estimates and assumptions with potentially material impacts on the financial statements in future periods***i. Taxation estimates*

The current year income tax expense and current tax payable are determined in accordance with Note 38 (c). The areas within this accounting policy that require management estimates include:

- Deferred tax assets related to deductible temporary differences and unused tax losses can only be recognized to the extent to which it is probable that future taxable amounts will be available to utilize those temporary differences and tax losses. Where it is not considered probable that such future taxable amounts will be available, a provision will be carried against the value of the deferred tax asset. Management estimates “future taxable amounts” by considering a range of possible outcomes for each jurisdiction and selecting the most appropriate amount within that range, based on recent history and current business trends. The range of possible outcomes includes estimates of future profits based on recent history of taxable income and approved budgeted profits within a range of between 1 and 3 years of future profitability.
- Estimated tax liabilities in relation to on-going tax audits or disputes with tax authorities. Where there has been notification from a tax authority that there are specific areas under review as part of an on-going audit, the consolidated entity recognizes a provision for taxes payable to the extent it is considered probable that these areas under review will result in additional taxes payable in that jurisdiction.

**NOTE 38. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)**(ae) Critical Accounting estimates** (continued)**(1) Estimates and assumptions with potentially material impacts on the financial statements in future periods** (continued)ii. *Estimates of credit loss allowance against trade receivables*

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost, less loss allowance. The loss allowance is raised upon recognition of a trade receivable which is an estimate of the expected credit loss for that balance. A combination of group policy and management judgement is used to estimate the value of the loss allowance.

- Initially, each receivable is classified individually or collectively based on shared credit risk characteristics and the days past due. This includes the grouping of all receivables which are considered “bad”, which carry a credit loss allowance of 100% of the value of the receivable.
- In line with the application of the AASB 9 simplified approach, the consolidated entity then applies a lifetime expected loss allowance against all other receivables. The expected loss allowance is based on historical credit loss rates, and is subject to change from year to year. Currently the rates are between 0.5% and 25%, depending on the days past due.
- Management judgement is then used to determine whether the loss allowance required against each group of accounts or an individual account, if applicable, should be adjusted to reflect current and forward looking factors. Management uses a number of factors to assess this, including recent communication with the customer, the age of the receivable, the presence of and adherence to payment plans, external information with regards to the financial viability of the customer and general market conditions within the industry and or the economic region in which the customer resides. In the current period, the effects of COVID-19 have been taken into account, with an increase in the level of provisioning associated with management judgement.

iii. *Estimates of the provision for inventories*

Inventories are valued at the lower of cost and net realisable value. A provision for inventory is included to write down the value of inventory to net realisable value, when required. The provision is calculated based on Group policy which states that inventory of a certain age must have a specific provision against it – the level of provisioning increases as the age of the inventory increases. Inventory ageing is based on the last selling season in which the inventory was available for sale. This Group policy is determined based on historical levels of inventory obsolescence. In addition to the provision calculated based on the Group policy, management judgement is required to adjust the provision based on known market factors. For example, where there is significant excess inventory in a certain category, or a particularly poor selling style or colourway, management may determine that an extra provision (over and above Group policy) is required to reflect the heavier discounting than normal which may be required to clear that inventory. In the current period, the effects of COVID-19 have been taken into account when assessing the net realisable value of all inventory line items. This is particularly the case with regards to inventory categories that were slow to move during the initial retail lock-down measures in place.

**(2) Changes in accounting estimates**

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

## DIRECTORS' DECLARATION

In the directors' opinion:

- (a) the financial statements and notes, as set out on pages 58 to 114, and remuneration disclosures on pages 50 to 54, are in accordance with the Corporations Act 2001, including;
  - (a) complying with Accounting Standards and the Corporations Regulations 2001 and other mandatory professional reporting requirements; and
  - (b) giving a true and fair view of the Company's and consolidated entity's financial position as at 30 June 2020, and of their performance for the financial year ended on that date; and
- (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; and
- (c) at the date of this declaration, there are reasonable grounds to believe that the members of the Extended Closed consolidated entity identified in Note 37 will be able to meet any obligations or liabilities to which they are, or may become, subject by virtue of the deed of cross guarantee described in Note 37.

The directors draw attention to Note 38 (a) to the financial statements, which includes a statement of compliance with International Financial Reporting Standards, as issued by the International Accounting Standards Board.

This declaration has been made after receiving the declarations required to be made to the directors in accordance with section 295A of the Corporations Act 2001 for the financial reporting period ending 30 June 2020.

This declaration is made in accordance with a resolution of the Board of Directors pursuant to section 295(5) of the Corporations Act 2001.

Dated 20 August 2020



.....  
William Crothers  
Chairman



## *Independent auditor's report*

To the members of Globe International Limited

### *Report on the audit of the financial report*

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#### *Our opinion*

In our opinion:

The accompanying financial report of Globe International Limited (the Company) and its controlled entities (together the Group) is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the Group's financial position as at 30 June 2020 and of its financial performance for the year then ended
- (b) complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

#### ***What we have audited***

The Group financial report comprises:

- the balance sheet as at 30 June 2020
- the statement of comprehensive income for the year then ended
- the statement of changes in equity for the year then ended
- the statement of cash flows for the year then ended
- the income statement for the year then ended
- the notes to the financial statements, which include a summary of significant accounting policies
- the directors' declaration.

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#### *Basis for opinion*

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

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

#### ***Independence***

We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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**PricewaterhouseCoopers, ABN 52 780 433 757**  
2 Riverside Quay, SOUTHBANK VIC 3006, GPO Box 1331, MELBOURNE VIC 3001  
T: 61 3 8603 1000, F: 61 3 8603 1999, [www.pwc.com.au](http://www.pwc.com.au)

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## Our audit approach

An audit is designed to provide reasonable assurance about whether the financial report is free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

We tailored the scope of our audit to ensure that we performed enough work to be able to give an opinion on the financial report as a whole, taking into account the geographic and management structure of the Group, its accounting processes and controls and the industry in which it operates.



Materiality	Audit scope	Key audit matters
<ul style="list-style-type: none"> <li>● For the purpose of our audit we used overall Group materiality of \$1 million, which represents approximately 0.7% of the Group's revenue.</li> <li>● We applied this threshold, together with qualitative considerations, to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements on the financial report as a whole.</li> <li>● We chose Group revenue because, in our view, it is the benchmark against which the performance of the Group is most commonly measured by users.</li> <li>● We utilised a 0.7% threshold based on our professional judgement, noting it is within the range of commonly acceptable thresholds.</li> </ul>	<ul style="list-style-type: none"> <li>● Our audit focused on where the Group made subjective judgements; for example, significant accounting estimates involving assumptions and inherently uncertain future events.</li> <li>● We conducted an audit of the financial information of the Australian and North American reporting units given their financial significance to the Group as described in note 2 of the financial report.</li> <li>● A component auditor operating under instruction performed an audit of the financial information of the European reporting unit. We determined the level of involvement required from us to conclude whether sufficient audit evidence had been obtained. Our involvement included issuing detailed instructions and holding discussions with the component auditors to understand key audit risks and findings.</li> </ul>	<ul style="list-style-type: none"> <li>● Amongst other relevant topics, we communicated the following key audit matters to the Audit and Risk Committee: <ul style="list-style-type: none"> <li>– Inventory valuation</li> <li>– Accounts receivable valuation</li> </ul> </li> <li>● These are further described in the <i>Key audit matters</i> section of our report.</li> </ul>

## Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report for the current period. The key audit matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. Further, any commentary on the outcomes of a particular audit procedure is made in that context.

<b>Key audit matter</b>	<b>How our audit addressed the key audit matter</b>
<p><b>Inventory valuation</b> (Refer to note 14) [\$20.6 million]</p> <p>Inventory represents the second largest asset on the balance sheet (\$20.6 million) as at 30 June 2020, and is presented net of an inventory provision of \$1.2 million. Inventory is held at the Group or third party's warehouses or in transit.</p> <p>We considered this a key audit matter as the Group operates in an industry where fashion changes and trends are volatile. The future performance of individual brands is inherently judgemental due to the uncertainty of their position and popularity in the market. COVID-19 has also created significant uncertainty in the retail industry, therefore increasing the level of judgement involved in considering the future sell-through strategies in response to the pandemic.</p> <p>Whilst overall gross margins are positive, judgement and estimation are required by the Group to identify inventory that may not be saleable or that may need to be discounted below cost to sell.</p>	<p>To assess the valuation of inventory with regards to provisioning, we performed the following procedures amongst others:</p> <ul style="list-style-type: none"> <li>• Selected a sample of inventory items held at 30 June 2020 and examined the relevant sales invoices post year-end to determine whether any items were sold below cost price.</li> <li>• Tested the accuracy of the aging in the Group's inventory product-by-season report by comparing a sample of product lines to the Group's seasonal marketing catalogue.</li> <li>• Recalculated the percentages applied to the aged categories of inventory and compared these to the Group's inventory provisioning policy.</li> <li>• Compared prior year sales to the current year's sales by brand. Where there was a decline in sales performance for a brand, we assessed whether relevant inventory items were included within the inventory provision analysis.</li> <li>• Held discussions with the marketing management team to determine whether any plans to discontinue or sell individual product lines had been considered in calculating the inventory provision.</li> </ul>
<p><b>Accounts receivable valuation</b> (Refer to note 13) [\$14.9 million]</p> <p>The Group recognised trade receivables of \$14.9 million as at 30 June 2020, which is presented in the balance sheet net of a loss allowance of \$2.9 million.</p> <p>The Group's customer base is made up of a large number of small to medium sized retailers who are</p>	<p>To assess the valuation of receivables we performed the following procedures amongst others:</p> <ul style="list-style-type: none"> <li>• Tested the accuracy of the trade receivables aging report by agreeing a sample of outstanding invoices captured in the report to the corresponding sales invoice.</li> </ul>



spread across different geographical regions. The retail market in which the Group's customers operate is highly competitive.

Restrictions introduced by governments in response to the COVID-19 pandemic have impacted the performance of the retail industry, thereby increasing the level of uncertainty in determining the recoverability of the Group's receivables.

We considered the valuation of receivables to be a key audit matter as judgement is required by the Group in determining the loss allowance on receivables based on the Group's assessment of the ability of customers to pay their outstanding balances.

- Recalculated the loss allowance to determine whether it had been calculated in accordance with the Group's policy.

- Analysed and compared the aging profile for each significant reporting unit to the corresponding aging profile for the prior year to identify any deterioration in the overall aging of trade receivables.

- Compared total accounts receivable written off in the current year against the loss allowance recorded in the prior year to assess the accuracy of the impairment policy.

- Traced a sample of outstanding receivables at 30 June 2020 to payments received after year-end. Where any balances remained unpaid, we considered whether they were recoverable by examining the aging of these items and assessing historic payment terms.

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### *Other information*

The directors are responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2020, but does not include the financial report and our auditor's report thereon. Prior to the date of this auditor's report, the other information we obtained included the Directors' Report. We expect the remaining other information to be made available to us after the date of this auditor's report.

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

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

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

When we read the other information not yet received, if we conclude that there is a material misstatement therein, we are required to communicate the matter to the directors and use our professional judgement to determine the appropriate action to take.

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### *Responsibilities of the directors for the financial report*

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

In preparing the financial report, the directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

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### *Auditor's responsibilities for the audit of the financial report*

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:  
[https://www.auasb.gov.au/admin/file/content102/c3/ar1\\_2020.pdf](https://www.auasb.gov.au/admin/file/content102/c3/ar1_2020.pdf). This description forms part of our auditor's report.

### *Report on the remuneration report*

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#### *Our opinion on the remuneration report*

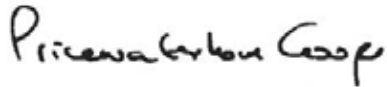
We have audited the remuneration report included in pages 50 to 54 of the directors' report for the year ended 30 June 2020.

In our opinion, the remuneration report of Globe International Limited for the year ended 30 June 2020 complies with section 300A of the *Corporations Act 2001*.

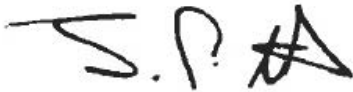
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### *Responsibilities*

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.



PricewaterhouseCoopers



Jon Roberts  
Partner

Melbourne  
20 August 2020

THE INFORMATION SET OUT BELOW WAS APPLICABLE AT 28 AUGUST 2020

<b>TOP 20 SHAREHOLDERS</b>	<b>NUMBER OF FULLY PAID ORDINARY SHARES</b>	<b>PERCENTAGE OF ISSUED SHARES</b>
STEPHEN DAVID HILL	12,670,011	30.56%
PETER JOHN HILL	12,436,009	29.99%
MATTHEW PATRICK HILL	3,495,965	8.43%
POLY TOWN PTY LTD	2,436,022	5.88%
BOND STREET CUSTODIANS LIMITED	979,352	2.36%
LAWN VIEWS PTY LTD	963,000	2.32%
CPU SHARE PLANS PTY LTD	510,000	1.23%
BOW LANE NOMINEES PTY LTD	403,736	0.97%
LLIENO PTY LTD	396,573	0.96%
DOG FUNDS PTY LTD	343,973	0.83%
GOTTERDAMERUNG PTY LIMITED	300,000	0.72%
BRIDES PTY LIMITED	290,000	0.70%
ARMAFORCE PTY LTD	274,682	0.66%
NOYSY PTY LIMITED	246,408	0.59%
GARACHI PTY LTD	225,000	0.54%
BOXER INVESTMENTS PTY LTD	200,857	0.48%
MR MICHAEL FILIPOVIC & MRS ROSETTA FILIPOVIC	200,000	0.48%
MR MICHAEL FILIPOVIC	200,000	0.48%
ROMIFI COMPANY PTY LTD	150,000	0.36%
MR GREIG STEVEN FRASER	147,760	0.36%
<b>TOTAL TOP 20</b>	<b>36,869,348</b>	<b>88.92%</b>
<b>TOTAL ISSUED CAPITAL</b>	<b>41,463,818</b>	<b>100.00%</b>
<b>SUBSTANTIAL SHAREHOLDERS</b>		
MR STEPHEN DAVID HILL	12,670,011	30.56%
MR PETER JOHN HILL	12,436,009	29.99%
MR MATTHEW PATRICK HILL	3,495,965	8.43%
POLY TOWN PTY LTD	2,436,022	5.88%
<b>DISTRIBUTION OF HOLDINGS</b>	<b>NUMBER OF HOLDERS</b>	<b>NUMBER OF SHARES</b>
1-1000 shares	273	109,063
1001-5000 shares	245	577,295
5001-10,000 shares	43	347,091
10,001 - 100,000 shares	77	2,558,919
100,001 - and over shares	28	37,871,450
<b>TOTAL</b>	<b>666</b>	<b>41,463,818</b>

The number of security holders holding less than a marketable parcel is 127 and they hold 17,927 securities

## UNQUOTED EQUITY SECURITIES

The Company has no unquoted securities at the date of this report.

## ANNUAL REPORT

The Company has elected to distribute its Annual Report online, by making it available on its website at: [www.globecorporate.com](http://www.globecorporate.com). Hard copies of the Annual Report will only be sent to those shareholders who have elected to receive one.

## YOU CAN DO SO MUCH MORE ONLINE

Did you know that you can access – and even update – information about your holdings in Globe International Limited via the internet?

You can access your information securely online via our share registry website: [www.linkmarketservices.com.au](http://www.linkmarketservices.com.au) using your Securityholder Reference Number (SRN) or Holder Identification Number (HIN) as well as your surname (or company name) and postcode (must be the postcode recorded on your holding record).

It's fast and it's easy. You can:

- Check your current and previous holding balances
- Choose your preferred annual report option
- Update your address details
- Update your bank details
- Confirm whether you have lodged your Tax File Number (TFN), Australian Business Number (ABN) or exemption
- Enter your email address and update your communications preferences
- Subscribe to email announcements
- Check transaction and dividend history
- Check the share prices and graphs
- Download a variety of instruction forms.

### Don't miss out on your dividends;

Dividend cheques that are not banked are required to be handed over to the State Trustee under the Unclaimed Monies Act, so you are reminded to bank cheques immediately.

### Better still, why not have us bank your dividend payments for you?

How would you like to have immediate access to your dividend payments? Your dividend payments can be credited directly into any nominated bank, building society or credit union account in Australia. Not only can we do your banking for you dividends paid by direct credit can reach your account as cleared funds, allowing you to access them on the payment date.

### Contact Information

You can contact the Share Registry by phone, email, in person, or in writing:

Link Market Services Limited  
Locked Bag A14  
Sydney South NSW 1235

Telephone (within Australia): 1300 55 44 74  
International: +61 2 8280 7111  
Facsimile: +61 3 9287 0303  
Email: [registrars@linkmarketservices.com.au](mailto:registrars@linkmarketservices.com.au)

Hand deliveries to:  
Tower 4, 727 Collins Street Melbourne VIC 3008



**GLOBE****DIRECTORS**

William Crothers	Chairman & Independent Non-Executive Director
Stephen Hill	Executive Director and Founder
Peter Hill	Executive Director and Founder

**SENIOR MANAGEMENT**

Matt Hill	Chief Executive Officer
Jessica Moelands	Chief Financial Officer
Gary Valentine	Chief Operating Officer / President North America
Jon Moses	President Australasia
Matt Wong	President Global Product

**PRINCIPAL REGISTERED OFFICE**

1 Fennell Street  
 Port Melbourne VIC 3207  
 Australia  
 Tel: +61 3 8534 9999  
 Fax: +61 3 8534 9955

**COMPANY SECRETARY**

Gerhard Correa  
 1 Fennell Street  
 Port Melbourne VIC 3207  
 Australia  
 Tel: +61 3 8534 9999  
 Fax: +61 3 8534 9955

**SHARE REGISTRY**

Link Market Services Limited  
 Tower 4, 727 Collins Street  
 Melbourne VIC 3008  
 Tel: 1300 554 474  
 Tel: +61 2 8280 7111  
 Fax: +61 2 9287 0303  
[www.linkmarketservices.com.au](http://www.linkmarketservices.com.au)

**AUDITORS**

PricewaterhouseCoopers  
 2 Riverside Quay  
 Southbank VIC 3006

**CORPORATE WEBSITE**

[www.globecorporate.com](http://www.globecorporate.com)

**STOCK EXCHANGE LISTINGS**

Globe International Ltd shares are listed on the Australian Securities Exchange.  
 Ticker: GLB



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