

# ANNUAL REPORT 2024-2025

**RU OK?**<sup>®</sup>

A conversation could change a life.



Is there  
something I  
can do to help?

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# About R U OK?



## Our vision

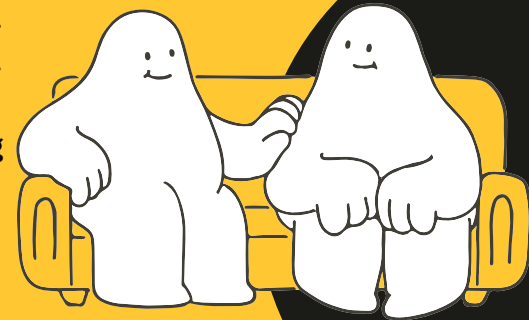
A nation where we are all connected and protected from suicide.



## Our mission

Our mission is to inspire and empower everyone to meaningfully connect with the people in their lives and offer support when they're struggling.

R U OK? is a suicide prevention charity and public health promotion. The most widely recognised mental health organisation in Australia, R U OK? is strongly associated with encouraging regular, meaningful conversations.<sup>1</sup> At R U OK?, we turn awareness into action by sharing public health messaging and free resources to equip everyone with the skills and confidence to ask, 'are you OK?', and lend support to friends, family, and colleagues when they are struggling with life.



## How do we do this?

# 1



### Ask R U OK?

- We use the latest research to develop free, practical resources to promote the four steps of an R U OK? Conversation – ALEC – **A**sk, **L**isten, **E**ncourage **A**ction and **C**heck in.

# 2



### Listen

- We mark our National Day of Action, R U OK?Day, on the second Thursday of September each year.

- We develop age-appropriate educational resources, from early learning through to tertiary.

- We operate the R U OK? Conversation Convoy, that delivers workshops and community activities in regional towns and cities across the country.

# 3



### Encourage action

- We offer workplace programs and tailored resources for industries and cohorts, including rail and emergency services.

- We develop culturally responsive and linguistically diverse resources for Aboriginal and Torres Strait Islander people and multicultural communities.

- We value lived experience stories, shared through our R U OK? Community Ambassador Program.

# 4



### Check in

All of this is made possible by the generosity and dedication of our partners, fundraisers, and supporters. Their commitment helps bring the R U OK? message to life, empowering Australians to have meaningful conversations every day.

Source: Verian (June, 2025) R U OK? Impact Tracker. Australia

## Our founding story: Gavin's legacy

R U OK? began with a simple but powerful belief: we are all capable of looking out for one another and recognising when someone close to us might be struggling.

It's a realisation Gavin Larkin came to after the loss of his father, Barry, to suicide in 1995.

"The ripple effect of Barry taking his life, and the impact it had on Gavin, our marriage, his brothers, and our whole family, was immense," said Gavin's wife, Maryanne Larkin.

"Not long after, Gavin decided we need to start talking about mental health and suicide. Back then, it was all pushed under the carpet, people were struggling, and no one really knew."

In 2009, the very first R U OK? Day was marked modestly, in the Larkin's living room, surrounded by family and close friends. The day centred on hope - inspiring everyone to reach out to loved ones and speak openly about emotional and mental health.

Gavin's daughter, Josie, was a young child at the time. She remembers seeing the now-iconic yellow everywhere, though she had no idea of the difference R U OK? would go on to make in the lives of so many.

"It's taken on a life of its own. R U OK? events are happening all over the country, even around the world," said Josie.

*In the time it takes to have a cuppa, you could start a conversation that could change a life.'*

Gavin Larkin



Gavin Larkin, R U OK? Founder

"Everyone can relate to the message, and it's amazing to see people in a place where they feel they can talk about it and take it on."

Gavin remained deeply committed to the cause until his life was cut short by cancer just two years after the launch of R U OK?. Today, his family carry his legacy, ensuring R U OK? grows from strength to strength as a year-round movement starting life changing conversations.

R U OK? continues to be shaped by the voices of people with lived experience, like Gavin. Their stories, insights, and expertise guide our messaging, resources, and outreach – ensuring the message stays real, relevant, and transformative.

# How we're funded



Everything we do at R U OK? is made possible thanks to the generous support of corporate partners, community fundraisers, and the Commonwealth Government of Australia.

- Our company structure: R U OK? Limited (ACN 138 676 829) is a public company limited by guarantee.
- Our registered office: 1 Shelley Street, Sydney, NSW 2000.
- Charity status: Registered and ACNC-accredited Charity status via listing on the Register of Harm Prevention Charities and endorsed as a Deductible Gift Recipient (DGR) by the Australian Taxation Office.
- Tax concessions: Eligible for GST concessions, income tax exemption, and FBT rebates.
- Compliance: We adhere to all relevant national and state-based Australian charitable and fundraising legislation, including but not limited to; the Charities Act (2013) and Corporations Act (2001).




# Our board

The R U OK? Board brings together a range of expertise, from media and mental health to law and lived experience, to guide us on our mission to promote life-changing connections across Australia.


## Board members



**Michael Connaghan**  
**R U OK? Chair**  
Managing Director Commercial  
Content NewsCorp



**Katherine Newton**  
**CEO, R U OK?**




**Rhanna Collins**  
**Non-Executive Director**  
Head of Business & Operations,  
NITV/SBS




**Barry Du Bois**  
**Non-Executive Director**  
Television Presenter



**Ann-Maree Fardell Hartley**  
**Non-Executive Director**  
Ph. D. Candidate, Registered  
Psychologist, Suicidologist



**Kathryn Howard**  
**Non-Executive Director**  
Partner at Hall & Wilcox



**Aya Larkin**  
**Non-Executive Director**  
Musician, and Hotelier



**Brendan Maher**  
**Non-Executive Director**  
CEO, St John Ambulance Australia



# Message from the Chair and CEO



At a time when many Australians are experiencing loneliness, social isolation and uncertainty, checking in with one another has never been more critical. A simple question, 'are you OK?', can open the door to meaningful connection and can ultimately change, and even save a life.

Connection remains at the heart of the R U OK? mission. Regular, genuine conversations help the people in our lives feel seen and valued and remind them that professional support is within reach if they need it.

What began as a National Day of Action (R U OK?Day) has grown into a trusted public health movement recognised by millions across Australia. Today, workplaces, schools, sporting clubs and community groups embrace the R U OK? message any day of the year, working together to encourage everyday conversations that strengthen connection and protect against suicide.

Awareness, however, is only part of what we do. Our focus is on equipping more people with the skills and confidence to start conversations that matter. Through targeted resources, national campaigns, digital engagement, education programs and extensive community outreach, we continue to challenge stigma and build a culture where empathy, active listening and meaningful support help normalise talking about our mental health and contribute to suicide prevention efforts.

A standout this year was the R U OK? Conversation Convoy. On the road for more than 120 days, our convoy travelled across the country, delivering more than 100 events and activities in rural and regional communities, including those affected by natural disasters. Our team brought compassion, hope, practical resources, referrals to local support services and shared moments of connection to those who needed a listening ear.

We also expanded our engagement with multicultural communities, guided by our Multicultural Advisory Group, which led to the translation of key educational resources into 19 languages. We continued to engage with members of the LGBTIQ+ community and Aboriginal and Torres Strait Islander people, ensuring R U OK? resources and information are accessible, relevant and useful for all.

Our work is informed and strengthened by our R U OK? Community Ambassadors - more than 120 individuals who share their lived experience to help break down barriers and empower conversations. Their courageous voices remind us that genuine interactions and ongoing support can have a profound impact.

To these ambassadors, our partners, fundraisers and the entire R U OK? community, thank you. Your commitment changes lives, one conversation at a time. Together, we are creating a future where asking, 'are you OK?', becomes part of any day, and everyone is connected and protected from suicide.

**Mike Connaghan**  
Chair

A handwritten signature in black ink, appearing to read 'M Connaghan'.

**Katherine Newton**  
CEO

A handwritten signature in black ink, appearing to read 'K Newton'.

# Our impact

Our dedicated network of staff and volunteers use their expertise to equip people with the motivation, confidence, and skills to have meaningful conversations with a friend, family member or colleague who might be struggling with life.

Our unique purpose is to empower everyone to become help givers and support those around them. We work closely with health professionals and services to ensure that if someone needs additional help they are encouraged to seek appropriate professional assistance.

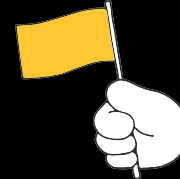
## Suicide is a public health crisis in Australia



9 Australians die by suicide every day



In 2024, 3,307 lives were lost to suicide



It's estimated around 55,000 Australians attempt suicide every year

Sources: ABS Causes of Death, Australia 2024 | National Suicide Prevention Office. The National Suicide Prevention Strategy 2025-2035. Canberra: 2025.

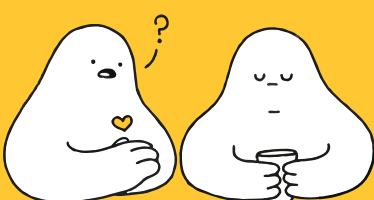
## How we are creating lasting change and protecting communities from suicide?

### We are reducing stigma through awareness



- **87%** of Australians are aware of R U OK?.
- Around **3 in 5 Australians** associate R U OK? with encouraging people to talk to each other about things that are troubling them.
- Those who engaged with R U OK? were significantly more likely to seek help. **56% called**, and **52% messaged someone** about an issue that was troubling them.

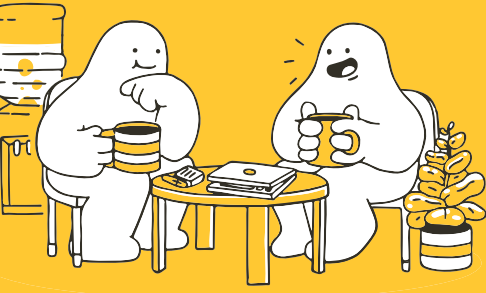
### We are turning awareness into greater action



- Those engaged with R U OK? continue to take significantly more supportive actions.
- **3 in 5 of those engaged with R U OK?** are more frequently asking others if they are OK.

Source: Verian (June, 2025) R U OK? Impact Tracker. Australia

## We are driving year-round conversations



- **77% of Australians** agree that it's important to regularly check in with others any day of the year.
- **90% of people** say being asked 'are you OK?' made them feel grateful, supported, and cared for.
- Those engaged with R U OK? are **20% more confident** they can recognise the signs and are more confident to have a conversation with someone who is struggling.

Source: Verian (June, 2025) R U OK? Impact Tracker. Australia

## Anyone can ask, 'are you OK?' and change a life

” **A colleague...**

“I share R U OK? information with my co-workers, and we have daily chats and check-ins, especially as we operate remotely online.”



**A friend...** ”

“It's important to raise awareness and let people know support is available. It can be hard to ask for help, but starting a conversation is a great first step.”

” **A family member...**

“Each year for R U OK?Day, I like to send donuts with R U OK? flags to my daughter's primary school class. I ask her teacher to take a few moments to talk with the children about the significance of R U OK?. I think we should introduce this concept early to help our kids build empathy and connection with others, which they need for all stages of life.”



# Community engagement



## Conversation Convoy

- 📍 Canberra, ACT
- 📍 Albury, NSW
- 📍 Armidale, NSW
- 📍 Ballina, NSW
- 📍 Berrima, NSW
- 📍 Dubbo, NSW
- 📍 Gilgandra, NSW
- 📍 Kempsey, NSW
- 📍 Lismore, NSW
- 📍 Newcastle, NSW
- 📍 Parramatta, NSW
- 📍 Penrith, NSW
- 📍 Pottsville, NSW
- 📍 Sydney, NSW
- 📍 Wagga Wagga, NSW
- 📍 Woolgoolga, NSW

- 📍 Batchelor, NT
- 📍 Darwin, NT
- 📍 Jabiru, NT
- 📍 Katherine, NT
- 📍 Airlie Beach, QLD
- 📍 Bowen, QLD
- 📍 Brisbane, QLD
- 📍 Cairns, QLD
- 📍 Cardwell, QLD
- 📍 Charleville, QLD
- 📍 Charters Towers, QLD
- 📍 Cherbourg, QLD
- 📍 Dalby, QLD
- 📍 Emerald, QLD

- 📍 Eumundi, QLD
- 📍 Gold Coast, QLD
- 📍 Goombungee, QLD
- 📍 Goondiwindi, QLD
- 📍 Ingham, QLD
- 📍 Ipswich, QLD
- 📍 Logan, QLD
- 📍 Longreach, QLD
- 📍 Mackay, QLD
- 📍 Maryborough, QLD
- 📍 Mount Isa, QLD
- 📍 Rockhampton, QLD
- 📍 Roma, QLD
- 📍 Toowoomba, QLD
- 📍 Townsville, QLD
- 📍 Burnie, TAS
- 📍 Devonport, TAS
- 📍 Hobart, TAS
- 📍 Launceston, TAS
- 📍 St Helens, TAS

- 📍 Ulverstone, TAS
- 📍 Bendigo, VIC
- 📍 Colac, VIC
- 📍 Geelong, VIC
- 📍 Melbourne, VIC
- 📍 Morwell, VIC
- 📍 Shepparton, VIC
- 📍 Stawell, VIC
- 📍 Broome, WA
- 📍 Fitzroy Crossing, WA
- 📍 Karratha, WA
- 📍 Kununurra, WA
- 📍 Port Hedland, WA
- 📍 Roebourne, WA



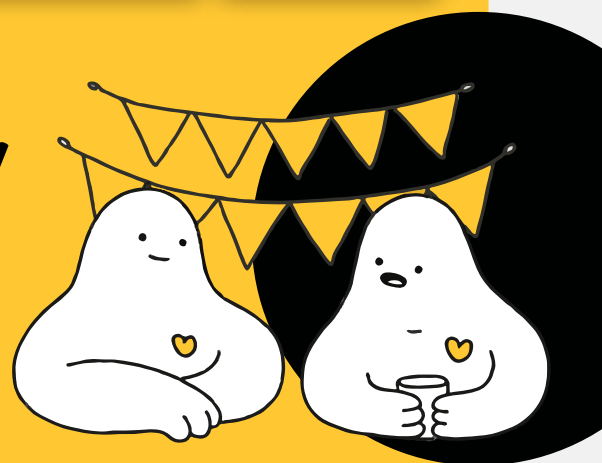
## Driving connection with the R U OK? Conversation Convoy

The distinctive yellow R U OK? Conversation Convoy has been a welcome sight in Australian communities since 2014. The Convoy brings R U OK? staff, volunteers and Community Ambassadors to regional and remote areas ensuring our message of meaningful connection is shared across the nation.

This year the Convoy spent 120 days on the road visiting more than 60 communities across the length and breadth of Australia, sparking life changing conversations, providing free resources, and connecting people with local health services and crisis support.

The team hosted activities and collaborated with local organisations by participating in community, sporting and local business events. The Convoy further reinforced the importance of connection at events across Mental Health Month and in Canberra on R U OK? Day.

The Convoy connected with thousands of Australians to talk about factors influencing their wellbeing such as mental health challenges, limited access to services, relationships, cost-of-living pressures and grief. The Convoy team also provided practical resources and a listening ear in communities recovering from the impact of natural disasters.





## Kate’s unexpected, life changing Convoy conversation

Kate Jones was carrying the unbearable weight of grief when she crossed paths with the R U OK? Conversation Convoy, and had a conversation that helped her find a way forward.

The teacher from Aberdeen, NSW, was grieving the death of her husband when, sitting alone on a park bench, she was approached by a member of the Convoy team. Kate could never have imagined that the strength she gained from that conversation would later help her navigate the death of her son to suicide just eighteen months later.

“That moment reminded me of the power of human connection, especially when it comes from a place of genuine care,” said Kate.

“That first conversation helped me process my grief in a different way. It gave me tools I didn’t know I needed, and it ultimately led me to the R U OK? journey.”

Today, Kate is an R U OK? Community Ambassador and passionate advocate for mental health in rural communities. Through sharing her lived experience, she reminds Australians of the life-changing impact of a meaningful conversation that starts by asking, ‘are you OK?’.

“I believe we should check in any day, not just on ‘special’ days,” said Kate.

“A simple, heartfelt question can be the lifeline someone didn’t realise they needed. In communities like ours, where people look out for each other, that kind of support can truly change lives.”



The Conversation Convoy continues to travel across the country each year, thanks to the generous support of our Convoy partners – Connor, AXL+CO, Audi Foundation, CareSuper, KitKat and Nescafé.



# R U OK? Community Ambassador Program



## Amplifying voices of hope and resilience through our ambassadors

Just as R U OK? was founded on lived experience, everything we do is enriched by the powerful stories of hope, resilience, recovery, and determination shared by our volunteer Community Ambassadors.

More than 120 Ambassadors share their personal stories and insights to help shape our communications and resources, including stories of survival, recovery and loss to suicide. Their involvement ensures our work remains authentic and inclusive, helps foster greater understanding, and reduces stigma.

This year we received a record number of requests for speakers with lived experience, and more than 100 Ambassadors courageously shared their stories in workplaces, schools, sports and social clubs, and community events across every state and territory.

We welcomed, 21 new Ambassadors to the program, nearly half of whom are based in regional Australia, helping our message reach communities where mental health support may be harder to access.

We recognise the strength and generosity it takes to share personal experiences. That's why every R U OK? Community Ambassador receives dedicated support through an onboarding process, specialised training, professional development opportunities, and annual events to promote connection and friendship.



## In their words, R U OK? Community Ambassadors on the power of sharing



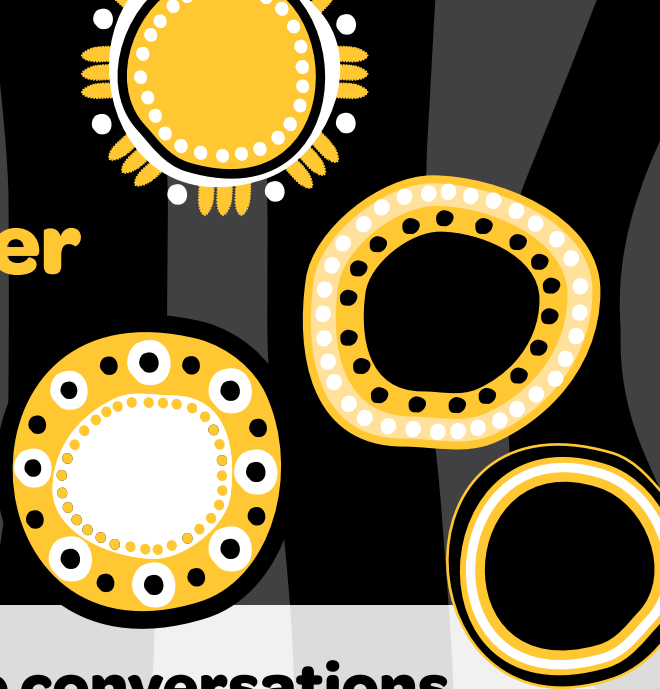
"It's an honour to help keep Gavin's mission and dream alive. I feel like I've gained a family. Personally, I feel more connected and supported than ever, and this continues to have a hugely positive impact on my wellbeing."



"Volunteering can have a profound impact on your own wellbeing. It brings a sense of purpose and fulfilment, knowing you're making a difference in others' lives. It helps you build new relationships, strengthen existing ones, and boost your mental health by reducing isolation and increasing happiness."

# Aboriginal and Torres Strait Islander

# STRONGER TOGETHER



## Encouraging culturally safe conversations

The R U OK? Stronger Together program fosters connection and meaningful conversations across diverse Aboriginal and Torres Strait Islander communities by encouraging mob to ask, 'are you OK?' their way.

Now in its sixth year, the program was developed in consultation with an Aboriginal and Torres Strait Islander Advisory Group and with creative support from Aboriginal agencies and content producers. Together, we have developed culturally informed resources, designed to build confidence in starting conversations that reflect community values and individual strengths. These resources have been translated into Arrernte, Luritja, Pitjantjatjara and Walpiri languages, extending the R U OK? Stronger Together message into remote Indigenous communities.

Throughout the year, we have continued to collaborate with First Nations communities across the country, including in:

- 📍 **Kaurna Country, Adelaide, SA:** Connected with First Nations leaders at the NAIDOC Ball.
- 📍 **Arrernte Country, Alice Springs, NT:** The inaugural R U OK? AFL Round raised awareness of youth suicide prevention.
- 📍 **Larrakia Country, Darwin, NT:** Launched a Pride video series in collaboration with LGBTIQ+ community members with lived experience.
- 📍 **Tiwi Islands, NT:** Participated in the inaugural Wellbeing Festival, promoting connection and support.
- 📍 **Dharug Country, Western Sydney, NSW:** The Indigital Project at Newbridge Heights Public School introduced the R U OK? message through digital storytelling tools.
- 📍 **Wakka Wakka and Gubbi Gubbi Country, QLD:** Hosted a video series and community leaders' lunch during the Conversation Convoy in Cherbourg.
- 📍 **Gunggandji and Yidinji Country, Yarrabah, QLD:** Local leaders took part in a Conversation Convoy event in Cairns.
- 📍 **Jingili and Kulumindini Country, Elliott, NT:** Held a community lunch in partnership with local providers, featuring a SafeTALK workshop and outreach activities.
- 📍 **Bundjalung Country, Ballina and Lismore, NSW:** Collaborated with local services to host a community barbecue.
- 📍 **Whadjuk Noongar Boodja, Perth, WA:** Engaged with more than 500 Aboriginal and Torres Strait Islander student-athletes as part of the Indigenous National Games.





# Multicultural community collaboration

R U OK? is deepening its engagement with Australia's multicultural communities through culturally inclusive outreach and co-design of culturally appropriate in-language resources.

In 2024, Tamil and Chinese-language conversation materials were added to our growing library, which also includes Arabic, Hindi and Vietnamese resources. Developed in close collaboration with community leaders, these resources are designed to be culturally relevant and accessible, helping more people start life-changing conversations in ways that feel authentic to them.

Throughout the year, R U OK? engaged with community groups representing more than ten cultural backgrounds sharing information and targeted resources to reduce stigma and foster meaningful connection. This commitment was highlighted on R U OK?Day 2024, through a targeted campaign of media and online content reflecting the values and experiences of Arabic, Hindi and Vietnamese-speaking communities.

Guiding this work is the R U OK? Multicultural Advisory Group, composed of R U OK? Community Ambassadors, mental health professionals, and representatives of social enterprises and not-for-profit organisations. In consultation with the Advisory Group, we developed a multicultural strategy to strengthen inclusive communication, embed culturally safe practices, and broaden the reach of R U OK?.

We have also engaged with youth in multicultural communities through ongoing partnerships with TAFEs and universities, and by collaborating on events aligned with national celebrations of migration and cultural diversity.

Together, these initiatives reflect our ongoing commitment to ensure people from all communities feel supported to ask, 'are you OK?', and have conversations that reflect their lived experience and background.





## LGBTIQ+

### Listening to, learning from, and collaborating with LGBTIQ+ communities

Our work to provide tailored resources for LGBTIQ+ Australians has continued, with a renewed focus on collaboration and community-led initiatives.

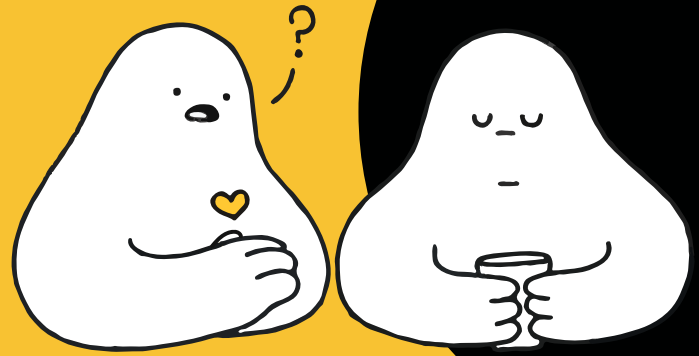
To strengthen long-term and community-led suicide prevention efforts among LGBTIQ+ communities, R U OK? has been working to develop a dedicated strategy to guide our priorities and the development of practical resources and information.

This has involved a comprehensive review of previous work, consultation with sector and community representatives, staff, ambassadors, and corporate partners, as well as desktop research to provide a national snapshot of the LGBTIQ+ specific suicide prevention efforts. A community consultation survey also provided valuable insights to shape our approach.

R U OK? convened a roundtable with LGBTIQ+ individuals and organisations working in suicide prevention to explore opportunities for to build trust and engagement, and ensure messaging is inclusive, relevant, and supportive of those who need it most.

As the strategy develops into the delivery phase, we remain committed to listening, learning, and taking meaningful action - ensuring our role in suicide prevention is guided by, and created in collaboration with, LGBTIQ+ communities and informed by lived experience.

# Ask R U OK?<sup>®</sup> ANY DAY



## R U OK? Day 2024

On Thursday 12 September, thousands of community groups, workplaces, schools, suicide prevention networks, and sports clubs across the nation, from the Top End to Tasmania, came together to Ask R U OK? Any Day, because life happens every day.

This year's National Day of Action highlighted R U OK? research that found an overwhelming majority (90%) of people who are regularly asked R U OK? feel more supported, connected and cared about.

While there is traditionally an increase in supporting behaviours around R U OK? Day, in 2024 we reminded everyone that the people you care about go through life's ups and downs every day and by checking in regularly with those close to you, you can help prevent small things from becoming big things.



Source: Verian (March, 2024) R U OK? Impact Tracker, Australia.

# Education and young people

## Empowering young people to stay connected

Suicide remains the leading cause of death among Australians aged 15-24, a devastating reality that underscores the importance of early intervention.

## Supporting students to ask R U OK?

Through age-appropriate school resources, classroom activities and programs that build connection, we empower young people to notice when a friend is struggling and start meaningful conversations.

We developed new early education activity and lesson plans to equip educators with practical strategies to build emotionally aware and connected classrooms. We also launched 'You've got what it takes to ask R U OK?', an interactive digital resource developed with students from years 3 to 6, reflecting genuine student issues and encouraging meaningful peer-to-peer conversations.

For secondary students, professional basketball player and R U OK? Ambassador Isaac Humphries invited students to join him for an informal session on the court where he shared his story of resilience and chatted with the teens about ways they can support each other through personal challenges. We also co-hosted a national R U OK? Day webinar with headspace Schools and Communities, encouraging high school students to reflect and connect meaningfully.

Year-round resources, including our, 10 Ideas to Build an R U OK? Culture in Schools, campaign provided practical strategies for embedding kindness and connection in classrooms. To support ongoing engagement, we launched a dedicated educator newsletter and partnered with teacher influencers on social media to promote regular check-ins.



Source: Australian Bureau of Statistics. Causes of Death, Australia, 2023.

## Fostering innovation and student leadership

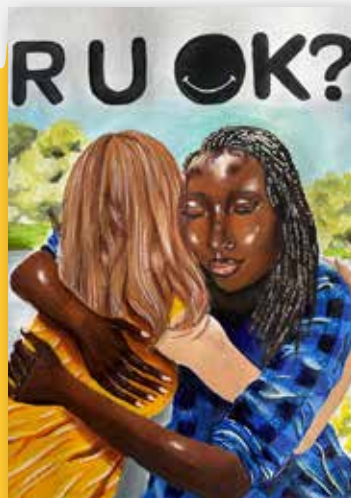
Development of the Student Champions program got underway with students and staff from Lurnea High School (NSW) and Iona College (VIC) enlisted to co-design peer support materials and activities. The inaugural National R U OK? Student Art Competition provided a creative platform for students to express kindness, empathy, and connection, with finalists celebrated at the Art Gallery of NSW.

Digital content remained a key tool for reaching young people beyond the classroom. Highlights included a three-part lived experience video series for apprentices and trainees, podcast and media features, and collaborations with R U OK? Ambassadors Brooke Blurton and Chris Green to spark meaningful conversations about connection and support.



National Student

Art Competition



### Expressing kindness and compassion through art

"Painting has always been a meditative experience for me - a time to destress and relax. It allows us to express our feelings and emotions, and to tell stories."

#### Student participant

"The trip to Sydney and the presentation at the NSW Art Gallery was a defining moment for my child, both for her art, and more importantly, for understanding what it means to truly stay connected through life and its challenges."

#### Parent

"This competition sparked conversations in our family about your message - 'R U OK?' - and from that, a ripple effect has followed. The message has been shared with my daughter's netball teams, her school, my own school, and within our community."



# R U OK? in the workplace

## Building connection and openness in the workplace

Workplace connections can be meaningful, long lasting, and even life changing – especially when staff are equipped to authentically check in and have open conversations about wellbeing.

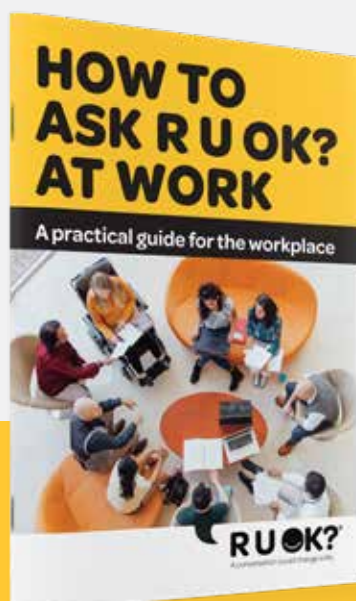


The R U OK? Workplace Program continues to foster care and connection across Australian companies, businesses, and volunteer organisations by providing practical tools that build confidence and encourage staff at all levels to feel confident to check in and speak up.



This year, the team delivered conversation starters and public health information at team meetings, leadership summits, safety days, and industry events. Site specific resources were co-designed across diverse workplaces, including transport hubs, warehouses, construction sites, and small businesses.

R U OK? Workplace Champions help normalise wellbeing conversations, creating environments where everyone feels safe to bring their whole self to work. Nearly 14,000 registered leaders, business owners, and employees, actively support workplace culture by sharing conversation resources and encouraging genuine peer to peer support.



Tailored initiatives focus on higher risk industries, including first responders, rail, transport and logistics, hospitality, and trades, where exposure to trauma or isolation can take a greater toll.

# RAIL R U OK?® | TrackSAFE Foundation

In its 11th year, Rail R U OK? reached more than 120,000 employees from 183 organisations, supported by 314 Rail Champions and 23 new Conversation Champions, promoting connection and wellbeing across the rail industry.



## R U OK?® in Trucks & Sheds

The fourth year of this partnership with Healthy Heads in Trucks & Sheds, promoted "Ask R U OK? – No qualifications needed." It engaged 136 organisations and 224 company champions, with 93% of participants reporting greater confidence to have conversations.



**FREE GUIDES**

**ARE THEY TRIPLE OK?**

**ARE THEY TRIPLE OK?**

**NEW EPISODES LISTEN NOW**

### ARE THEY TRIPLE OK?

The R U OK? Are They Triple OK? podcast shares insights from emergency service personnel, from the love of the job to the challenges it can bring. We hear the voices of those with lived experience and share practical tools and tips on increasing social support for emergency services personnel, building a mentally healthy workplace, and how to have regular meaningful conversations with a peer or loved one who might be doing it tough.

**R U OK?®**  
A conversation could change a life.

Scan to find out more  
ruok.org.au/triple-ok



Produced a second season of the Are They Triple OK? podcast featuring lived experience stories from Surf Life Saving NSW, NSW Police, SA Ambulance, and Disaster Relief Australia.

R U OK? was the charity partner of the Australasian Police & Emergency Services Games, R U OK? engaging with around 3,000 participants through guides, presentations, and on-the-ground events co-hosted by Stay ChatTY.

# Partners and supporters

The generosity of our partners and supporters ensures we can build the confidence and capability of people in communities across Australia to have R U OK? Conversations that change lives.

Multi-year partnerships strengthen our mission and help us develop more free resources and build a year-round R U OK? Culture of care and connection.

## Principal Partners

# CONNOR

Connor Clothing

# AXL+CO

AXL+CO

## Major Partners



Anytime Fitness



Audi Foundation



CareSuper



Industree Group



ING



KitKat



Nescafe



PNI Foundation



QBE Foundation



WPP



Thryv/Yellow

## Government support



Australian Government  
Department of Health

Department of Health and Aged Care

## Funding partners and pro/low-bono supporters

- Australia Post
- Avis Budget Group
- Bega Group
- Centre for Corporate Health
- Dare Iced Coffee
- Fourth Wall
- Foxtel
- Healthy Heads in Trucks & Sheds
- Herbert Smith Freehills
- Hogarth
- Howarth Foundation
- HOYTS
- Isentia
- JCDecaux
- Liquid Ideas
- McNair Charitable Foundation
- News Corp Australia
- Pamarma Private Ancillary Fund
- PKF
- Randall Foundation
- Ritchies IGA
- Social Soup
- TrackSAFE Foundation
- Val Morgan

# CONNOR

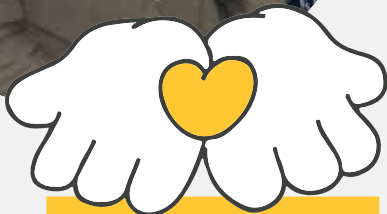


## Thank you, Connor – a proud partner since 2017

Menswear retailer, Connor, has played a vital role in amplifying the voices of people with lived experience through the R U OK? Community Ambassador Program. The long term support of Connor, our Principal Partner, has helped expand the program, empowering hundreds of Australians to spark life-changing conversations.

Connor also supports R U OK? through in-store activity and staff mental health training. Connor's more than 800 staff in more than 190 stores nationwide play a vital role in sharing the R U OK? message, particularly among men, who in 2023, accounted for around 75% of suicide deaths in Australia.

From selling R U OK? merchandise to embedding conversation skills into their workplace culture, Connor champions connection and helps us reach more Australians, in more communities, every year.



**Lachlan McTackett**

## The power of community fundraising

Community advocates and fundraisers like Lachlan McTackett are promoting understanding and inspiring hope by speaking openly about life's ups and downs.

After experiencing depression and suicidal thoughts from the age of 19, Lachlan discovered the impact of sharing his story, and how one conversation can change everything. By sharing with friends and posting his story online, he not only began to heal but also encouraged others to speak out. His advocacy demonstrates how lived experience can transform the way we talk about mental health.

Today, Lachlan embraces the R U OK? message in every aspect of his life - checking in with others, being honest about his struggles, and inspiring meaningful conversations. He is a volunteer Community Ambassador and has also generously contributed to fundraising efforts, using his passion and authenticity to raise vital funds for our programs.

We thank Lachlan, and every community member who fundraises, shares their story, and supports R U OK?. Your efforts bring our message to life and help save lives.



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# Directors' report

The directors present their report on R U OK? Limited for the financial year ended 30 June 2025.

## Information on directors

The names of each person who has been a director during the year and to the date of this report are:

---

<b>Mr Michael Connaghan</b>	Chair of R U OK? Limited since 2009. Mr Connaghan is Managing Director of Commercial Content at NewsCorp Australia and has worked extensively in advertising, including as Managing Director of JWT in 2004-2005, working for John Singleton Advertising from 1993-2004 and CEO of WPP AUNZ until 2019.
<b>Ms Ann-Maree Hartley</b>	Non-executive Director, Ms Hartley is an award-winning psychologist and suicidologist.
<b>Ms Kathryn Howard</b>	Non-executive Director, Partner of Hall & Wilcox. Ms Howard is a senior lawyer who has practiced in Melbourne, Tokyo and London.
<b>Mr Barry Du Bois</b>	Non-executive Director, TV presenter and media communications expert.
<b>Mr Aya Larkin</b>	Non-executive Director, brother of late founder Gavin Larkin, hotelier/musician.
<b>Ms Rhanna Collins</b>	Non-executive Director, Head of Indigenous News & Current Affairs at National Indigenous Television (NITV).
<b>Mr Brendan Maher</b>	Non-executive Director, former CEO of R U OK? and Chief Executive Officer of St John Ambulance Australia.

---

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

## Company secretary

Mrs Katie Johnston was appointed Company secretary in March 2023 and held this position until 4 November 2025.

## Review of operations

R U OK? Limited generates their income of \$9,049,715 through the continuation of activities like R U OK?Day, activating in priority populations, expanding industry engagement, and community fundraising activities.

The financial year ended 30 June 2025 included expenses incurred as a result of the evolving literacy levels surrounding mental health and suicide prevention across Australia by increasing resources and events targeted to a greater diversity of audiences. Funding has enabled the further development of tailored resources such as those for people aged under 24 years, and to expand our work with multicultural communities. Activations and resources continue for other priority populations such as Aboriginal and Torres Strait Islander communities and those in the LGBTIQ+ community. This financial year saw the delivery of R U OK?Day, Conversation Convoys through Western Australia, Australian Capital Territory, Tasmania, Victoria, New South Wales and the Northern Territory to reach regional and rural towns. Evaluation remains a continual expense as does the R U OK? Ambassador Program with a network of over 100 Ambassadors who are highly valued for their volunteer efforts and trained on how to safely share their stories of lived experience whenever they travel to present at workplaces and communities.

## Principal activities

The entity's principal activity in the course of the financial year was to promote the prevention of behaviour that is harmful or abusive to human beings.

Specifically, R U OK? Limited is a charitable institution dedicated to encouraging all people to regularly and meaningfully ask, 'Are you ok' to support those struggling with life.

R U OK?Day is a national day of action on the second Thursday of September (12 September 2024) and dedicated to reminding people to regularly check in with family and friends.

**Vision:** A world where all people are connected and protected from suicide.

There were no significant changes in the nature of R U OK? Limited's principal activities during the financial year.

## Events after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

## Future developments and results

Likely developments in the operations of the Company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the Company.

## Dividends paid or recommended

No dividends were paid or declared since the start of the financial year. No recommendation for payment of dividends has been made.

## Meeting of directors

During the financial year, 2 meetings of directors (including committees of directors) were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Mr Mike Connaghan	2	2
Ms Ann-Maree Hartley	2	1
Ms Kathryn Howard	2	2
Mr Barry Du Bois	2	2
Mr Aya Larkin	2	2
Ms Rhanna Collins	2	2
Mr Brendan Maher	2	2

## Indemnification and insurance of officers and auditors

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of R U OK? Limited.

## Auditor's independence declaration

The auditor's independence declaration in accordance with section 307C of the *Corporations Act 2001* for the year ended 30 June 2025 has been received and can be found on page 40 of the financial report.

Signed in accordance with a resolution of the Board of Directors:



Mr Michael Connaghan  
Director

Dated 20/12/2025

# Statement of profit or loss & other comprehensive income for the year ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue	4	8,711,911	8,922,737
Interest income		337,804	260,528
Cost of sales		(2,294,157)	(2,512,352)
Employee benefits expense	5	(3,055,445)	(2,770,735)
Consultant expenses		(20,510)	(25,737)
Office and administration		(375,245)	(406,145)
Research, monitoring and communications		(3,805,921)	(3,171,903)
Finance expenses		(1,733)	(1,512)
<b>(Deficit)/Surplus before income tax</b>		<b>(503,306)</b>	294,881
Income tax expense	2(b)	-	-
<b>(Deficit)/Surplus for the year</b>		<b>(503,306)</b>	294,881
Other comprehensive income for the year, net of tax		-	-
<b>Total comprehensive (loss)/income for the year</b>		<b>(503,306)</b>	294,881

The accompanying notes form part of these financial statements.

# Statement of financial position as at 30 June 2025

	Note	2025 \$	2024 \$
<b>ASSETS</b>			
CURRENT ASSETS			
Cash at bank	6	<b>464,393</b>	2,414,121
Trade and other receivables		<b>79,853</b>	17,838
Inventories	7	<b>1,044,969</b>	1,025,883
Other financial assets	8	<b>7,000,000</b>	6,000,000
Other assets	9	<b>771,960</b>	472,296
TOTAL CURRENT ASSETS		<b>9,361,175</b>	9,930,138
NON-CURRENT ASSETS			
Property, plant and equipment		<b>31,602</b>	17,309
TOTAL NON-CURRENT ASSETS		<b>31,602</b>	17,309
TOTAL ASSETS		<b>9,392,777</b>	9,947,447
<b>LIABILITIES</b>			
CURRENT LIABILITIES			
Trade and other payables	10	<b>395,797</b>	313,173
Employee benefits	12	<b>216,684</b>	185,630
Other financial liabilities	11	<b>462,255</b>	660,158
TOTAL CURRENT LIABILITIES		<b>1,074,736</b>	1,158,961
NON-CURRENT LIABILITIES			
Employee benefits	12	<b>98,924</b>	66,063
TOTAL NON-CURRENT LIABILITIES		<b>98,924</b>	66,063
TOTAL LIABILITIES		<b>1,173,660</b>	1,225,024
NET ASSETS		<b>8,219,117</b>	8,722,423
<b>EQUITY</b>			
Retained earnings		<b>8,219,117</b>	8,722,423

The accompanying notes form part of these financial statements.

# Statement of changes in equity for the year ended 30 June 2025

	Accumulated surplus \$	Total \$
<b>Balance at 1 July 2024</b>	<b>8,722,423</b>	<b>8,722,423</b>
Surplus for the year	(503,306)	(503,306)
<b>Balance at 30 June 2025</b>	<b>8,219,117</b>	<b>8,219,117</b>
<b>Balance at 1 July 2023</b>	8,427,542	8,427,542
Surplus for the year	294,881	294,881
<b>Balance at 30 June 2024</b>	<b>8,722,423</b>	<b>8,722,423</b>

The accompanying notes form part of these financial statements.

# Statement of cash flows for the year ended 30 June 2025

	2025 \$	2024 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Contributions received	9,170,196	10,415,178
Payments to suppliers and employees	(10,430,258)	(9,794,168)
Interest received	337,804	260,528
Interest paid	(1,733)	(1,512)
Net cash used in operating activities	<u>(923,991)</u>	<u>880,026</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of plant and equipment	(25,737)	(6,685)
Transfer to term deposit	(1,000,000)	(1,000,000)
Net cash used in investing activities	<u>(1,025,737)</u>	<u>(1,006,685)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Net cash provided by/(used in) financing activities	<u>-</u>	<u>-</u>
Net decrease in cash and cash equivalents held	(1,949,728)	(126,659)
Cash and cash equivalents at beginning of year	2,414,121	2,540,780
Cash and cash equivalents at end of financial year	<u><u>464,393</u></u>	<u><u>2,414,121</u></u>

The accompanying notes form part of these financial statements.

# Notes to the financial statements for the year ended 30 June 2025

The financial report covers R U OK? Limited as an individual entity. R U OK? Limited is a not-for-profit Company, registered and domiciled in Australia.

The functional and presentation currency of R U OK? Limited is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

## 1. Basis of preparation

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

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

Material accounting policy information relating to the preparation of these financial statements are presented below, and are consistent with prior reporting periods unless otherwise stated.

## 2. Material Accounting Policy Information

### (a) Revenue & other income

#### **Government Grants/Sponsorships**

Government grants and sponsorships are recognised as revenue over the periods necessary to match them with the costs for which they are intended to compensate, on a systematic basis. Government grants that are receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the Company with no future related costs are recognised in profit or loss in the period in which they become receivable. Government assistance which does not have conditions attached specifically relating to the operating activities of the entity is recognised in accordance with the accounting policies above.

#### **Donations**

Revenue from donations, pledges and bequests is only recognised upon receipt and no provision is made to record, as income, funds that have been pledged or promised.

#### **Sale of merchandise**

Revenue from sale of goods is recognised upon delivery of merchandise, being the satisfaction of the performance obligations

**(b) Income tax**

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

**(c) Goods and services tax (GST)**

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

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

**(d) Financial instruments**

***Financial assets***

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

***Amortised cost***

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

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

***Impairment of financial assets***

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses.

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

***Financial liabilities***

Other financial liabilities are initially recorded at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method. Other financial liabilities comprise trade payables.

**(e) Current and non-current classification**

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the incorporated association's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a

liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the incorporated association's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no right at the end of the reporting period to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

### 3. Critical Accounting Estimates and Judgements

Those charged with governance make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

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

### 4. Other Revenue and Income

	2025 \$	2024 \$
Sponsorship income	<b>3,227,394</b>	3,365,152
Donations received	<b>1,529,880</b>	1,752,771
Merchandise	<b>3,148,690</b>	3,009,269
Government grants	<b>805,947</b>	795,545
	<b>8,711,911</b>	8,922,737

### 5. Result for the Year

	2025 \$	2024 \$
ALLOCATION OF EMPLOYEE BENEFITS EXPENSE		
Health promotion staff	<b>2,016,600</b>	1,828,685
Administration staff	<b>1,038,855</b>	942,050
	<b>3,055,455</b>	2,770,735

## 6. Cash and Cash Equivalents

	2025 \$	2024 \$
Cash at bank and in hand	464,393	2,414,121
	<u>464,393</u>	<u>2,414,121</u>

## 7. Inventories

	2025 \$	2024 \$
CURRENT		
At cost:		
Merchandise	<u>1,044,969</u>	<u>1,025,883</u>

## 8. Other Financial Assets

	2025 \$	2024 \$
CURRENT		
Term deposit, at amortised cost	<u>7,000,000</u>	<u>6,000,000</u>

## 9. Other Assets

	2025 \$	2024 \$
CURRENT		
Prepayments	191,378	225,685
Accrued income	580,582	246,611
	<u>771,960</u>	<u>472,296</u>

## 10. Trade and Other Payables

	2025 \$	2024 \$
CURRENT		
Trade payables	262,792	246,325
Sundry payables and accrued expenses	133,005	66,848
	<u>395,797</u>	<u>313,173</u>

## 11. Other Financial Liabilities

	2025 \$	2024 \$
CURRENT		
Deferred income	<u>462,255</u>	660,158

## 12. Employee Benefits

	2025 \$	2024 \$
CURRENT		
Provision for employee benefits	<u>216,684</u>	185,630
NON-CURRENT		
Long service leave	<u>98,924</u>	66,063

## 13. Financial Risk Management

	2025	2024
	\$	\$
<b>Financial assets</b>		
Held at amortised cost		
Cash and cash equivalents	464,393	2,414,121
Other financial assets	7,000,000	6,000,000
Trade and other receivables	79,853	17,838
<b>Total financial assets</b>	<b>7,544,246</b>	<b>8,431,959</b>
<b>Financial liabilities</b>		
Financial liabilities measured at amortised cost	395,797	313,173

## 14. Members' Guarantee

The Company is registered with the *Australian Charities and Not-for-profits Commission Act 2012* and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the Company. At 30 June 2025 the number of members was 1 (2024: 1).

## 15. Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Company is \$ 224,863 (2024: \$ 216,088).

## 16. Auditors' Remuneration

	2025	2024
	\$	\$
Remuneration of the auditor PKF for:		
- auditing the financial statements	8,820	8,400

## 17. Contingencies

In the opinion of those charged with governance, the Company did not have any contingencies at 30 June 2025 (30 June 2024: None).

## 18. Related Parties

There have not been any material related party transactions in the financial year.

## **19. Events After the End of the Reporting Period**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

## **20. Statutory Information**

The registered office and principal place of business of the company is:

R U OK? Limited  
1 Shelley Street  
BARANGAROO SYDNEY NSW 2000

# Directors' declaration

The directors declare that in the directors' opinion:

- there are reasonable grounds to believe that the company is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.



Mr Michael Connaghan  
Director

Dated 20/12/2025



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## Auditors' Independence Declaration under Section 60-40 of the Charities and Not-for-profits Commission Act 2012 to the Directors of RUOK? Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the under Section 60-40 of the Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

**PKF**  
PKF

A handwritten signature in black ink that reads 'David Hutchison' in a cursive script.

DAVID HUTCHISON  
PARTNER

20 DECEMBER 2025  
NEWCASTLE, NSW

PKF(NS) Audit & Assurance Limited Partnership is a member of PKF Global, the network of member firms of PKF International Limited, each of which is a separately owned legal entity and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm(s). Liability limited by a scheme approved under Professional Standards Legislation.

## TO THE MEMBERS OF RUOK? LIMITED

### Report on the Audit of the Financial Report

#### Qualified Opinion

We have audited the financial report of RUOK? Limited (the Company), which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of material accounting policies, and the directors' declaration.

In our opinion, except for the effects of the matter described in the Basis for Qualification section of our report, the accompanying financial report of RUOK? Limited, has been prepared in accordance with *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012*, including:

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

#### Basis for Qualified Opinion

##### *Completeness of income*

Donations are a significant source of revenue for RUOK? Limited. RUOK? Limited has determined that it is impractical to establish control over the collection of cash donations prior to entry into its financial records. Accordingly, as the evidence available to us regarding revenue from this source was limited, our audit procedures with respect to cash donations had to be restricted to the amounts recorded in the financial records. Therefore, we are unable to express an opinion whether revenue from donations is complete.

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 Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (including Independence Standard) (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.



## Other Information

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

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

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

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

## Responsibilities of 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 – Simplified Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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

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



## Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report 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 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.

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

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

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

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, action taken to eliminate threats or safeguards applied.



## Report on Other Legal and Regulatory Requirements

In accordance with the requirements of section 60-45(3) (b) of the *Australian Charities and Not-for-profits Commission Act 2012*, we are required to describe any deficiency, failure or shortcoming in respect of the matters referred to in paragraph 60-30(3)(b), (c) or (d) of the *Australian Charities and Not-for-profits Commission Act 2012*. Our opinion on the financial report is not modified in respect of the following matter(s) because, in our opinion, they have been appropriately addressed by RUOK? Limited and are not considered material in the context of the audit of the financial report as a whole:

A stylized, handwritten-style logo of the letters 'PKF' in black.

PKF

A handwritten signature in black ink that reads 'David Hutchison'.

DAVID HUTCHISON  
PARTNER

20 DECEMBER 2025  
NEWCASTLE, NSW

**RUOK?**<sup>®</sup>

A conversation could change a life.

**[ruok.org.au](http://ruok.org.au)**