

FY
24
25

WRIQ Annual Report 2024-2025



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ABOUT WRIQ

The Waste and Recycling Industry of Queensland (WRIQ) is the unified voice of waste management, recycling and resource recovery in the State.

Representing just under a hundred Queensland-based organisations ranging from multi-nationals through to small family owned and operated businesses, WRIQ engages in a broad range of state-specific issues of strategic importance to the sustainability and development of the sector.



Richard Taylor
WRIQ CHAIR

President's Report

Is it just me, or are the years getting shorter? It seems like only yesterday I was staring at a blank computer screen, wondering where to begin the 2024 WRIQ President's report, yet here I am again.

As always, the best way to start is to say thank you to all WRIQ members and stakeholders for their ongoing support of the Association. I would also like to thank my colleagues on the Committee of Management for volunteering their precious time to the Association Meetings, for their wise counsel in meeting the challenges thrown at us, and for tirelessly promoting the interests of WRIQ and our members.

And of course, I sincerely thank our CEO, Alison Price and her staff for all their efforts this last year. It is fair to say that Alison is the driving force behind the Association, and she deserves the credit for guiding WRIQ to where it is today.

The PFAS “forever chemical” issue is fast becoming a “forever agenda” item. The government is paranoid about parts per billion in compost yet is seemingly indifferent to vastly higher levels of PFAS in food packaging, dental floss, and cosmetics.

Again, it feels like a lot has happened in the last 12 months, yet I'm afraid some of the old perennial issues are still with us.

Of course, I refer to the former section 7, now section 5 of the Waste Reduction and Recycling Regulation 2023, which is the power given to Queensland Local Governments to designate areas and to completely monopolise general waste services in their Council area. This is an obvious threat to our members and is clearly unfair to our customers, as it would deny them a competitive choice in their waste management services.

At the time of writing, this issue is unresolved.

Similarly, the PFAS “forever chemical” issue is fast becoming a “forever agenda” item. In essence, we are still concerned that there is not enough recognition – or enough empathy for the industry – for the fact that we are ultimately passive receivers of PFAS chemicals due to their widespread use in everyday society. To this day, nobody has been able to explain to me why the government is paranoid about parts per billion in compost (which most people don't put in their mouths), yet is seemingly indifferent to vastly higher levels of PFAS in food packaging, dental floss, and cosmetics.

In my mind, the PFAS issue is important because it shows the government's prevailing attitude toward emerging contaminants. If we can't find a sensible policy response or tolerance for the presence of small amounts of PFAS in our recovered resources, how can we predict anything but the worst reaction to the next emerging contaminant?

It is not all bad news though, as Environment Minister Powell has been faithful to the LNP's pre-election commitments to our Industry. He has followed through on looking into remedying the former section 7 and in conducting a peer review of the departmental advice regarding the safe levels of PFAS in compost. The latter has developed further into a respectful collaboration between the Department, WRIQ, AORA and WMRR to design a regulatory framework that is workable for all stakeholders.

Whilst both issues remain live and unresolved, we are grateful that

they are not being ignored, and I am optimistic that we can reach a fair and reasonable resolution for both.

Another pre-election commitment which may not have a positive outcome for the industry is the Public Health Inquiry into Ipswich odour issues, which was chaired by former Chief Health Officer Dr John Gerrard. I don't want to pre-empt the conclusion, but I suspect that any negative outcome will reflect on the whole sector and will add to the challenges of existing and future facilities gaining or maintaining their social licence.

You may recall that in last year's AGM, we voted to adopt a new Constitution and to change the structure of WRIQ from an Incorporated Association to a Company Limited by Guarantee. It is fair to say that establishing the new structure has been a slow process, but it is now in place. Members will probably not notice any difference, but behind the scenes, we can rest assured that our structure is now better suited to navigate the course where more diverse sources of revenue can supplement our former reliance on membership subscriptions, and can take on more grant-funded projects for the mutual benefit of government and industry. I will leave it to the CEO to report on these initiatives, but projects such as the End of Life batteries (Li ion batteries) Innovation Challenge and the Workforce Connect project are notable examples.

I will briefly mention the WRIQ Mentoring Program which has recently concluded its formal agenda, but which I hope can be continued either formally or informally in the future. Attending these events and participating as a Mentor reminds me that our industry is an essential service that has a lot to offer people looking for a rewarding career. I am proud of what we do, and it is reassuring that we have such high-



calibre mentees with the enthusiasm to listen and learn from the experience of Industry veterans.

The last year has also been notable for its social events. The Future Waste Resources Symposium at SeaWorld in February presented a fabulous program at a great fun venue. Who can forget Minister Powell being heckled by a Sea Lion at the Conference Dinner?

Then, the WRIQ Industry Awards night was held in September. The event was a great success and so well-received that we have decided that it is worth holding one every year. It was wonderful to participate and see our people from a wide variety of roles, recognised for the great work they do.

On this final note, and as always, I would like to acknowledge the real heroes of our industry; the drivers, plant operators, sorters, dispatchers, technicians, mechanics, administration etc, who through rain, hail or shine get up every day to ensure that the rubbish gets collected and responsibly managed to keep this beautiful State of Queensland clean and healthy.

Cyclone Alfred may have slowed us down a bit, but nothing can stop the Queensland Waste Industry from getting the job done.

I wish you and your families a very merry Christmas and good fortune for 2026.

A handwritten signature in black ink, appearing to read 'Richard Taylor'.

Richard Taylor
WRIQ President (Chair)





Alison Price
WRIQ CEO

We have demonstrated the industry's capacity to design and execute solutions that improve safety, build workforce capability, and reduce risk across Queensland communities.

CEO's Report

This year has marked a deliberate shift in how WRIQ delivers for its members. Advocacy remains central to our work, but for the first time, we have extended that advocacy into funded projects that provide direct, practical outcomes for industry.

Over the past few years, WRIQ has worked to ensure that the voice of Queensland's waste and recycling sector is heard at the decision-making table. That effort has led to a new level of engagement with government – one that recognises the sector as a delivery partner, not just a stakeholder. Through that recognition, we have secured government funding to deliver initiatives that respond to real, identified needs within the industry.

The Workforce Connect Project, supported by the Department of Employment, Small Business and Training, is one such initiative. It has delivered tangible tools and support to businesses – from HR templates and policies to a free advice line and mentoring network. It has also delivered accredited training and gathered consistent dataset on employment in our sector. These outcomes are practical and enduring. They strengthen the capacity of individual businesses while building an evidence base that supports future policy and investment.

Similarly, the Lithium-Ion Battery Innovation Challenge, funded through the Recycling and Jobs Fund, has demonstrated how industry-led collaboration can address critical safety risks. The challenge identified two strong solutions now being implemented across the sector. The project has also improved industry-government communication on hot-load response procedures and supported public education on safe battery disposal.

These projects are more than isolated successes. They represent a new phase for WRIQ – one in which we convert advocacy into implementation. By delivering projects of substance, we have demonstrated the industry's capacity to design and execute solutions that improve safety, build workforce capability,

and reduce risk across Queensland communities.

This progress has been underpinned by consistent engagement with members. Through regional forums and site visits, conversations with members help me maintain a clear view of operational realities and regional differences. Those conversations ensure that our work, whether in policy submissions, project delivery, or industry consultation, reflects the diversity of our membership. I'm particularly proud of the cohesiveness our industry is demonstrating as it makes our advocacy even more powerful.

The year ahead will continue this balance between representation and delivery. WRIQ's focus remains on practical outcomes: influencing regulatory reform, shaping future investment in waste and recycling infrastructure, and continuing to strengthen the professional and operational capability of our members.

The achievements of this year are shared. They reflect the expertise and goodwill of members who have contributed their time and insight, the openness of government partners who have recognised industry's strengths, and the dedication of the WRIQ team in delivering work that meets high expectations.

As we look forward, our task is to consolidate these gains and continue demonstrating that Queensland's waste and recycling industry is essential infrastructure – professionally managed, economically significant, and capable of leading solutions that benefit the entire community.

Alison Price
WRIQ CEO



David Powell
WRIQ Treasurer

Treasurer's Report

The 2024–25 financial year marked a period of strong growth and organisational evolution for WRIQ. The Association recorded a net operating surplus of \$22,517, drawn from a total income of \$864,988 and total expenditure of \$842,472.

Total income increased significantly from the prior year's \$344,727, reflecting stronger activity across the organisation and the introduction of new, externally funded initiatives. Government-funded project income accounted for \$333,444 of total revenue, highlighting the increasing role of WRIQ as a delivery partner for workforce and safety initiatives of importance to the industry.

Conference income rose to \$161,409, compared with \$29,200 in 2024, demonstrating the continued expansion of our events program and the value members place on opportunities for industry-wide engagement.

Membership income remained stable at \$267,555, a slight change from \$271,744 in the prior year, consistent with expected annual variations in renewals.

Total expenditure increased to \$842,472, up from \$304,571 in 2024, reflecting the deliberate scaling of activities to support project delivery, expanded advocacy work, and the strengthening of internal capability. These costs were managed prudently, with the organisation maintaining a surplus while delivering a larger and more complex work program.

At year end, WRIQ held \$184,414 in cash reserves and total assets of \$467,103. Net assets increased to \$129,070, with no liabilities other than standard operational payables. The Association continues to operate without debt and remains in a solid financial position, with sufficient reserves to support ongoing project work and future investment aligned with the needs of members.

On behalf of the Committee, I acknowledge the leadership of Ms Alison Price, Chief Executive Officer, and the commitment of WRIQ staff, members, and sponsors. Their contributions enable WRIQ to operate with discipline, purpose and increasing influence.

Members are referred to the audited financial statements prepared by Strout & Associates for a full account of the Association's financial position.

A handwritten signature in black ink, appearing to read 'D Powell'.

David Powell
Executive General Manager, QLD
Pure Environmental
WRIQ Treasurer

The Association continues to operate without debt and remains in a solid financial position, with sufficient reserves to support ongoing project work and future investment aligned with the needs of members.

WRIQ FY24/25 ACHIEVEMENTS AND HIGHLIGHTS

A Year of Leadership, Innovation and Connection

FY24/25 was a year of leadership, delivery, and connection for WRIQ. Across the state, we strengthened partnerships between industry and government, delivered practical outcomes for members, and continued to shape the policy and operating environment for Queensland's waste and recycling sector. From influencing national inquiries to launching new services, we proved that collaboration is key to driving sustainable change and industry resilience.

Advocacy and Policy Impact

WRIQ amplified the industry's voice through formal submissions, inquiries, and direct engagement with all levels of government. Represented members at the Senate Inquiry into Waste Recycling alongside national partners; released a pre-election Industry Manifesto; contributed to reforms to the Waste Levy, stockpiling guidelines, and EPOLA (Powers and Penalties) Act; and collaborated with DETSI to co-design solutions on regulatory clarity, safety, and education.

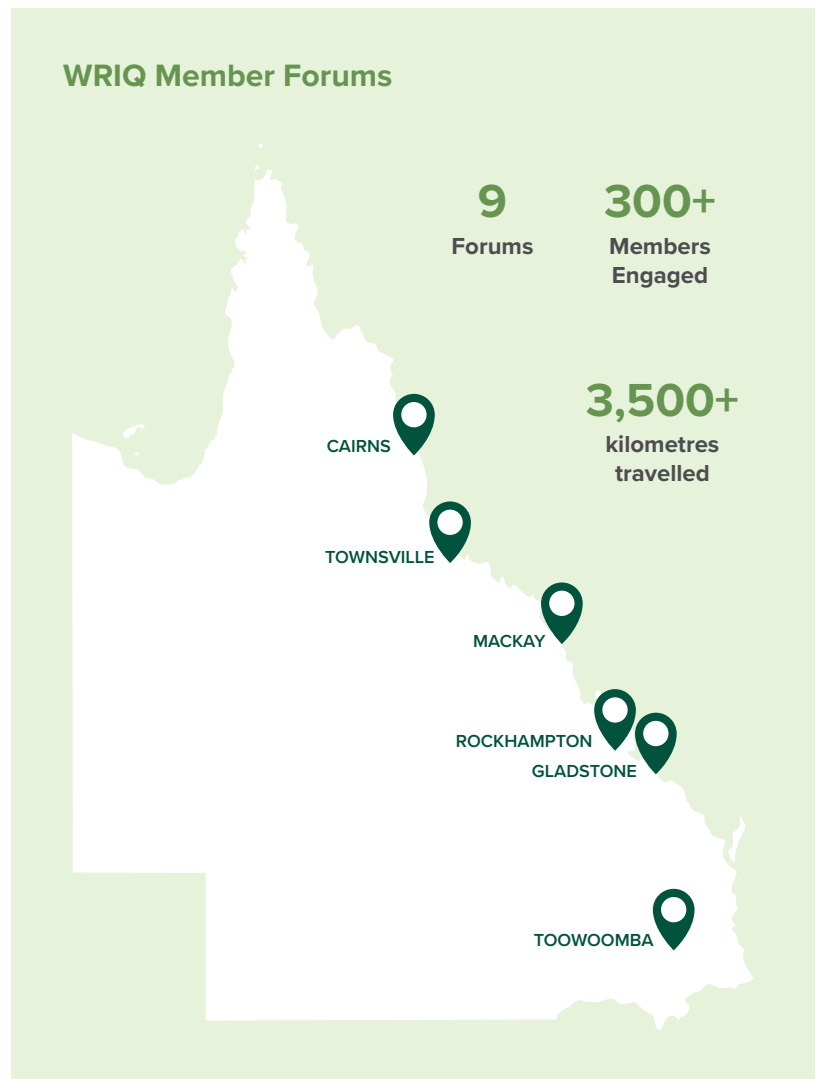
“ FY24/25 was the first time I've seen our industry really united, and what we've achieved is proof our industry is stronger when we lead together.”

ALISON PRICE, WRIQ CEO

Regional Connections

WRIQ held regional forums across Queensland, engaging more than 300 regional members and capturing regional insights to inform advocacy.

“ Connecting Queensland: WRIQ engaged directly with more than 300 members across nine regional forums to listen, learn and advocate.”





“ Some of the challenges faced by regional areas are different to those in southeast Queensland, so it’s helpful to get a better understanding through conversations with members across the state.”

ALISON PRICE (JULY 2024 MEMBER UPDATE)



Workforce and Capability

Through funding from the Queensland Government's Workforce Connect Program, WRIQ delivered a suite of initiatives designed to strengthen workforce capability across the waste and recycling sector.



Workforce Survey

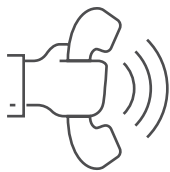
A statewide Workforce Survey, quantifying the industry's employment and economic contribution to Queensland



Mentor Program

25 pairings

Mentoring Program pairing experienced leaders with early-career professionals



HR Advice Line

10 employers assisted
29 individual cases

Free HR Advice Line and document library, providing members with ready-to-use policies, position descriptions, and contracts



Asbestos Training

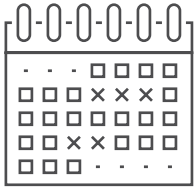
Accredited Asbestos Awareness Training course developed to support compliance and safety

Mentoring Program



WRIQ CONFERENCES

From our sold-out Industry Awards Gala at The Star Brisbane to the record attendance at the 2024 AGM and Christmas Lunch, WRIQ events brought together hundreds of members to celebrate excellence and share ideas.



14
Events



888
Attendees

223
attendees
Industry Awards

159
attendees
FWR 2025

178
attendees
Xmas party

106
attendees
Queensland Waste
Strategy Consultation

40
attendees
Lithium Battery
roundtable

WRIQ connects, informs, and empowers Queensland’s waste and recycling industry — building a safer, smarter, and more sustainable future.

Mid-program Mentoring Event



WRIQ 2024 Industry Awards Dinner



WRIQ 2024 AGM & Christmas Lunch



FWR 2025



A group of people are networking. A man in a blue shirt is holding a beer and talking to others.



FWR Dinner



LITHIUM ION BATTERY INNOVATION CHALLENGE



Powering Safer Innovation The Lithium Ion Battery Innovation Challenge



Lithium-ion batteries represent one of the most serious safety challenges in the waste and recycling sector. WRIQ led Queensland's first comprehensive project to address this risk, funded by the Queensland Government's Recycling and Jobs Fund. The project delivered hard data, tested real-world solutions, and produced practical tools now adopted across the industry.



“ The Challenge proved that Queensland's industry can lead the world in solving safety and circular economy problems.”

ALISON PRICE, WRIQ CEO

Innovation in Action



12
Pilot projects



Winner

Advanced biodegradable fire suppression agent piloted with ResourceCo



Highly Commended

Artificial Intelligence battery detection for trucks piloted with Remondis

Hosts



Practical Outcomes



QFRS Hot Load Procedure for collection vehicle safety



State-aligned public education campaign 'Don't Bin Your Batteries'

The Platform and Next Steps

The WRIQ Innovation Challenge Platform "ChallengeWaste" is reusable digital infrastructure for future challenges. It can host new themes such as e-waste recovery, circular construction materials, or decarbonisation technologies.

An initiative of WRIQ – Waste, Recycling Industry of Queensland
WRIQ's project to deliver industry engagement on the management of end-of-life batteries is proudly funded through the Queensland Government's Recycling and Jobs Fund.



OUR LEADERSHIP

WRIQ Board



Richard Taylor
CHAIR
General Manager –
Business Development
JJ Richards & Sons
Pty Ltd



Mark Dekker
VICE CHAIR
General Manager
BMI Resource
Recovery



David Powell
TREASURER
General Manager
Pure Environmental



Chris Alexander
General Manager
Phoenix Power
Recyclers Pty Ltd



Ishar Ali
General Manager -
Qld
REMONDIS Australia



Henry Anning
CEO Energy
ResourceCo



Alix Baltais
Queensland Manager
EnviroCom Australia



Allard Bernhofen
Business
Development
Manager Qld
Re.Group



Daniel Blaser
General Manager
Rino Recycling



Brendan Borg
Chief Operating
Officer
Solo Resource
Recovery



Ryno Fourie
Non Ferrous Trading
Manager
SIMS Metal
Management



Neal Heinrich
Managing Director
Chilli Bins



Craig Kuschert
General Manager
Kartaway Mini Skips



Joshua Lannen
General Manager
MAMS Group



Peter Monaghan
Chief Executive
Officer
ARRG Waste



Hugo Parris
Regional Manager -
Resource Recovery &
Recycling
Cleanaway Pty Ltd



Tobi Spencer
Qld State Sales and
BD Manager Resource
Recovery
Veolia Environmental
Services Australia &
New Zealand

Executive



Alison Price
CEO

Operations team



Keiran Travers
Project Manager,
Lithium Batteries



Veronica Dullens
Events Manager



Emma McVie
Events Coordinator



Melissa Mills
Project &
Administration
Coordinator



Natasha David
Special Projects

Partners

2025 Future Waste Resources Symposium



2024 Gala Awards



2024 Christmas Lunch



WRIQ IN THE MEDIA

28 May 2025

WRIQ celebrates outstanding achievements in Queensland's waste and resource recovery industry



28 May 2025 – Yahoo Finance

WRIQ launches Challenge Waste to find the best ideas to solve the Lithium Ion Battery fire epidemic

Innovation challenge announced to solve battery fires

WRIQ launches Challenge Waste to find the best ideas to solve the Lithium Ion Battery fire epidemic

BRISBANE, Australia, May 28, 2025 /PRNewswire/ -- The Waste and Recycling Industry of Queensland (WRIQ) has launched Challenge Waste – the Lithium Ion Battery Challenge – to find breakthrough solutions that can make an immediate impact in reducing battery fires



28 May 2025 – CBAA Radio News (syndicated nationally)

Queenslanders Challenged to Help Solve Battery Fires

National (Syndicated) - CBAA Radio News

09:00 AEST
Wednesday, 28 May 2025

0:35 / 1:03



28 May 2025 – Ticker News

Tackling Australia's Waste Fire Crisis



28 May 2025 – 10 News First

Living with Lithium



19 June 2025 – SmartCompany

Innovators challenge: Waste industry seeking battery fire solutions

Innovators challenge: Waste industry seeking battery fire solutions

Lithium ion batteries and motors are ending up in residential wheelie bins that are full with garbage collection trucks and crushed with compactors. The results can be terrifying.

If it were a holiday in 2025, it's probably lithium ion. These days, everything from kids toys and smartphones, to power tools, robots and electric cars are powered by these batteries, making the search for a safer way of taking to the recycling bin of recycling.



28 May 2025 - LeadStory

Global Hunt for solution to battery fires in waste industry



25 June 2025 – ABC Radio Brisbane

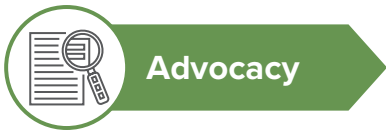
Copper wire theft

0:05 / 6:15



ADVOCACY AND POLICY

WRIQ ensures the industry's voice is heard on every major reform, securing the conditions for a vibrant, competitive, and sustainable waste and recycling sector.



Advocacy



Engagement



Outcomes



Jobs

Investment



Regulation



Innovation



Pre-Election Policy Commitments

1

Fix section 5/7 of the Waste Reduction and Recycling Regulation

2

Recycled content provisions in government contracts

3

Support for waste-to-energy

4

Ensure all the promised funding for resource recovery industry development from the waste levy is distributed in a timely manner

5

Allocate industry liaison officers within the Department to provide a direct connection with WRIQ so issues or questions can be resolved quickly

6

Conduct a scientific peer review of the departmental advice regarding safe levels of PFAS in compost

Major Policy Engagements



Residual Waste Levy Reform

Contributing evidence on cost impacts and fair exemptions for unavoidable wastes.



Battery Fire Safety and Product Stewardship

Leading the Lithium Battery Innovation Challenge to showcase industry-led solutions.



Workforce Development

Through the Workforce Connect Program, establishing a mentoring network and HR advice line to address labour shortages.

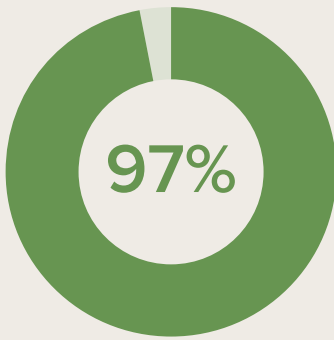


Resource Recovery Infrastructure Planning

Providing input on Regional Recycling Hubs and local government collaboration models.

TURNING ADVOCACY TO ACTION

Through collaboration with government, WRIQ members are translating policy commitments into real-world environmental and economic outcomes.



of Queensland's waste collections handled by WRIQ members

\$3.8
BILLION

in essential infrastructure

\$2.7
BILLION

contribution to Gross State Product

16,000+
JOBS

supported statewide

Action Highlights

Supporting Queensland's Energy from Waste roadmap, with lessons drawn from WA's Kwinana facility.

Partnering with state agencies to implement circular-economy measures under the Draft Waste Strategy 2030.

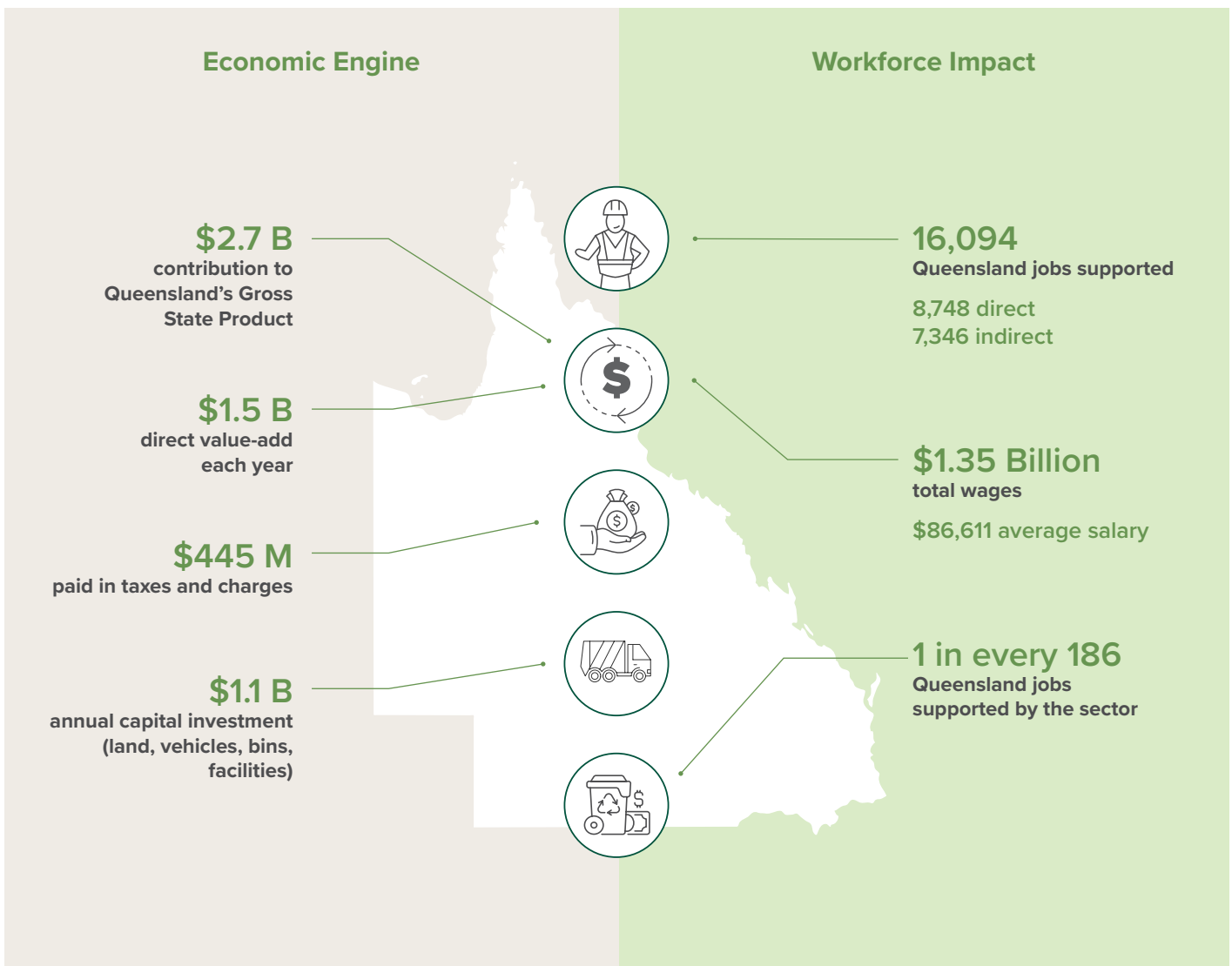
Ongoing advocacy on levy reinvestment transparency and simplified licensing for recycling operations.



ECONOMIC IMPACT

Powering a Circular Queensland

WRIQ members deliver essential waste and recycling services, creating jobs, building infrastructure, and driving sustainability across the state.



Source: The economic contribution of the Waste and Recycling Industry to the Queensland Economy 2024-25

WRIQ MEMBERSHIP

Driving Recovery and Sustainability

Queensland's recovery rate continues to rise as members invest in smarter collection, recycling and resource recovery systems.



Data highlights



Energy and water savings from recovered secondary materials.

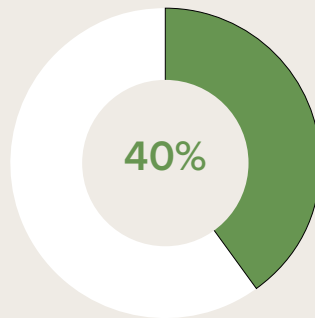


594
BUSINESSES
operate across
Queensland

9.81 M
TONNES
of waste managed
annually

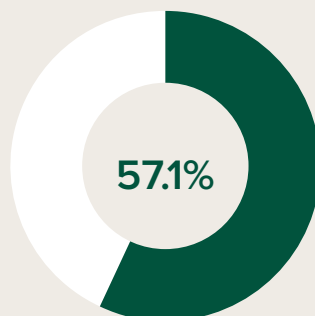
5.6 M
TONNES
recovered and
recycled

Powering Regional Queensland



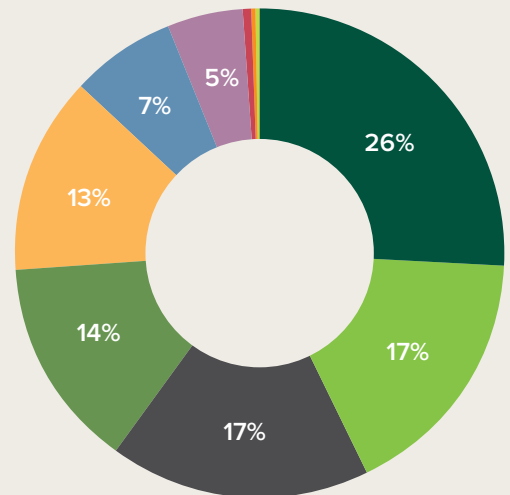
of operators are based outside South East Queensland

Recovery rate



5.6 million
tonnes diverted from 9.81 M total


Membership by sector



- **26%** Specialist recyclers
- **17%** Commercial and industrial waste
- **17%** Waste collection
- **14%** Landfills
- **13%** Metal recycling
- **7%** Liquid and hazardous wastes
- **5%** Organics recycling
- **1%** Individual
- **1%** Supplier
- **1%** MRF


WRIQ members are the backbone of Queensland's circular economy – building local jobs, cleaner communities, and a sustainable future.

Member Engagement



EDM's

- 92 EDMs
- 39.3% Open rate
- 3.41% Click rate
- 0.12% Unsubscribe rate

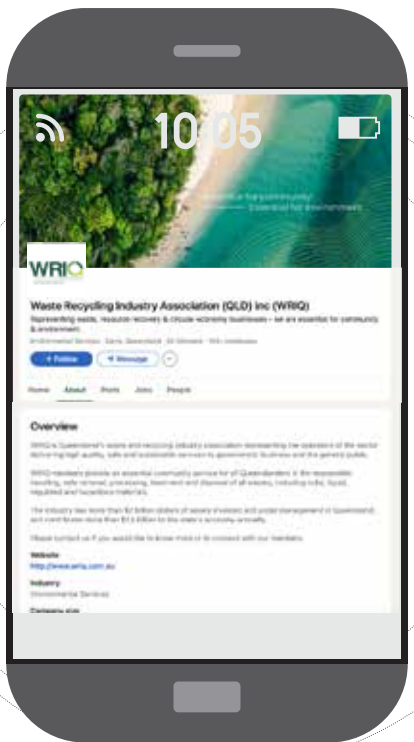


Member Updates

- 13 Member Updates

Social Media

LinkedIn



- 5,355 Total followers
- 304 New followers
- 945 Page views
- 459 Unique visitors
- 175,780 Impressions
- 33,370 Organic
- 142,410 Sponsored
Lithium Battery Innovation Challenge campaign
- 799 Reactions
- 55 Comments
- 12 Reposts



Waste, Recycling Industry Association (Qld) Inc
ABN 50 986 260 101
P 07 3067 3315
E memberservices@wriq.com.au
14 Banfield Street, Chermside QLD 4032

wriq.com.au