

Dear Sir/Madam,

Cotton Australia is the peak body that represents the interests of Australia's 1,500 cotton growers supporting about 1,200 cotton farming families in NSW, Queensland, Northern Australia and now in Victoria. While our production can vary significantly from year-to-year, dependent on rainfall and water availability, it is worth on average \$2 billion in annual export earnings and employs approximately 12,000 people nationally.

Cotton Australia is making this submission to contribute to the review of regional migration settings, recognising the critical role that a well-structured migration system plays in supporting the agricultural sector, particularly the cotton industry. As the peak body representing Australia's cotton growers, Cotton Australia understands that a significant portion of its growers rely on temporary visa holders, including Working Holiday Makers, who are essential for seasonal labor needs. With the recent publication of the discussion paper "Supporting Strong and Sustainable Regions: Review of Regional Migration Settings," and considering the impacts of past reviews and legislative changes, it is imperative to address the unique challenges and opportunities within the cotton industry. Cotton Australia aims to advocate for policies that enhance workforce stability, prevent exploitation, and ensure that the industry can continue to thrive by attracting and retaining skilled workers. By participating in this review, Cotton Australia seeks to ensure that the specific needs of the cotton industry are considered in the development of a migration system that is both effective and sustainable, ultimately contributing to the growth and prosperity of regional Australia.

1. How can the various temporary and permanent visas available to the regions work together to better meet skills needs? For example, Designated Area Migration Agreements (DAMAs) and regional employer sponsored visas.

From Cotton Australia's perspective, aligning various temporary and permanent visas is essential to meet the skills needs of the cotton industry. Simplifying the application processes across all visa categories can make it easier for cotton farms and the cotton gins to attract and retain the necessary workforce. Harmonising criteria and processes for DAMAs and regional employer-sponsored visas will reduce administrative burdens and ensure quicker placement of workers.

Leveraging DAMAs, tailored to the specific needs of designated areas, can help address localised skill shortages. Cotton Australia could work with local authorities to ensure these agreements reflect the unique demands of the cotton industry, such as specific machinery operation skills or knowledge of cotton cultivation and processing.

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 Fax +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879

www.cottonaustralia.com.au

That said, the limited uptake of Designated Area Migration Agreements (DAMAs) in regional Australia is primarily due to complex visa application processes across categories. Simplifying these procedures would ease recruitment for cotton farms and gins, improving workforce retention. Aligning DAMAs with regional employer-sponsored visas could streamline administration and expedite worker placement, benefiting from tailored solutions to address specific skill shortages. By collaborating closely with local authorities, DAMA's can be customised to meet unique cotton industry needs, such as specialised machinery skills, cotton ginning expertise and agricultural knowledge.

Creating clear pathways from temporary to permanent residency for workers who demonstrate commitment and skill in the industry can enhance workforce stability. Ensuring that regional employer-sponsored visas offer a viable route to permanent residency can encourage more skilled workers to consider long-term employment in the cotton sector. Partnering with local TAFEs and universities to offer training programs aligned with the requirements of DAMAs and regional employer-sponsored visas can create a pipeline of skilled workers ready to meet the industry's needs.

To practically demonstrate how implementing a Regional Migration Plan and associated visas could work in the cotton industry in the Goondiwindi and St George production regions, we have developed a brief. This can be found in Appendix 1.

2. Should there be a regional occupation list? How should regional occupation lists work alongside the Core Skills Occupation List? What should be considered in compiling the regional occupation list?

Yes, there should be a regional occupation list tailored to the specific needs of regional, rural and remote areas. This list should complement the Core Skills Occupation List (CSOL) by addressing the unique skill shortages and employment opportunities in regions such as agriculture, tourism, and hospitality. In compiling the regional occupation list, several factors should be considered to ensure it effectively supports regional labor markets.

Firstly, the regional occupation list should be developed in consultation with local industries and communities to accurately reflect their specific labor needs. For example, the cotton industry requires workers with specialised skills in on farm machinery operation and cotton cultivation, also cotton ginning is a unique skill which should be included on the list. Similarly, tourism and hospitality sectors need roles that support the unique offerings of regional areas, such as tour guides, chefs, and hospitality staff.

Secondly, the list should be dynamic and regularly updated in consultation with industry to respond to changing economic conditions and emerging labor demands. This flexibility ensures that the list remains relevant and effective in meeting regional needs.

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 **Fax** +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879

www.cottonaustralia.com.au

Thirdly, the regional occupation list should be harmonised with the CSOL to streamline the visa application process, reducing administrative burdens for employers and ensuring quicker placement of workers. This alignment can help attract a stable workforce, particularly for seasonal industries like cotton farming, where timely labor is crucial.

Lastly, clear pathways from temporary to permanent residency for occupations on the regional list can enhance workforce stability and retention. Workers who demonstrate commitment and skill in these roles should have viable routes to permanent residency, encouraging them to consider long-term employment in regional, rural and remote areas.

By incorporating these considerations, a regional occupation list can effectively complement the CSOL, address specific regional labor needs, and support the sustainable development of industries critical to regional economies.

3. Could the definitions of regional be aligned across the various regional visas? How can definitions be structured to better account for the unique circumstances of regions?

Aligning the definitions of 'regional' across various regional visas can simplify the migration process and ensure consistency. This alignment should consider the diverse geographic, economic, and social conditions across Australia's regions. The definitions should be flexible enough to account for the unique circumstances of each region. For instance, regional, rural, and remote Australia each present distinct opportunities and challenges in attracting and retaining a skilled workforce, and the needs and characteristics of cotton-growing areas might differ significantly from those of mining regions. Recognising and addressing these differences is crucial for effective policy-making.

Criteria for definitions should include economic contributions, such as the importance of the cotton industry to local and national economies. Population density and workforce availability should be considered, recognising that less densely populated areas might have different needs. Additionally, considering the infrastructure and accessibility of regions, as remote areas might face different challenges compared to those closer to urban centres, will ensure more accurate definitions. Continuous feedback from regional stakeholders, including industry bodies like Cotton Australia, can help ensure that definitions remain relevant and effective in addressing the needs of the regions.

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 **Fax** +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879

www.cottonaustralia.com.au

4. How can we reform Working Holiday Maker program visa settings to limit exploitation, while still ensuring regional Australia can access the workers it needs? For example, are there innovative strategies to incentivise Working Holiday Makers to choose regional Australia as their preferred destination, without tying the incentives to specified work visa requirements?

Working Holiday Makers (WHMs) play a crucial role in filling workforce shortages in regional, rural, and remote Australia, particularly in key sectors like agriculture, tourism, and hospitality. Their contributions are vital for the sustainability and growth of these regions, where finding sufficient local labor can be challenging. To limit exploitation while maintaining this essential workforce, we need to implement several reforms.

Enhanced oversight and compliance measures are critical. This includes regular audits of employers, stricter penalties for non-compliance, and potentially implementing a registration system for employers hiring WHMs to ensure fair work practices are upheld. Providing WHMs with comprehensive information on their rights, as well as access to support services and hotlines for immediate assistance, is also essential to safeguard them against exploitation.

Innovative strategies can incentivise WHMs to choose regional Australia without tying incentives to specified work visa requirements. Offering financial incentives, such as tax breaks or bonuses, for those who work in regional areas can make these destinations more appealing. Subsidised accommodation and transportation can further reduce the cost burden and enhance the attractiveness of working in regional settings. Additionally, promoting the unique experiences and opportunities available in regional Australia through partnerships with local tourism boards can draw WHMs to these areas.

Developing regional cultural exchange programs can provide WHMs with a richer and more meaningful experience by immersing them in local communities. Highlighting specific job opportunities, such as positions in cotton gins, can also attract WHMs to regional areas by offering diverse and skill-building work experiences. By implementing these measures, we can ensure that WHMs continue to play a vital role in supporting regional, rural, and remote economies while protecting their rights and well-being.

5. How can we ensure a more consistent approach to lower paid migration across various visa products, as well as reflect our commitment to maintain the primacy of our relationships with the Pacific?

Ensuring a more consistent approach to lower-paid migration across various visa products involves establishing uniform wage and employment standards, alongside robust compliance mechanisms. Setting minimum wage thresholds across all visa categories and regularly monitoring compliance can help protect lower-paid migrants from exploitation. Enhanced oversight and audits, similar to the measures proposed for the Working Holiday Maker (WHM) program, are crucial for maintaining fair work standards across all sectors, including agriculture, tourism, and hospitality.

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 Fax +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879

Strengthening programs that facilitate migration from Pacific nations is essential for maintaining our commitment to these important relationships. This can be achieved by providing dedicated support services and training programs that ensure fair treatment and opportunities for skill development. Offering standardised conditions and protections for Pacific workers will create a fairer system for lower-paid migrants, enabling them to contribute effectively to regional economies without being subjected to exploitation.

Targeted initiatives that support both economic development and cultural exchange with Pacific nations can further enhance our commitment. Implementing specific visa categories for Pacific workers, in addition to the PALM scheme, that provide clear pathways to skill development and career progression will improve their employment opportunities and integration into the workforce. Integrating Pacific migrants into local communities through cultural exchange programs and community support networks will foster stronger ties and mutual understanding.

Additionally, involving Pacific communities and their representatives in policy development is crucial for ensuring that their needs and perspectives are considered. This inclusive approach will help tailor migration policies to better support Pacific workers and their unique circumstances.

By aligning lower-paid migration policies with our commitment to the Pacific, we can create a consistent and fair system that benefits both migrants and regional employers. This approach will ensure that lower-paid migrant workers, including those in critical sectors like the cotton industry, receive equitable treatment and opportunities. This not only supports the industry's labor needs but also strengthens our international relationships and promotes sustainable economic development in both Australia and the Pacific region.

6. Noting the limitations of visa settings, what factors encourage more migrants to choose to settle in the regions and improve retention?

Several factors can encourage more migrants to choose to settle in the regions and improve retention, beyond the limitations of visa settings. Firstly, providing robust support services for new migrants, such as orientation programs, language classes, and access to community networks, can help ease their transition into regional areas. Ensuring that these services are well-promoted and easily accessible can significantly improve the migrant experience.

Secondly, offering competitive employment opportunities with fair wages and career progression can attract and retain migrants. For industries like cotton farming, promoting the benefits of working on cotton farms, in cotton gins and other agricultural roles can highlight the diverse job opportunities available. Additionally, providing incentives such as housing subsidies, relocation allowances, and tax benefits can make regional living more attractive.

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 **Fax** +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879

www.cottonaustralia.com.au

Thirdly, investing in regional infrastructure, including healthcare, childcare, education, transportation, telecommunications and recreational facilities, can enhance the quality of life for migrants and their families. Highlighting the unique lifestyle benefits of regional areas, such as lower living costs, safer communities, and closer connections to nature, can also be persuasive.

Lastly, fostering a welcoming and inclusive community environment through local cultural events, festivals, and community engagement initiatives can help migrants feel more connected and valued in their new homes. By addressing these factors, we can encourage more migrants to not only choose regional areas but also to stay and contribute to their growth and development.

7. Do provisional visas successfully encourage large scale retention of migrants in the regions? Is the length of a provisional visa the right length? Should both the regional employer sponsored visa and the regional nominated visa have the same provisional visa arrangements?

Provisional visas have the potential to encourage the retention of migrants in regional areas, but their success hinges on several factors, including the length of the visa, the support provided during the provisional period, and clear pathways to permanent residency. For these visas to be effective, the length should be sufficient to allow migrants to establish themselves in the community and demonstrate their commitment to regional living. However, the optimal length can vary depending on the specific circumstances and needs of different regions and industries.

In the context of the cotton industry and other agricultural sectors, it is crucial that provisional visa holders have adequate time to integrate into the community and develop their skills. Given the seasonal and cyclical nature of agricultural employment, a slightly longer provisional period might be beneficial to ensure that migrants can fully experience and adapt to the work patterns and lifestyle of the region.

Aligning the provisional visa arrangements for both regional employer-sponsored visas and regional nominated visas can simplify the migration process, reducing confusion for both migrants and employers. Consistency in visa arrangements can make the system more navigable and attractive to potential migrants. However, it is essential that these arrangements remain flexible enough to cater to the unique demands of various regions and industries. This flexibility can accommodate the diverse geographic, economic, and social conditions across Australia's regions, recognising that regional, rural, and remote areas each have their own unique opportunities and challenges in attracting and retaining a skilled workforce.

Providing clear and attainable pathways to permanent residency for those who fulfill their provisional visa requirements can significantly enhance retention rates. This pathway can be a strong incentive for migrants to commit to long-term settlement in regional areas. By ensuring that provisional visas are well-structured and supportive of both migrants and regional industries, we can better meet the labor needs of sectors such as

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 **Fax** +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879

agriculture, tourism, and hospitality, while fostering strong and sustainable regional communities.

8. How can we improve planning for regional migration, especially given the return of migrants to regional Australia post-pandemic? Should there be more flexibility provided to states and territories in planning for regional migration?

Cotton makes an enormous contribution to the Australian economy, and over 150 rural and regional communities where our farming families live and work. Improving planning for regional migration in the post-pandemic context requires a multi-faceted approach. Firstly, collecting and analysing detailed data on regional labor market needs, migration trends, and community capacities can inform more effective planning and policy development. Engaging with local industries, including the cotton sector, to understand their specific workforce requirements and challenges can ensure that migration strategies are aligned with regional economic needs. Recognising the unique opportunities and challenges of regional, rural, and remote areas is crucial for developing tailored migration policies that support sustainable growth and retention of skilled workers in these diverse regions.

Providing more flexibility to states and territories in planning for regional migration can lead to more tailored and effective outcomes. States and territories have a better understanding of their unique regional contexts and can develop strategies that address specific local challenges and opportunities. This flexibility can include allowing regional authorities to set their own priorities for skill shortages, manage regional occupation lists, and design targeted incentive programs for migrants.

Additionally, enhancing coordination between federal, state, and local governments can improve the overall effectiveness of regional migration planning. Establishing dedicated regional migration offices or task forces that bring together key stakeholders from various levels of government, industry, and community organisations can facilitate better communication and collaboration.

In the context of the cotton industry, ensuring that regional migration policies support the seasonal and cyclical nature of agricultural work can help attract and retain the necessary workforce. Promoting the benefits of regional living and working, coupled with targeted support and incentives, can enhance the appeal of regional areas to migrants and support the long-term development of regional economies.

Conclusion

Cotton Australia urgently calls on the government to recognise and address the unique challenges faced by the cotton industry within the broader context of regional migration. The proposed changes to migration settings, particularly those affecting Working Holiday Makers, will have profound implications for the industry's ability to sustain its seasonal workforce.

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 Fax +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879

www.cottonaustralia.com.au

It is imperative that any reforms not only prevent exploitation but also ensure a steady and reliable supply of labor critical for the industry's operations. Failure to do so risks undermining the viability of the cotton sector, which plays a vital role in 150 regional economies and the national agricultural landscape.

We strongly advocate for the implementation of robust support mechanisms, clear and fair pathways to permanent residency, and flexible, region-specific policies that reflect the true nature of regional Australia's diverse labor needs. The cotton industry's contribution to the economy and communities is too significant to be compromised by ill-conceived migration policies. Cotton Australia demands that the government take decisive action to support the industry, protect its workers, and secure the future of regional agricultural enterprises. The time for thoughtful, effective, and industry-aligned migration reform is now, and we urge the government to act swiftly and decisively in the best interests of regional, rural and remote Australia.

Thank you for the opportunity to provide feedback on the Regional Migration Strategy. If you would like to discuss any part of this submission, please call me on 0448 094 883 or by email on pauls@cotton.org.au

I look forward to hearing the outcome of this application.

Yours faithfully,



Paul Sloman
Policy Officer
Cotton Australia

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 **Fax** +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879

Appendix 1

Implementing a Regional Migration Plan and Visa for the Cotton Industry in Goondiwindi and St George Regions

To put a Regional Migration Plan into action in the cotton industry around Goondiwindi and St George, Cotton Australia would start by engaging with local cotton farms, cotton gins, industry associations, and authorities. This would see workshops being conducted and surveys undertaken to identify current skill and training needs and forecast future workforce needs. For instance, they might identify a need for machinery operators and cotton ginning experts, then use economic modelling to estimate the number of workers required over the next 5-10 years. They would also conduct a regional workforce analysis to determine the availability of local labor and identify any shortfall that could be addressed through migration.

The next stage would see DAMAs being tailored to the specific demands of the cotton industry in these regions. This involves working closely with local authorities to ensure these agreements address the unique needs, such as skills in machinery operation for on farm workforce and cotton processing for cotton gin operators. Harmonising criteria across DAMAs and regional employer-sponsored visas would reduce administrative burdens, making the application process smoother for both employers and workers.

During implementation, cotton farms and gins would sponsor workers through the streamlined DAMA process. Clear pathways would be established for temporary visa holders to transition to permanent residency, encouraging long-term employment. Partnerships with local TAFEs, universities, and industry-supported training organisations would develop programs aligned with DAMA requirements, ensuring a steady supply of skilled workers. Employers would also provide on-the-job training to meet specific industry needs.

For example, in Goondiwindi, Cotton Australia could hold a workshop with local farmers and ginners to identify a shortage of skilled machinery operators and ginning experts. Surveys might reveal the need for 50 machinery operators on farms and 10 ginning experts over the next three years, with a lack of local workers possessing these skills. Cotton Australia would then work with the local council to draft a DAMA tailored to these needs. This DAMA would include simplified criteria for machinery operators and ginning experts, along with provisions for streamlined visa applications and pathways to permanent residency. Local farms would sponsor the required workers through the DAMA, offering on-the-job training and a clear pathway to permanent residency. Additionally, Cotton Australia could partner with a local TAFE or another training organisation to offer a machinery operation course, ensuring a continuous supply of skilled workers eligible for sponsorship under the DAMA.

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 **Fax** +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879

www.cottonaustralia.com.au

Aligning various temporary and permanent visas is crucial to meeting the skills needs of the cotton industry. Simplifying application processes across all visa categories can make it easier for cotton farms and gins to attract and retain the necessary workforce.

Harmonising criteria and processes for DAMAs and regional employer-sponsored visas will reduce administrative burdens and ensure quicker placement of workers. Tailoring DAMAs to the specific needs of designated areas can help address localised skill shortages.

Flowchart

1. Industry Consultation
2. Identify Skill Gaps and Future Workforce Needs
3. Economic Modelling
4. Regional Workforce Analysis
5. Customise DAMAs
6. Collaboration with Local Authorities
7. Harmonise Criteria and Streamline Processes
8. Implementation Phase
9. Sponsorship of Workers by Cotton Farms and Gins
10. On-the-job Training by Employers
11. Partnerships with Local TAFEs and Training Organisations
12. Clear Pathways to Permanent Residency
13. Continuous Supply of Skilled Workers
14. Ongoing Evaluation and Adjustment

Here's a detailed breakdown of each step:

1. **Industry Consultation:** Engage local cotton farms, cotton gins, industry associations, and authorities through workshops and surveys.
2. **Identify Skill Gaps and Future Workforce Needs:** Determine the specific skills needed, such as machinery operation and cotton ginning expertise.
3. **Economic Modelling:** Estimate the number of workers required over the next 5-10 years.
4. **Regional Workforce Analysis:** Assess local labor availability and identify any shortfall.
5. **Customise DAMAs:** Tailor DAMAs to reflect the unique demands of the cotton industry in these regions.
6. **Collaboration with Local Authorities:** Work with local authorities to ensure agreements address specific needs.
7. **Harmonise Criteria and Streamline Processes:** Simplify criteria and processes across DAMAs and regional employer-sponsored visas.
8. **Implementation Phase**
9. **Sponsorship of Workers by Cotton Farms and Gins:** Use the streamlined DAMA process to sponsor workers.

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 Fax +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879

10. **On-the-job Training by Employers:** Provide training to meet specific industry needs.
11. **Partnerships with Local TAFEs and Training Organisations:** Develop training programs aligned with DAMA requirements.
12. **Clear Pathways to Permanent Residency:** Establish pathways for temporary visa holders to transition to permanent residency.
13. **Continuous Supply of Skilled Workers:** Ensure a steady pipeline of skilled workers.
14. **Ongoing Evaluation and Adjustment:** Regularly review and adjust the plan as needed.

COTTON AUSTRALIA LIMITED

Head Office Suite 4.01, 247 Coward St, Mascot NSW 2020 Australia

Phone + 61 2 9669 5222 **Fax** +61 2 9669 5511

Brisbane Level 3, 183 North Quay, Brisbane QLD 4000

Toowoomba Unit 3, 6 Rutledge St, Toowoomba QLD 4350

Narrabri Level 2, 2 Lloyd St, Narrabri NSW 2390

ABN 24 054 122 879