

HALAL CERTIFICATION: BEHIND THE VEIL OF CULINARY SHARIA



Stand tall. Fight hard.

bernardgaynor.com.au

“Halal food movement has the strength to lead Muslims to rule the global economy as the food is the basic need of every human being, said Dr. Mustufa Ceric Grand Mufti Bosnia and Herzegovina.

He said this while addressing the delegates of the Global Halal Congress at the Islamic Chambers of Commerce and Industry in Karachi today.”¹

*Halal can lead Muslims to rule global economy – Grand Mufti of Bosnia”, halalmedia.net,
5 December 2010
(no emphasis added)*

*“The cattle are pillowed in a comfortable compartment, where they take a concussive blow to the head. The attendant inspects the cattle by touching its eye: if it blinks, it is still awake and needs to be struck another time, killing it and marking it “non halal.” If, however, the cattle doesn’t respond, it falls on its back at the slaughter table where Mohammed **sacrifices it in the name of Allah.**”²*

*Australian meat: “As Halal as it gets”, muslimvillage.com.au, 13 December 2013
(emphasis added)*

*“For whatever reason, **Taqwa does not accept the Halal certification of AFIC**, despite the fact that the Head of AFIC’s Halal certification is the reputable and trusted Dr Mohammad Anas who is globally respected and recognized as a Halal certifier.”³*

*When Halal becomes Haram, more Taqwa is needed, muslimvillage.com.au, 15 May 2013
(emphasis added)*

¹ <http://halalmedia.net/halal-can-lead-muslims-to-rule-global-economy-grand-mufti-of-bosnia/>

² <http://muslimvillage.com/2013/12/13/47317/australian-meat-halal-gets/>

³ <http://muslimvillage.com/2013/05/15/39431/when-halal-becomes-haram-more-taqwa-is-needed/>



Stand tall. Fight hard.

bernardgaynor.com.au

*"ICWA is opposed to stunning of animals before slaughter on religious grounds, because generally speaking the present methods of stunning in Australia are not right from Islamic point of view. Abattoirs have been advised to take steps towards removal of stunning and its replacement with straining devices such as koshers box in respect of cattle and the restrainers in respect of small stock. We have allowed them time during which this could be achieved."*⁴

*ICWA Halal Guidelines, islamiccouncilwa.com.au
(emphasis added)*

"Halal subcommittee now is functional and income starts coming Alhamdulillah. Our next aim is to expand Halal certification for local and international business insha'Allah..."

*...During the year the ICWA has made ongoing donations to Syria because of the difficult civil conditions. **The donations were through the Al Imdaad Charity, to ensure that no recriminations could be directed at ICWA.**"*

*President's Report, Islamic Council of Western Australia 2013 Annual Report
(emphasis added)*

⁴ <http://www.islamiccouncilwa.com.au/halal-certification/halal-guidelines/>



Stand tall. Fight hard.

bernardgaynor.com.au

Contents

Foreword	8
----------------	---

Part 1 - Introduction

1.1	Something old, something new	10
1.1.1	The halal butcher strikes	10
1.1.2	A century later another strike reveals halal hypocrisy	10
1.1.3	Halal certification: imposing Sharia law over the minutiae of life	11
1.1.4	Take action or repeat the failures of the past	12
1.2	Let's protect freedom and choice	13
1.2.1	Freedom and prosperity should mean choice	13
1.2.2	Religious choice is protected by law	13
1.2.3	Object of food certification schemes	13
1.2.4	Halal fuses food & religion but fails to meet the object of food certification schemes	14
1.2.5	The unreasonable has been normalised	14

Part 2 - From the customer is always right to the customer has no rights

2.1	Halal certification: an exercise in consumer confusion.....	17
2.1.1	Basic outline of halal certification	17
2.1.2	Halal certification is failing to meet consumer needs	18
2.1.3	Who the halal knows? Part 1: a typical shopping experience	18
2.1.4	Who the halal knows? Part 2: a typical phone experience	20
2.1.5	When confusion reigns, consumers lose out and confidence crashes	21
2.2	The state of play: chicken	22
2.2.1	What the producers say.....	22
2.2.2	What exports?.....	22
2.3	The state of play: beef & lamb.....	24
2.3.1	What the producers say.....	24
2.3.2	The export market is mostly non-Islamic	26



Stand tall. Fight hard.

bernardgaynor.com.au

2.4	The situation facing consumers	28
2.4.1	No right to ask questions	28
2.4.2	No right to information	28
2.4.3	No right to religious freedom.....	28
2.4.4	Accept it or be labelled a halal certified bigot.....	28
2.4.5	When it's about religion and money, let's have open disclosure.....	29

Part 3 - Halal concerns

3.1	Halal concerns (part 1): Islamic differences	31
3.1.1	Many certifiers with unknown standards.....	31
3.1.2	When halal is not halal.....	32
3.1.3	When haram is halal	34
3.1.4	Key points	35
3.2	Halal concerns (part 2): an unstunning ritual slaughter.....	36
3.2.1	A sacrificial rite.....	36
3.2.2	The stunning situation	36
3.2.3	Stunned, reversibly stunned or wide awake	37
3.2.4	The Australian view	38
3.2.5	Key points	39
3.3	Halal concerns (part 3): an Islamised workforce.....	40
3.3.1	The anecdotal evidence	40
3.3.2	The requirements	41
3.3.3	The job market.....	42
3.3.4	Key points	49
3.4	Halal concerns (part 4): funding Islam	51
3.4.1	Halal certification schemes do fund Islamic programs.....	51
3.4.2	Charity or profit? No one knows	53
3.4.3	The terrorism question	53
3.4.4	Zakat and jihad.....	55
3.4.5	Islamic organisations in Australia have a controversial record of accountability.....	57



Stand tall. Fight hard.

bernardgaynor.com.au

3.4.6	Significant Muslim affiliation with criminal organisations.....	61
3.4.7	Halal certification authority attempts to conceal Syrian donation	64
3.4.8	Key points	64
3.5	Halal concerns (part 5): cost.....	66
3.5.1	Certification cost.....	66
3.5.2	Auditing cost	67
3.5.3	Other business costs	68
3.5.4	Religious cost	70
3.5.5	Key points	73
3.6	Halal concerns (part 6): halal creep	74
3.6.1	Halal is more than food - it's a way of life	74
3.6.2	There's always room to be more halal.....	74
3.6.3	Key points	75
3.7	Halal concerns (part 7): religious bribery and extortion	76
3.7.1	The chicken controversy speaks for itself	76
3.7.2	Saudi Arabia	78
3.7.3	Key points	79

Part 4 - Where to from here?

4.1	The last inquiries.....	81
4.1.1	The 1982 Royal Commission into the Australian Meat Industry	81
4.1.2	The 2011 Review of Food Labelling Law and Policy	81
4.2	The solutions	84
4.2.1	Recommendation 1: Mandatory disclosure of religious rituals.....	84
4.2.2	Recommendation 2: Mandatory disclosure of a religious production process.....	85
4.2.3	Recommendation 3: Registration of a religious workforce	86
4.2.4	Recommendation 4: Mandatory disclosure of religious certification fees.....	86
4.2.5	Recommendation 5: Development of an industry religious certification code.....	87
4.2.6	Recommendation 6: Development of industry self-regulation	87
4.2.7	Recommendation 7: Voluntary disclosure of compliance with industry code	87



Stand tall. Fight hard.

bernardgaynor.com.au

4.2.8	Recommendation 8: Registration of certification authorities	88
4.2.9	Recommendation 9: Provision of additional consumer value information	88
4.2.10	Recommendation 12: Appropriate exemptions for exporters	88
4.2.11	Recommendation 11: Further inquiry into halal certification schemes	88
4.2.12	Recommendation 12: Further inquiry into unstunned slaughter	89

Part 5 - Support for this submission

5.1	Support for this submission	91
-----	-----------------------------------	----



Stand tall. Fight hard.

bernardgaynor.com.au

Foreword

Thank you for the opportunity to provide a submission to the Senate Economics References Committee inquiry into third party certification of food.

This submission relates to halal certification. However, while it is focused on halal certification (as a result of the prominence of halal certification in Australia today), it should be noted that the principles outlined in this submission relate to all religious food certification schemes. As such, this submission should not be viewed as being of an inherently anti-Islamic nature. This submission supports the right of all Australians (including Muslims) to freely purchase food of their choice and to be protected from religious coercion. As such, the primary recommendations of this submission are framed so as to apply to all religious food certification schemes that may be operating in Australia today. These recommendations are designed to benefit all consumers, regardless of whether they adhere to a certain religious belief or not. It is also acknowledged that some of the problems identified with halal certification may also apply to any other religious food certification schemes, although this submission presents no evidence that they do.

In essence, this submission calls for clear labelling and information to allow consumers increased choice.

Food that is produced from religious rituals, animal sacrifices or a religious workforce should be clearly labelled, both for the benefit of those that follow a particular religion, and for the benefit of those who do not.

Food certification schemes that fund particular religions should also be clearly labelled.

In addition, the development of a voluntary industry religious food certification code will reduce certification costs, increase consumer confidence and provide consumers with additional information to allow them to make values-based purchasing choices. Such a code also has obvious benefits for producers who may wish to gain a market edge in relation to certain segments of the community.

This submission addresses this inquiry's terms of reference in relation to:

- the extent of halal certification schemes,
- the need for labelling of halal certified products or products that contain food items specifically produced in accordance with Sharia law,
- the need to provide Australian consumers with information in relation to halal certification schemes and Sharia law compliant food,
- details regarding fees for halal certification schemes and their potential cost for consumers,
- the importance of halal food certification in relation to export market access, and
- the extent and adequacy of information about halal certifiers, including the certification process, fees and financial records and other related matters.

It is acknowledged that some of the evidence presented in this submission falls into the category of 'other related matters'. As such, while this evidence touches upon the core issues of this inquiry, this inquiry may not be the appropriate forum to deal with some of the issues raised. As such, this submission also recommends that an appropriate inquiry be established to address these issues directly.

This submission has been electronically signed by 5,860 people who support its contents and recommendations.



Stand tall. Fight hard.

bernardgaynor.com.au

Part 1

Introduction



1.1 Something old, something new

1.1.1 The halal butcher strikes

On the morning of 1 January 1915, Australia suffered its first Islamic terrorist attack. It was also the only attack on Australian soil during the First World War. The attackers, Mullah Abdullah and Badsha Mohammed Gool, answered the call of the caliph and opened fire on the annual New Years' Day picnic train leaving Broken Hill. That train was filled with families; over 1,200 men, women and children were on board.

Three hours later, both Abdullah and Gool lay dead beneath a homemade flag. They took the lives of four Australians and wounded seven more before the men of Broken Hill were able to secure their town.⁵

Several days before the atrocity, Abdullah had been convicted of slaughtering animals without obtaining a license to operate an abattoir. As the local imam, he had been illegally conducting ritual halal slaughters.

Australia might have won the First World War with other allied nations but an objective observer could not but conclude that it was Mullah Abdullah who eventually emerged victorious over the issue of ritual halal slaughter in Australia. From his perspective the attack was not in vain. A century after Abdullah raised his rifle, abattoirs are advertising for slaughtermen with a key requirement: they must be Muslim. And it appears that the vast majority of Australian meat is now prepared in accordance with Sharia law.

When it comes to Islam, Abdullah's vision for Australia has come much closer to realisation than most could possibly have imagined. And the brave men who defended the residents of Broken Hill from its imam would probably find it disturbing that modern accounts of this terrorist attack paint Abdullah as the victim of discrimination.

1.1.2 A century later another strike reveals halal hypocrisy

Almost exactly 100 years after the Battle of Broken Hill, another Muslim answered the call of the caliph. Just like Mullah Abdullah, Man Haron Monis died beneath a homemade flag after killing innocent Australians. And just like Abdullah, Man Haron Monis had a run in with the law in the days before the attack as a result of his Islamic activities: he had been sending offensive letters to the families of Australian soldiers who had died in another war, this time in Afghanistan.⁶

The similarities between these deadly attacks are also compounded by a coincidence.

During the Lindt Café terrorist attack, speculation was rife that Man Haron Monis chose to besiege the Lindt Cafe because it was not halal certified.⁷ This speculation was ignited by news reports stating that Nadia El-Mouelhy, a halal certification authority, left the Lindt Café just minutes before Man Haron Monis attacked.⁸

If true, it was an embarrassing admission, but not because it added fuel to an unhelpful and conspiratorial emotional fire. The coincidental presence of Nadia El-Mouelhy at the Lindt Café proved nothing about Man

⁵ <https://www.themonthly.com.au/issue/2014/november/1414760400/nicholas-shakespeare/outback-jihad>

⁶ <http://www.smh.com.au/nsw/this-pen-is-my-gun-man-haron-monis-failed-high-court-bid-20141216-1283ej.html>

⁷ <http://brennerbrief.com/lindt-cafe-target-halal/>

⁸ <http://www.dailytelegraph.com.au/news/martin-place-siege-hostages-taken-in-lindt-chocolate-shop-by-armed-robber/story-fni0cx4q-1227156245751>



Stand tall. Fight hard.

bernardgaynor.com.au

Haron Monis' motivation and it was not required to suddenly link halal food with terrorism anyway. That link had already been conclusively proven a century earlier during the Battle of Broken Hill.

However, these reports damaged the credibility of claims made by proponents of halal certification that Muslims must only eat food that has been certified. It is somewhat ironic that an Islamic terrorist attack seemingly revealed that senior halal certifiers are happy to attend non-halal certified cafes. This in itself is not surprising: halal certification does not make food halal. However, her presence demonstrates that good Muslims can eat non-halal certified food without breaching any Islamic Sharia law requirements.

Consequently, Australians have good reason to view the claims of halal certifiers with scepticism.

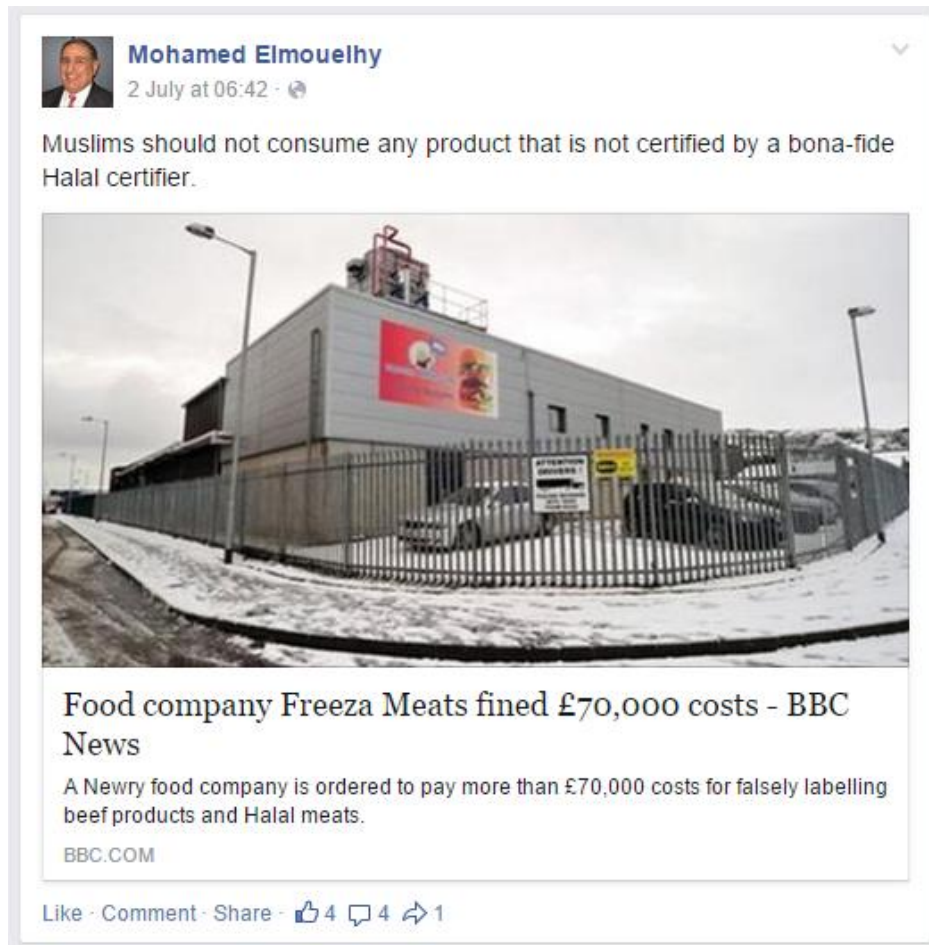


Image 1: The head of Halal Certification Authority, Mohamed Elmouelhy, claims on his Facebook page that Muslims should not eat food that has not been properly halal certified. News reports of the Lindt Café terrorist attack state that another senior representative of the Halal Certification Authority, Nadia El-Mouelhy, was at the non-halal certified Lindt Café shortly before the attack.⁹

1.1.3 Halal certification: imposing Sharia law over the minutiae of life

The hundred years between the two successful Islamic terrorist attacks in Australia show how much this nation has changed. At the Battle of Broken Hill, one of Australia's few halal certifiers was behind the trigger.

⁹ <https://www.facebook.com/Mohamed.ElMouelhy/posts/857607230997660?pnref=story>



Stand tall. Fight hard.

bernardgaynor.com.au

At the Lindt Café terrorist attack, the media was reporting that one of this country's many halal certifiers was lucky not to be ducking for cover.

This dramatic change is proof that halal certification has been entrenched in Australia's food production process, although many Australians may not realise it. Yet, as the events of the last decade prove, the growing imposition of Islamic Sharia law regulations over the minutiae of Australian life has not made this country safer. Furthermore, despite the increased efforts to 'integrate' Islamic stipulations in all areas of society, terrorist activity and violent demands have only grown. This should be no surprise. Islam is historically marked by an aggressive stance towards those it meets that is only matched by an eternal, internal state of civil war.

It is little wonder that so many Australians, therefore, view even non-violent Islamic programs with a legitimate suspicion, whether they relate to halal certification, or other measures regarding Islamic ideology. The majority of Australians are not just opposed to Islamic violence. They are opposed to Islam and this is reflected in credible polling. In fact, research conducted in October 2013 found that only 16% of Australians believed that Islam made Australia a better place.¹⁰

1.1.4 Take action or repeat the failures of the past

This inquiry looks into halal certified food. As such, it does not investigate the general question of Islamic violence and this submission will not raise those issues in any specific detail. However, it does make the strong point that if the government truly believes that concerns about Islam and Islamic violence are ill-founded, the best way to counter these concerns is with information.

It is hard to envisage a better way of doing this than by ensuring that Australians are given information about the food they eat, especially when it is the product of an Islamic ritual and certification fees help to fund Islamic programs.

This submission also respectfully requests that requiring producers to include information about the Islamic content of their products is not put into the 'too hard' basket. That occurred with regards to the Battle of Broken Hill. As a result, the only attack on Australian soil in the First World War was not officially recognised as part of this nation's anniversary commemorations. This led the Mayor of Broken Hill to express his disappointment in the federal government and its sense of sensitivity.¹¹

Let us hope that in 100 years we are not saying the same thing about the Lindt Café terrorist attack. The only way that will occur is if the federal government starts putting the interests of all Australians above the sensibilities of a minority. It has an opportunity to do this with this inquiry. Unfortunately, however, if an inquiry specifically formed to look into issues regarding halal certified food cannot stomach the pressure it will not bode well for the future. If that does happen, I greatly fear that the Lindt Café terrorist attack will also inevitably share another sad similarity with the Battle of Broken Hill: governmental amnesia, forgotten history and a deliberate decision to ignore the threat we face from an ideology that seeks to impose itself over all aspects of Australian society.

¹⁰ http://www.qsociety.org.au/downloads/QSoc_Morgan_Poll_Islam.pdf

¹¹ <http://www.smh.com.au/nsw/battle-of-broken-hill-an-act-of-war-or-terrorism-wont-be-commemorated-20141031-11eukj.html>



Stand tall. Fight hard.

bernardgaynor.com.au

1.2 Let's protect freedom and choice

1.2.1 Freedom and prosperity should mean choice

Australia prides itself on its freedom and its prosperity. As such, individual Australians should have the freedom to choose from a wide array of high quality food products. Under Australian laws, individuals also have the freedom to practice their religious beliefs while simultaneously enjoying protections that prevent them from being coerced into adhering with or financially contributing to religious beliefs that they do not support or follow.

1.2.2 Religious choice is protected by law

In particular, this freedom from religious coercion is underpinned by Section 116 of the Australian constitution. This clause prohibits the Commonwealth from establishing any religion (noting that Christianity was *already legally recognised and therefore 'established'* at the time of federation), imposing any religious observance and prohibiting the free exercise of religion.

This freedom is also protected to some extent by state-based anti-discrimination laws. For instance, it is unlawful in Queensland to discriminate on the basis of religious belief, including in the provision of goods and services. It is therefore arguable that supermarkets breach anti-discrimination laws if they supply food that is prepared only in accordance with one religious belief, or if they fail to disclose the religious nature of the food products they sell, particularly if the majority of customers do not hold that belief and the supermarket does not qualify for any exemptions to the *Queensland Anti-Discrimination Act* (1991).

1.2.3 Object of food certification schemes

This inquiry looks into a range of matters in regards to food certification. Food certification schemes have two primary aims.

- They should provide consumers with information and certainty.
- They should provide producers with an opportunity to advertise that their products meet rigorous standards.

This submission strongly supports the principle of food certification schemes when they meet these objects. When these objects are met, freedom of choice over the food we eat – a basic necessity of life – is enhanced.

In general, food certification schemes in Australia are focused on safety and dietary considerations: use by dates, healthy food standards, allergenic and medical issues in relation to certain food types and information regarding food ingredients, recommended daily intakes and food energy details. Other certification schemes relate to food production, such as the living conditions of animals, use of chemicals in farming processes and the Australian-produced content of food.



Stand tall. Fight hard.

bernardgaynor.com.au

1.2.4 Halal fuses food & religion but fails to meet the object of food certification schemes

Halal certification schemes differ from these schemes because they are focused on Islamic beliefs; they fuse food and Sharia law. These schemes have nothing to do with food quality, health standards or production standards. Instead, they operate to ensure that food is not just food, but also an Islamic religious product, particularly in relation to meat.

This submission does not oppose the right of Muslim consumers to benefit from halal certification schemes in themselves. However, it does identify numerous concerns in relation to halal food certification that constitute a market failure. These schemes, unfortunately, are not meeting the objects of food certification.

- Halal certification is not providing consumers with information.
- Halal certification is not providing producers with the ability to market their products as meeting rigorous standards.

Furthermore, while halal certification itself is confusing and chaotic, three things are clear.

- The vast majority of consumers are being coerced into adhering with the dictates of a religion that most Australians do not practice by effectively being forced to unknowingly purchase food – particularly meat – that is not just food, but the product of an Islamic ritual animal sacrifice in accordance with Sharia law.
- Consumers are unknowingly funding mosques and other Islamic projects (including overseas) when they purchase halal certified food.
- Producers and food outlets are seeking halal certification ostensibly in order to expand into export markets, while at the same time failing to disclose this certification to Australian consumers, probably on the basis that doing so would affect domestic sales.

This submission will provide details below to support these statements.

This submission also points out that halal certification schemes have no basis in Islamic scripture.

1.2.5 The unreasonable has been normalised

Before exploring specific problems in relation to halal certification, this submission notes that food production for domestic consumption in Australia has become unreasonably skewed towards meeting the demands of Australia's Islamic minority.

According to the Australian Bureau of Statistics, 2.2% of Australians identified as being affiliated with the Islamic religion at the 2011 census.¹² Therefore, it would be reasonable to expect the following:

- The demand for food that specifically meets Islamic Sharia law requirements would be very low and equating to about 2% of food produced for Australian domestic consumption.

¹² <http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/2071.0main+features902012-2013>



Stand tall. Fight hard.

bernardgaynor.com.au

- Any costs associated with meeting the demand for food that meets Islamic Sharia law requirements should be met by those wishing to consume this food e.g. Muslims.
- The availability of food products especially produced in accordance with Islamic Sharia law requirements that dictate some method of production that differs from normal food production in Australia (e.g. an animal sacrifice with very specific requirements for slaughter) would be relatively limited, while the norm would be food that was not produced in accordance with these requirements.

However, food production in Australia does not reflect these reasonable expectations. For instance, the domestic cost recovery for halal certified products comes primarily from non-Muslim consumers because they make up about 98% of those who consume domestically halal certified products.

In another example, all the main suppliers of chicken meat for domestic consumption in Australia are halal certified. This means that the vast bulk of chicken meat in Australia is produced from an Islamic ritual animal sacrifice in accordance with Sharia law. Consequently, instead of a minority of Muslims seeking specific chicken meat products at specialty stores that cater for their religious beliefs, it is the majority of non-Muslim Australians who must now seek specialty suppliers if they do not want to eat chicken meat that has been sacrificed to the Islamic god, Allah. The unreasonable has been normalised and, as a result, Australians are effectively being coerced into contributing financially to Islamic programs and adhering to Islamic religious beliefs in relation to food.



Stand tall. Fight hard.

bernardgaynor.com.au

Part 2

From the customer is always right
to
the customer has no rights



Stand tall. Fight hard.

bernardgaynor.com.au

2.1 Halal certification: an exercise in consumer confusion

2.1.1 Basic outline of halal certification

‘Halal’ is an Arabic word that means ‘permitted’ or ‘lawful’. As such, halal food certification schemes should provide consumers with certainty that the food they purchase is lawful under Islamic Sharia law. These schemes generally ensure culinary compliance with Sharia law in two ways.

- They certify that food that is inherently halal (such as bread and water) does not contain elements that are ‘haram’ or ‘forbidden’ under Islamic Sharia law (such as pork or alcohol). This should be seen as a ‘negative’ certification, in that these foods do not require any Islamic ritual input. As such, there is no reason why these foods could not adhere to a voluntary standard that imposes no certification fee.
- They certify that food products that contain meat and other animal derivatives have been produced from permitted animals sacrificed to the Islamic god, Allah, in accordance with Islamic Sharia law. This should be seen as a ‘positive’ certification, in that these foods require an Islamic religious input in the form of a ritual sacrifice. As such, there is an argument that Islamic consumers will benefit from formal Islamic certification in relation to these products. Conversely, these are foods that non-Islamic consumers have a legitimate reason to avoid. Mandatory labelling of these foods is required for the benefit of all consumers.

However, while halal food is a relatively simple concept, halal certification is more complicated. In order to receive certification, producers are generally required to meet a number of other conditions, some of which have no bearing on the production of halal food itself. Instead, they focus on establishing Islam in the workplace and prohibiting practices that are contrary to Sharia law, even though they are widely accepted by the majority of Australians.

- Meat producers in particular must have two separate supply chains to ensure that any products that do not meet Islamic Sharia law requirements are segregated (for instance, if the animal dies from a concussive blow instead of a cut to the neck).
- Producers must employ Muslims for specific elements in the production process.
- Producers must provide religious facilities for Muslim workers and provide cultural training for non-Muslim employees.
- Producers must not produce or supply products that are considered haram under Islamic Sharia law.
- Pork must be quarantined from production facilities.

In order to be effective and meet the needs of Islamic consumers, it is especially necessary for halal ‘positive’ food to be clearly labelled. Clear labelling of halal ‘positive’ foods, regardless of whether the final product is certified by an Islamic organisation, is also required to allow non-Islamic consumers to avoid foods if they did not wish to purchase products that have resulted from Islamic Sharia law sacrificial rituals, or if they did not want to support businesses that pay certification fees to Islamic organisations or that choose to employ only Muslims for certain jobs within their food production chain.



Stand tall. Fight hard.

bernardgaynor.com.au

Additionally, effective certification requires that certifying authorities build and maintain the trust of Islamic consumers by transparently demonstrating that they are actually enforcing Islamic Sharia law standards rigorously.

2.1.2 Halal certification is failing to meet consumer needs

Unfortunately, halal certification schemes do not achieve the objects of certification for the following reasons:

- Halal certified food is not clearly labelled.
- Foods that contain halal 'positive' elements produced from an Islamic ritual animal sacrifice in accordance with Sharia law are not clearly labelled.
- Producers and suppliers are reluctant to admit that their food products have been produced from an Islamic ritual animal sacrifice in accordance with Sharia law, or are halal certified.
- Certifying authorities have not been able to demonstrate that they enforce Islamic Sharia law standards rigorously.
- Producers of inherently halal food have no voluntary industry halal code or logo and instead must pay certification fees that are then used to funds Islamic programs.

The result is consumer confusion for both the majority of Australians and the Islamic minority.

2.1.3 Who the halal knows? Part 1: a typical shopping experience

The reality of this situation is clearly shown by my experiences while preparing for this submission during a visit to three shopping centres south of Brisbane.

- The first shopping centre contained a **Woolworths** outlet. The staff at this store were polite and helpful, however, when questioned they were not able to confirm if the meat sold in this store was halal or not. Specifically, the staff could not state whether chicken, beef or pork products were halal or if there was any certification for them, although the deli manager believed that all chicken products from the deli were halal and certified as such. The deli manager also stated that she regularly received questions from customers about halal certification. None of the packaged lamb or beef products from the meat section appeared to have halal certification and I was informed that these products were probably not halal (as opposed to being halal certified). The majority of packaged chicken products appeared to be halal certified with the exception of those that were crumbed or marinated and I was informed that all **Steggles** or **Ingham** chickens were slaughtered in an Islamic ritual animal sacrifice in accordance with Sharia law. When questioned, none of the staff could show me any lamb, beef or chicken products that were guaranteed to come from an animal that was not the product of an Islamic ritual animal sacrifice in accordance with Sharia law.
- The second shopping centre also contained a **Woolworths** outlet. Again, the staff were polite and helpful but they could not confirm whether beef, lamb or pork products were halal. However, I was



Stand tall. Fight hard.

bernardgaynor.com.au

informed that all chicken products from the deli were halal but that the certification certificate at the deli had gone missing. None of the packaged lamb or beef products appeared to have halal certification and I was informed that these products were probably not halal. The majority of packaged chicken products appeared to be halal certified with the exception of those that were crumbed or marinated. When questioned, none of the staff could show me any lamb, beef or chicken products that were guaranteed to come from an animal that was not the product of an Islamic ritual animal sacrifice in accordance with Sharia law.

- The third shopping centre was larger and contained a number of outlets.
 - The first store I visited was a **Coles** outlet. Again, the staff were polite and helpful but they could not confirm whether beef, lamb or pork products were halal. However, I was informed that all chicken products from the deli were halal. None of the packaged lamb or beef products appeared to have halal certification and I was informed that it was not possible to state whether these products were halal or not. The majority of packaged chicken products appeared to be halal certified with the exception of those that were crumbed or marinated or sold under the **Freedom Farms** label. When questioned, none of the staff could show me any lamb, beef or chicken products that were guaranteed to come from an animal that was not the product of an Islamic ritual animal sacrifice in accordance with Sharia law.
 - The second store I visited was a **Lenard's Chicken** outlet. The manager at this store appeared to be exasperated when asked whether the chicken was halal. He stated that he was not interested in answering any questions and requested that I speak to Lenard's head office.
 - The third store I visited was an **independent butcher**. I was informed that over 90% of all chicken, lamb and beef in Australia was halal slaughtered. The butcher stated that all the major meat production companies in Australia were halal certified. When questioned further, he also stated that even though these producers supplied halal meat products, slaughtermen did not necessarily need to be Muslim and that most were not Muslim. However, the butcher did state that he could provide meat that was not halal because it came from a local abattoir that did not use halal slaughtering methods. The butcher also stated that customers were increasingly asking if meat was halal certified and that this was driven by those who did not wish to purchase halal meat. He stated that these questions had coincided with the community's increasing awareness of Islam and the rise of violence linked with Islam.
 - The final store I visited was a **Woolworths** outlet. Again, the staff were polite and helpful. At this store I was informed that it was illegal to sell halal products without a certification logo. As such, I was informed by workers in the meat department that no meat in the store was halal, except for those products that contained a halal certification logo. None of the meat products appeared to have a certification logo. I was also informed that only a very small minority of meat in Australia was slaughtered in an Islamic ritual animal sacrifice in accordance with Sharia law. However, I was informed by a worker in the deli that the chicken was halal, although there was no certification certificate.



Stand tall. Fight hard.

bernardgaynor.com.au

2.1.4 Who the halal knows? Part 2: a typical phone experience

After visiting these shopping centres, I made some additional telephone enquiries to confirm what I had been told in store and to ask questions of other supermarket chains that I did not visit. I rang the customer service numbers on the websites of various supermarket outlets.

- **Coles** informed me that it sold meat that was generally halal certified, however, it depended on location. A customer service representative informed me that beef in the Coles shopping centre I visited was halal but that it was not possible to confirm the status of lamb.
- **Woolworths** informed me that all Woolworth's branded meat was halal. However, it was not possible to confirm whether other branded meat was halal or not. However, the customer service representative then transferred me through to another person. He subsequently emailed me to state that Woolworth's branded meat was not halal certified, although this email also appears to indicate that Woolworth's branded meat is still often produced from an animal ritually sacrificed in accordance with Sharia law.

*"To confirm, **Woolworths Own Brand products are not Halal certified**, including our own brand meat products. With regards to its fresh meats, Woolworth's requires humane slaughter which includes pre-stunning as part of the slaughter process. There is never any exception to this and this is verified at the time of our Woolworths Quality Assurance inspections and through independent third party audits of our suppliers.*

*Some of the meat and poultry that is sold at Woolworths comes from abattoirs that are halal accredited and these sites do use pre-stunning as part of the slaughter process. **Woolworths is not halal accredited and therefore meat and poultry sold in our stores is not recognised as halal.** Woolworths is not in a position to meet the requirements for halal accreditation as this involves many additional requirements for each store to achieve accreditation."*

Email received from a Woolworth's representative, dated 30 June 2015 (emphasis added)

- **Aldi** informed me that it did not certify any meat products as halal and that I would need to supply them a barcode to confirm whether a particular product was from a halal certified producer or the product of a ritual Islamic animal sacrifice in accordance with Sharia law.
- **IGA** informed me that each store sold locally sourced products and that I would need to speak to individual store managers. My local IGA informed me that they did not know if the meat they sold was halal or not. However, I was informed that the previous store owners probably were halal certified as they were not allowed to sell pork.
- **Lenard's Chicken** informed me that chicken was sourced from halal certified suppliers. However, Lenard's Chicken was not halal certified because Lenard's Chicken also sold pork products with their chicken. I was informed that it was only possible to purchase chicken meat from Lenard's Chicken that came from an animal that was slaughtered in accordance with Islamic Sharia law sacrificial rituals.



Stand tall. Fight hard.

bernardgaynor.com.au

- **Freedom Farms** informed me that their chicken was slaughtered in an Islamic ritual animal sacrifice in accordance with Sharia law.

2.1.5 When confusion reigns, consumers lose out and confidence crashes

There is no reason to assume that these experiences are not broadly reflective of the situation faced by consumers in Australia with regards to halal food (particularly meat), whether it is actually certified as such or not. These experiences are reflective of responses from major supermarket outlets' telephone customer service representatives and in-store advice from locations on the south of Brisbane.

The responses outlined above should make it clear that consumers are not being serviced by halal certification schemes due inadequate or non-existent labelling. Islamic consumers have no way of truly knowing whether the food they eat complies with Sharia law, while the majority of Australians have no way of knowing whether they are eating food that is produced from a ritual Islamic animal sacrifice.

My experiences in preparing for this submission demonstrate that:

- Some outlets do not want to provide information about whether their products are sourced from suppliers that produce them in accordance with Islamic Sharia law.
- Meat products are not labelled as 'halal' or 'halal certified', even though they may be sourced from animals sacrificed to Allah in accordance with Sharia law.
- Those seeking halal meat are not able to purchase it with any certainty from supermarkets because, even though the meat may come from a halal certified producer, there is no labelling to confirm this.
- Those seeking to avoid meat that is the product of a ritual Islamic animal sacrifice are not able to do so with any certainty because, even though some meat may come from non-halal abattoirs, there is no labelling to confirm this.
- Customer service representatives are giving conflicting and contradictory advice to consumers about the halal status of food (particularly meat). This advice differs when it is provided in-store, over the phone or in a written form.
- There is widespread confusion among workers in supermarkets over the status of halal food and the laws regarding labelling. This is evident from the conflicting statements given in the same Woolworths' store regarding halal labelling and the fact that in some stores no one was able to confirm if pork products were halal or not.
- In-store feedback suggests that customers are increasingly seeking information in relation to halal products (particularly meat), either from those wanting to purchase it, or from those seeking to avoid it.

This confusion undermines consumer confidence. For example, the independent butcher mentioned above stated that he could provide meat that did not come from an animal sacrificed to Allah. However, my confidence in the widely contradictory advice I received from all outlets regarding halal meat meant that I no longer had confidence in any advice. As such, I was left wondering whether the independent butcher was telling the truth, or simply saying whatever it would take to make a sale.



Stand tall. Fight hard.

bernardgaynor.com.au

2.2 The state of play: chicken

2.2.1 What the producers say

Australia is not an Islamic country. However, the vast majority of chicken meat produced in Australia is the product of a ritual Islamic animal sacrifice to Allah in accordance with Sharia law.

The **Australian Chicken Meat Federation Inc.** (ACMF) describes itself as the “the peak coordinating body for participants in the chicken meat industries in Australia and recognized as the industry representative by the Australian Government.” When I telephoned the ACMF I was informed that it could not state whether chicken supplied was halal and that I would need to contact individual producers.

I telephoned every producer listed on the ACMF website¹³. According to the ACMF, these producers supply over 95% of chicken meat in Australia.¹⁴ All of them, with one exception, stated that their chickens were halal and slaughtered in accordance with Islamic Sharia law sacrificial rituals. These producers were:

- Baiada Poultry Pty Ltd
- Steggle's
- Adelaide Poultry
- Turi Foods: La Ionica and Golden Farms
- Cordina Chicken Farms Pty Ltd
- Golden Cockerel
- Red Lea Chickens
- Hazeldene's Chicken Farm Pty Ltd

The one exception was **Inghams Enterprises Pty Limited**. When I telephoned this producer I was informed that it was company policy not to answer questions about whether their chicken was halal certified. Instead, I was informed that the **Islamic Council of Queensland** would answer any questions about halal certification on behalf of Inghams. The Islamic Council of Queensland informed me that Inghams was halal certified.

All producers also informed me that it was not possible to purchase chicken meat that did not come from an animal slaughtered in accordance with Islamic Sharia law sacrificial rituals. I was further informed by one producer that they only employed Muslims in the slaughter process. I was also informed by this company that I should not be concerned about halal meat if I was not a Muslim and my desire not to eat meat sacrificed to a god that I do not follow was brushed aside.

2.2.2 What exports?

According to the ACMF, less than 5% of chicken meat produced in Australia is exported. Most exports are to South Africa, the Philippines, Hong Kong, Singapore and the South Pacific islands.¹⁵ These markets are not Islamic.

¹³ <http://www.chicken.org.au/page.php?id=172>

¹⁴

http://www.chicken.org.au/industryprofile/downloads/The_Australian_Chicken_Meat_Industry_An_Industry_in_Profile.pdf

¹⁵ Ibid.



Stand tall. Fight hard.

bernardgaynor.com.au

Consequently, it can be concluded that the chicken meat industry has adopted the Islamic practice of ritual animal sacrifice to Allah in accordance with Sharia law to meet the demand of a 2% minority living in Australia. As a result, 98% of consumers are effectively being coerced into only eating chicken meat that is produced in accordance with Islamic Sharia law.



Stand tall. Fight hard.

bernardgaynor.com.au

2.3 The state of play: beef & lamb

2.3.1 What the producers say

Australia is not an Islamic country. However, it appears probable that the majority of beef and lamb produced for domestic consumption in Australia is the product of a ritual Islamic animal sacrifice to Allah in accordance with Sharia law.

Meat & Livestock Australia (MLA) states that it “delivers research, development and marketing services to Australia's cattle, sheep and goat producers. MLA has approximately 50,000 livestock producer members who have stakeholder entitlements in the company.” When I telephoned the MLA I was informed that it could not state whether beef or lamb supplied was halal and that I would need to contact individual producers.

MLA did not list producers. However, the website aussieabattoirs.com.au contains a list of abattoirs in Australia.¹⁶ I telephoned every abattoir listed in Queensland.¹⁷ Many of them stated that they supplied meat to either Coles or Woolworths. They further stated that some of this meat was the product of a ritual Islamic animal sacrifice to Allah in accordance with Sharia law. Unfortunately, it is not possible to determine how much of this meat is slaughtered in accordance with Islamic Sharia law but many of the larger abattoirs produce halal certified products.

- **Australian Country Choice** informed me that I would need to contact Coles to confirm if their meat was halal, although its website states that it is halal certified.¹⁸
- **Churchill Abattoir** informed me that it was not halal certified and did not slaughter meat in accordance with Sharia law. It supplies independent butchers.
- **Greenmountain Food Processing** informed me that their meat is slaughtered in accordance with Islamic Sharia law.
- **Highchester Meats** informed me that their meat is not slaughtered in accordance with Islamic Sharia law, although a halal butcher slaughters meat for his own outlet one day per week. It supplies independent butchers.
- **John Dee Export Abattoir** informed me that their meat is slaughtered in accordance with Islamic Sharia law for both domestic and export markets.
- **JBS Australia (Beef City, Dinmore, Rockhampton and Townsville)** informed me that their meat is slaughtered in accordance with Islamic Sharia law, however, I would need to check with local suppliers to confirm. Its website states that it is halal certified.¹⁹

¹⁶ This website advocates against abattoirs and may not contain a listing of all abattoirs in Australia.

¹⁷ <http://www.aussieabattoirs.com/facts/directory#qld>

¹⁸ <http://www.accbeef.net.au/about-us/certifications-and-memberships/>

¹⁹ <http://www.jbssa.com.au/OurProducts/default.aspx>



- **Kilcoy Pastoral Company** informed me that they supply a mix of halal and non-halal meat. I was informed that they employed a mix of Muslim and non-Muslim slaughterers.
- **Mcclymont's Poultry Abattoir** could not be contacted.
- **Meramist Abattoir** informed me that their beef is slaughtered in accordance with Islamic Sharia law.
- **Nolan Meats** informed me that their meat is a mix, with some slaughtered in accordance with Islamic Sharia law and some non-halal. Its webpage states that it is halal certified.^{20 21} Nolan Meats supplies Woolworths.²² I was also informed that they supply Coles.
- **NH Foods (Oakey Abattoir and Thomas Borthwick & Sons)** informed me that these abattoirs are halal certified. The company does operate another abattoir that is not halal certified.
- **Stanbroke Beef** informed me that its products are halal certified, although it does produce non-halal products on occasion. Its webpage states that it is halal certified.²³
- **Swickers Kingaroy Bacon Factory** was not contacted.
- **Teys Australia (Biloela and Rockhampton)** informed me that it provided halal meat products depending on location, although its webpage does not state that its abattoirs are halal certified.²⁴
- **Wallangarra Abattoir** informed me that all its products were halal.
- **Western Exporters Abattoir** did not return my call. Its webpage states that it is halal certified.²⁵

From this survey, it appears that at least 14 of the 20 abattoirs listed in Queensland produce meat that is the product of an Islamic ritual animal sacrifice to Allah in accordance with Sharia law. This submission cannot ascertain the volume of the abattoirs and the overall percentage of meat that is produced for domestic or international markets. However, it does observe that the abattoirs that appear to be larger are mostly halal certified and it would be reasonable to conclude on the basis of the information provided that the majority of meat produced in Queensland is the product of an Islamic ritual.

As part of the investigations for this submission, I was privileged to speak to _____ for a considerable period of time. _____ attitude towards those who do not want to eat halal meat was aggressive, dismissive and negative. For instance, he stated that I should not care if I was eating halal meat or not because I was not a Muslim and dismissed my desire not to eat meat that has been sacrificed to a god that I do not worship. He also made it clear that economic reasons meant that Australians should simply accept that the meat industry will comply with Sharia law ritual animal sacrifices.

_____ also provided some other details:

²⁰ <http://www.nolan.com.au/media/1507/ahfs-halal-est-80-dec-2015.pdf>

²¹ <http://www.nolan.com.au/media/1504/ahfs-halal-est-81-2015.pdf>

²² <http://www.nolan.com.au/media/1531/wqa-may-2015.pdf>

²³ <http://www.stanbroke.com.au/preparation>

²⁴ <http://www.teysaust.com.au/quality/certification/>

²⁵ <http://www.westernexporters.com.au/Accreditations.asp>



Stand tall. Fight hard.

bernardgaynor.com.au

- Non-halal abattoirs are not profitable and are going out of business every week.
- Most meat produced in Australia is halal and slaughterers in accordance with Islamic Sharia law requirements.
- Export markets require halal certification and meat from individual animals may be split for export and domestic markets.
- The cost of certification is negligible. There is a cost per animal and this is less than the cost of one kilogram of spleen in Indonesia.
- Slaughtermen are not all Muslims and slaughtermen are rotated between a variety of jobs.
- Australians do not want to do these kind of jobs.

indicated that I should visit an abattoir to observe what happens. I stated that I would be happy to visit an abattoir, although he declined to accept my offer. also stated that those who raised concerns about halal certification were haters and bigots, whereas those who accepted halal certification were tolerant and diverse. He finished his conversation by stating that it was a waste of 20 minutes and that he would never get that time back.

2.3.2 The export market is mostly non-Islamic

According to the MLA, the domestic market remains the largest single market for Australian beef and sheep meat, although the majority of meat produced in Australia is exported.^{26 27}

- Most Australian **beef meat exports** are to non-Islamic markets. Less than 10% of Australian beef exports are to the Middle East or other Islamic countries.²⁸
- Most Australian **lamb meat exports** are to non-Islamic markets, although about 37% of lamb is exported to the Middle East, South East Asia and other African nations. This figure rises to about 42% for **mutton meat exports**.²⁹
- Most Australian **goat meat exports** are to non-Islamic markets. Only about 3% of goat meat is exported to Islamic nations.³⁰

²⁶ <http://www.mla.com.au/Marketing-beef-and-lamb/Domestic-marketing>

²⁷ <http://www.mla.com.au/Marketing-beef-and-lamb/International-markets>

²⁸ http://www.mla.com.au/files/2f5ee6d5-151d-42a1-888e-a42d009de451/MLA_Australian-Cattle-Industry-Projections-2015.pdf

²⁹ <http://www.mla.com.au/files/0bc09dda-492f-4542-ad86-a43300c9ca6a/MLA-Australian-Sheep-Industry-Projections-2015.pdf>

³⁰ http://www.mla.com.au/files/f02a9b83-be50-4c11-af09-a48100e4d0e4/MLA_Australian-Goat-Industry-Summary-2015.pdf



Stand tall. Fight hard.

bernardgaynor.com.au

Consequently, it can be concluded that the red meat industry has seemingly largely adopted the Islamic practice of ritual animal sacrifice to Allah in accordance with Sharia law even though the majority of its domestic and export market is not Islamic.



Stand tall. Fight hard.

bernardgaynor.com.au

2.4 The situation facing consumers

The old adage in business is that the customer is always right. Unfortunately, when it comes to halal certification, this adage is not part of Sharia law. The non-Islamic customer now has no rights.

2.4.1 No right to ask questions

This submission notes that producers are claiming that halal certification helps to secure export markets. It also notes that these same producers are not informing domestic consumers about their halal certification status and even, in some cases, stating that it is company policy not to answer questions.

As such, it is clear that some halal certified producers do not believe Australian consumers have the right to ask questions about the religious nature of the food products they purchase.

2.4.2 No right to information

This submission notes that halal certified products, particularly meat products from an animal sacrificed to Allah in accordance with Islamic Sharia law, are generally not labelled.

The right to information rests on the ability to access information. As such, the failure by halal certified producers to disclose certification means that consumers have no right to information about the food they purchase.

2.4.3 No right to religious freedom

This submission notes that halal food is food certified as compliant with Sharia law. It also notes that the majority of Australians do not support Sharia law. Unfortunately, they are effectively being forced to into culinary compliance with this law because they have little choice over the food they eat. They are being coerced into adhering with Sharia law and consequently have effectively lost the right to religious freedom.

2.4.4 Accept it or be labelled a halal certified bigot

This submission notes that those who question halal certification are often labelled bigots. In fact, I was labelled a bigot by one producer simply for asking questions about whether I could purchase meat from that producer that was not sacrificed to the Islamic god, Allah.

It is simply unacceptable that the majority of Australian consumers today can be labelled bigots for trying to obtain information that will help them to avoid religious beliefs that they do not practice, while a minority of Australians have been able to claim the labels of 'tolerance' and 'diversity' by enforcing a religious standard across large parts of the food production industry.

This submission strongly argues that if food producers can 'courageously' label consumers bigots for seeking information about the food they purchase, then those producers should not be afraid of labelling their food either.



Stand tall. Fight hard.

bernardgaynor.com.au

2.4.5 When it's about religion and money, let's have open disclosure

Australian consumers are justified in coming to the conclusion that halal certification is about money – overseas money. They are also justified in coming to the conclusion that the failure to disclose certification to Australians is also about money – Australian money. Food producers (particularly meat producers) are advertising that they have added an Islamic ritual to their production process in order to increase overseas exports, while denying information to Australian consumers about this ritual in order to maintain a domestic market base. As the Australian consumer has been denied information provided to the foreign consumer, he has effectively been relegated to a second class citizen in his own country.

This submission recognises that food producers will seek to make a profit. This submission does not raise any concerns about that. It does argue, however, that food producers cannot have their cake and eat it too. If it is good enough to gain certification by complying with Islamic Sharia law dictates in order to increase profit from new export markets, but not good enough to disclose that fact to the domestic market, then it is clear that certification does not always lead to increased sales. It is also clear that this constitutes a market failure in effective labelling and that the domestic consumer is playing second fiddle to the foreign consumer.

This submission argues that food producers and consumers should be on a level playing field. If a religious element is added to food in order to obtain certification, this should be disclosed to everyone. If this is not profitable for Australian food producers, then market forces will dictate that halal certification is not sought, or producers will separate halal and non-halal production lines (as they properly should anyway) and charge premiums for those production lines that have lesser demand and in built extra costs, such as certification fees, Muslim only workforces and regular bureaucratic religious audits.



Stand tall. Fight hard.

bernardgaynor.com.au

Part 3

Halal concerns



Stand tall. Fight hard.

bernardgaynor.com.au

3.1 Halal concerns (part 1): Islamic differences

3.1.1 Many certifiers with unknown standards

According to the Department of Agriculture, there are 22 recognised Islamic bodies for halal certification of red meat for export.³¹ However, not all of them are recognised for export by certain countries. For instance, Saudi Arabia only recognises 6 of these organisations. Some of these organisations are only accepted in certain Australian states. As a result, it appears that exporters of red meat outside of New South Wales or Victoria would need to gain two or more halal certifications to export to all the main Islamic markets.

There is no available information to ascertain why some organisations are accepted by some countries and others are not. However, during a 2014 hearing for the Joint Standing Committee on Foreign Affairs, Defence and Trade inquiry into Australia's trade and investment relationships with countries of the Middle East, a question was asked about the differences between certification standards. Mr Greg Read, First Assistant Secretary, Exports Division, Department of Agriculture explained these differences in the following way:

*The requirements, in the main, will be quite uniform with the religious presence of an appropriate Muslim with the slaughter process, and the slaughter process is in accordance with sharia law and so forth, so all of those practices will be reasonably common. **They will be quite particular in relation to what happens when an animal is deemed to be non-halal or haram**—dogs that are present on the facility are appropriately constrained and muzzled; there must be no sign of pigs or pork around that facility; there must be appropriate segregation from a non-halal product; and a range of supervisory presences in that plan to ensure that this program is met from the religious side—and that varies. It is quite complex from market to market, and, from time to time, the certifiers that are accredited for each market keep changing as well.*³²

Mr Greg Read, First Assistant Secretary, Exports Division, Department of Agriculture, 3 December 2014³³
(emphasis added)

From this answer, it appears that certification bodies have similar standards in relation to what is allowed although there are considerable differences in regards to what is forbidden. However, other evidence suggests that within Australia's Islamic community there is a considerable difference of opinion over what constitutes permitted halal food, particularly in relation to meat.

There have also been some problems gaining market access created by dual government/commercial certification systems for halal product. To ensure continued market access it has been decided to only use the Australian government system when a product is described as halal in the trade description. *Meat Notice 2014-04: Export-Registered, Australian Standard Meat Establishments (Tier 1)* states that:

*"There have also been some market access problems created by the dual government/ commercial certification systems for halal product. To ensure continued market access it has been decided to only use the Australian government system when product is described as halal in the trade description."*³⁴

³¹ <http://www.agriculture.gov.au/export/food/meat/elmer-3/list-islamic-halal-certification>

³² <http://parlinfo.aph.gov.au/parlInfo/search/display/display.w3p;db=COMMITTEES;id=committees%2Fcommjnt%2Ff7c5ceae-e696-42a2-8dbe-3493aa249317%2F0001;query=Id%3A%22committees%2Fcommjnt%2Ff7c5ceae-e696-42a2-8dbe-3493aa249317%2F0000%22>

³³ *ibid*

³⁴ <http://www.agriculture.gov.au/export/food/meat/elmer-3/notices/2014/mn14-04>



Stand tall. Fight hard.

bernardgaynor.com.au

While this submission understands that market access is important, it does note that the effect of this directive is to establish halal certification firmly within the bounds of government bureaucracy. As halal certification is a religious certification, it is essentially establishing Islamic Sharia law in the production and export of meat under government auspices. This appears problematic, given the constitutional prohibition on the Commonwealth from establishing any religion.

3.1.2 When halal is not halal

In May 2013 there was a controversy within Australia's Islamic community over the halal certification of **Fresh Poultry** chickens.³⁵ The controversy was ignited when Taqwa Halal Certification issued a statement claiming that **Fresh Poultry** products were not halal because they included machine slaughtered chickens.

This situation caused considerable confusion in the Islamic community as highlighted by numerous comments made on Facebook with regards to this situation.



Image 2: A sample of comments on the Masjid al Noor Facebook page demonstrate confusion with regards to halal certification and that certification authorities are not able to maintain the trust of Islamic consumers.³⁶

³⁵ <http://muslimvillage.com/2013/05/06/39138/claims-of-supplying-non-halal-chicken-denied/>

³⁶ <https://www.facebook.com/masjidalnoorsydney/posts/424100431020436>



Stand tall. Fight hard.

bernardgaynor.com.au

This controversy was covered by the website muslimvillage.com highlighting in one article that some certification authorities will not recognise the certifications provided by other halal certification authorities.

*"For whatever reason, Taqwa does not accept the Halal certification of AFIC, despite the fact that the Head of AFIC's Halal certification is the reputable and trusted Dr Mohammad Anas who is globally respected and recognized as a Halal certifier."*³⁷



Image 3: A statement released by the Masjid al Noor mosque in South Granville on behalf of Taqwa Halal Certification.³⁸

³⁷ <http://muslimvillage.com/2013/05/15/39431/when-halal-becomes-haram-more-taqwa-is-needed/>

³⁸ <https://www.facebook.com/masjidalnoorsydney/posts/424100431020436>



Stand tall. Fight hard.

bernardgaynor.com.au

A later article written for muslimvillage.com in June 2014 explained that while not all Muslims will accept machine-slaughtered animals, there is unanimous agreement that hand-slaughtered animals are halal.

“In Australia, as elsewhere in the world, there is a difference of opinion amongst some Muslim scholars and Halal certifiers as to what is “Halal”. Some advocate that all meat + chicken is Halal as long as you say “Bismillah” (In the name of Allah) before eating. Some consider machine slaughter Halal – under certain conditions and others will only accept hand slaughter as being genuinely Halal.

*There are strong viewpoints and detailed arguments presented on both sides of the machine and hand slaughter debate amongst Islamic scholars. Some argue that machine slaughter is completely lawful (Halal), whereas others argue that the process is completely unacceptable and the animal slaughtered in this process is unlawful (Haram). **Amongst all the differing opinions, hand slaughter is the universal slaughter method accepted by all scholars, which leaves no doubt in the halal status of hand slaughtered chickens.**”³⁹*

(emphasis added)

From this controversy, three points should be noted.

- Firstly, within Australia’s Islamic community there are serious differences of opinion over what is considered lawful or halal, rather than just what is considered forbidden or haram. Consequently, there is considerable confusion over halal certification standards.
- Secondly, as a result of these differing standards, it is more than possible that multiple halal certifications could be sought for the same products. Indeed, it appears that **Fresh Poultry** was at least in discussion with two different halal certification authorities at the same time.
- Thirdly, Taqwa Halal Certification appears to no longer be in operation. Furthermore, Taqwa Halal Certification does not appear to have ever been registered as a recognised Islamic body by the Department of Agriculture, even though it is linked with the Masjid al Noor Mosque in South Granville. This demonstrates that there are halal certification authorities for domestic products that are not registered with the Department of Agriculture. It is not possible to determine how many domestic halal certification authorities are operating.

3.1.3 When haram is halal

The differences of opinion within Australia’s Islamic community over what constitutes halal and haram are also starkly demonstrated by a controversy regarding the consumption of alcohol in late 2014. An imam from Sydney, Mostafa Rashed, issued a proclamation that it was acceptable for Muslims to consume alcohol.⁴⁰

As a result, the Australian National Imams Council issued a statement rejecting this claim as ‘outrageous’. It also stated that Mostafa Rashed was not a member of the council.⁴¹

³⁹ <http://muslimvillage.com/2014/06/05/54221/hand-v-machine-slaughter-halal-chicken/>

⁴⁰ <http://www.dailytelegraph.com.au/news/national/sydney-imam-mostafa-rashed-under-fire-for-islam-alcohol-edict/story-fnnp0zn5-1227149019991>

⁴¹ <http://www.anic.org.au/wp-content/uploads/2014/12/ANIC-REJECTS-ALCOHOL-EDICT-BY-SO-CALLED-IMAM.pdf>



Stand tall. Fight hard.

bernardgaynor.com.au

While this submission does not intend in any way to solve the differences within Australia's Islamic community over what is halal and haram, it does note that a statement from an imam regarding the lawfulness of certain food is effectively a form of halal certification. This is confirmed by a statement made to the ABC in April this year:

"Raihan Ismail, an associate lecturer in the Centre for Arab and Islamic Studies at ANU, told Fact Check that theoretically any Muslim can certify a food as halal, for example by being present when an animal is slaughtered."⁴²

3.1.4 Key points

Differences within the Islamic community, its leadership and its various sects mean that consumer confidence in halal certification has not been achieved or maintained.

- There is considerable disagreement within the Islamic community over what is halal and what is haram.
- There is no standard halal certification process. Some Muslims and authorities rely on a formal certificate and label from a halal certification authority, although there is no standard way of registering these authorities. Others rely on Facebook statements or statements from a recognised leader, even if that particular imam operates independently of other imams.
- The various halal certification authorities have a wide difference in standards. These standards range from some Islamic leaders allowing the consumption of alcohol, to some authorities condemning machine slaughter of animals.
- Halal certification authorities for domestic consumption are not registered with the Department of Agriculture and imams are operating independently of the Australian National Imams Council.
- The various halal standards of certifying authorities are not readily available.
- Food production companies, as a result, may be obtaining multiple halal certifications.
- Islamic consumers demonstrate a lack of trust in certification authorities.
- The establishment of halal certification within government bureaucracy may not be consistent with Section 116 of the constitution.

⁴² <http://www.abc.net.au/news/2015-04-14/fact-check-does-halal-certification-fund-terrorism/6383238>



Stand tall. Fight hard.

bernardgaynor.com.au

3.2 Halal concerns (part 2): an unstunning ritual slaughter

3.2.1 A sacrificial rite

Halal meat is not just meat that is considered lawful for Muslims to eat. It is more than that: it is the product of a ritual animal sacrifice to the Islamic god, Allah. In fact, it is precisely for this reason that this sacrificed meat is considered halal.

As such, halal meat is a religious item. This is made very clear in Islamic texts:

The Prophet said, "Whoever slaughtered the sacrifice before the prayer, he just slaughtered it for himself, and whoever slaughtered it after the prayer, he slaughtered it at the right time and followed the tradition of the Muslims."⁴³

Sahih Bukhari, Volume 7, Book 68, Number 454

Allah's Apostle entered upon me at Sarif while I was weeping (because I was afraid that I would not be able to perform the Hajj). He said, "What is wrong with you? Have you got your period?" I replied, "Yes." He said, "This is a matter Allah has decreed for all the daughters of Adam, so perform the ceremonies of the Hajj as the pilgrims do, but do not perform the Tawaf around the Ka'ba." Allah's Apostle slaughtered some cows as sacrifices on behalf of his wives.⁴⁴

Sahih Bukhari, Volume 7, Book 68, Number 466

Eat not of (meats) on which Allah's name hath not been pronounced: That would be impiety. But the evil ones ever inspire their friends to contend with you if ye were to obey them, ye would indeed be Pagans.⁴⁵

Quran, Surah 6, Verse 121

Food is a requirement of life and religious belief is an important personal decision. This includes the decision not to follow a particular religious belief. As such, this submission strongly supports mandatory labelling of food products that result from religious procedures. This will benefit all consumers.

3.2.2 The stunning situation

As detailed in the previous chapter, halal certification authorities have differing standards over what actually constitutes an Islamic ritual animal sacrifice in accordance with Sharia law. One area of disagreement is over the use of stunning prior to slaughter.

Under Australian standards, animals must be stunned prior to slaughter.⁴⁶ However, according to the MLA, halal slaughter presents a problem in that the animal must not be irreversibly stunned prior to slaughter. A recent MLA study into humane slaughter techniques states:

⁴³ http://www.sahih-bukhari.com/Pages/Bukhari_7_68.php

⁴⁴ *ibid*

⁴⁵ <http://www.islam101.com/quran/yusufAli/QURAN/6.htm>

⁴⁶

<http://www.amic.org.au/SiteMedia/w3svc116/Uploads/Documents/Industry%20Animal%20Welfare%20Standards.pdf>



Stand tall. Fight hard.

bernardgaynor.com.au

"It is a requirement of meat production that animals processed are handled and slaughtered in a humane manner. Therefore, most animals are stunned prior to exsanguination, so that they are insensible throughout the process of sticking, and remain insensible until death has ensued. However, animals processed for the Muslim market (Halal meat production) are subject to the requirements of the relevant religious texts (the Al Qu'ran and Hadith), and there is often a conflict in opinion over the suitability of stunning procedures when slaughtering an animal for human consumption. The basic requirements of the religious texts are that the animal is healthy and handled in such a way that it is not injured at the time of carrying out the ritual slaughter cut for exsanguination. Thus, mechanical means of stunning, that cause skull damage, or those that result in the death of the animal, are not approved for the religious markets. Any method used to induce insensibility must not cause injury, and must be fully recoverable. In Australia, all cattle processed for the Halal market are stunned prior to slaughter, using a non-penetrating mechanical stun, referred to as a percussive, or non-penetrative stun."⁴⁷

Effects of Stunning and Thoracic Sticking on Welfare and Meat Quality of Halal Slaughtered Beef Cattle,
August 2014

While the study quoted above states that further testing is required to reach definitive conclusions, it is noted that this study found that some halal slaughter methods resulted in inferior meat quality while irreversible stunning methods were associated with better meat quality and reduced indications of animal stress.⁴⁸

3.2.3 Stunned, reversibly stunned or wide awake

The RSPCA notes that most animals used for halal slaughter in Australia are reversibly stunned and that this is not the conventional method used for animal slaughter. It also states that this situation is problematic, but is better for animal welfare than no stunning at all.

*"The main concern with halal slaughter is whether or not pre-slaughter stunning is used. In Australia, the national standard for meat production requires that all animals must be effectively stunned (unconscious) prior to slaughter. The vast majority of halal slaughter in Australia (including at export abattoirs) complies with this standard, that is, all animals are stunned prior to slaughter. The only difference is that a reversible stunning method is used, while conventional humane slaughter may use an irreversible stunning method. The time to regain consciousness following a reversible stun may vary depending on the intensity of the stun. **At Australian abattoirs, the aim is to ensure that reversible stunning is done in a way that depth of unconsciousness is sufficient to allow for the animal to bleed out and die before there is a chance of regaining consciousness.***

*Halal slaughter in overseas abattoirs often does not include stunning - this is the key difference between halal slaughter in Australia and many other countries. Although reversible stunning is far better from an animal welfare perspective than no stunning at all, **irreversible stunning is more***

⁴⁷ <http://www.mla.com.au/Research-and-development/Search-RD-reports/RD-report-details/Animal-Welfare/Effects-of-Stunning-and-Thoracic-Sticking-on-Welfare-and-Meat-Quality-of-Halal-Slaughtered-Beef-Cattle/935>

⁴⁸ *ibid*



Stand tall. Fight hard.

bernardgaynor.com.au

*effective in inducing unconsciousness than reversible stunning and is therefore the preferred method.*⁴⁹

What is Halal slaughter in Australia?, rspca.org.au, 15 April 2015
(emphasis added)

In other words, the RSPCA is stating that reversible stunning is not the conventional method used to slaughter animals and that it carries an increased risk that the animal may regain consciousness during the slaughter process and therefore endure greater suffering. This submission notes that there appears to be no available evidence stating what percentage of animals are irreversibly stunned compared to those reversibly stunned prior to slaughter. Nor does there appear to be any evidence in relation to the percentage of reversibly stunned animals that regain consciousness during the slaughter process.

The RSPCA also notes that there are a small number of abattoirs in Australia that have been granted exemptions under various state or territory legislation allowing them to slaughter animals without prior stunning. These abattoirs provide these exemptions in order to provide halal and kosher products.

It should be noted that the existence of abattoirs that provide halal meat from non-stunned animals is problematic. An obvious question arises: why is there a need for such abattoirs when it appears to be widely accepted that reversible stunning is permitted in the production of halal meat? Conversely, if stunning renders an animal non-halal, it raises questions over the entire credibility of the main halal certification authorities operating in Australia.

The continued exemptions allowing some abattoirs to produce halal meat by slaughtering animals without stunning them means it is likely that there will be further demands from halal certification authorities in the future for additional exemptions. This problem is not mere speculation. The Islamic Council of Western Australia webpage listing its halal certification policies states the following:

*"ICWA is opposed to stunning of animals before slaughter on religious grounds, because generally speaking the present methods of stunning in Australia are not right from Islamic point of view. Abattoirs have been advised to take steps towards removal of stunning and its replacement with straining devices such as koshers box in respect of cattle and the restrainers in respect of small stock. We have allowed them time during which this could be achieved."*⁵⁰

This submission does note that the Islamic Council of Western Australia has publicly stated that stunning methods in Australia are not right from an Islamic point of view. However, this submission also notes that the Islamic Council of Western Australia is certifying meat from stunned animals as halal and taking fees for doing so. This is akin to the Heart Foundation providing Heart Foundation Tick Program certification to products that do meet the criteria for certification. As such, this submission strongly argues that there is a serious question over the legitimacy of the halal certification process.

3.2.4 The Australian view

The majority of Australians believe that animal welfare is important. The media coverage and public response to revelations of animal cruelty in the live export trade is an example of this, as is the response to the exposure of animal cruelty in the greyhound industry.

⁴⁹ http://kb.rspca.org.au/what-is-halal-slaughter-in-australia_116.html

⁵⁰ <http://www.islamiccouncilwa.com.au/halal-certification/halal-guidelines/>



Stand tall. Fight hard.

bernardgaynor.com.au

As such, it appears that the majority of Australians clearly do not support animal slaughter without stunning and are opposed to exemptions allowing abattoirs to conduct this type of slaughter in Australia. Effectively, all this does is bring in to Australia the types of practices that resulted in Australia halting its live export trade overseas. It also appears likely that Australians are opposed to reversible stunning techniques if these processes result in animal cruelty. Therefore, there is a strong public interest argument to support the provision of information about slaughter techniques where non-conventional stunning methods are used in the slaughter process.

While the issue of live trade is not part of the terms of reference for this inquiry, this submission does not oppose live trading. Live trade bans do not end animal cruelty overseas. Furthermore, the same type of animal cruelty is allowed in Australia at certain abattoirs that have received religious exemptions anyway. Additionally, Australian producers should not be disadvantaged as a result of animal cruelty in what appears to be predominantly Islamic societies.

3.2.5 Key points

Halal meat is not just meat: it is a religious product slaughtered in a way that many Australians find concerning.

- All halal meat is sacrificed to the Islamic god, Allah.
- All halal meat comes from animals that are not irreversibly stunned, or not stunned at all.
- Concerns have been raised by the RSPCA about the level of animal suffering associated with reversible stunning. These concerns appear to be justified in scientific studies.
- There should be no requirement for abattoirs to conduct halal slaughters without stunning in Australia.
- However, the fact that some Islamic halal certification authorities in Australia oppose stunning on religious grounds indicates that it is likely there will be increased pressure from Islamic certifiers in the future (both domestic and export) for a more 'purer' form of halal meat.
- The fact that some Islamic halal certification authorities in Australia oppose stunning on religious grounds yet still certify meat from stunned animals as halal demonstrates that there is a serious question over the credibility of halal certification schemes.
- Australian consumers have no way of knowing whether the meat they eat is part of an Islamic ritual animal sacrifice, or if the slaughter process is done with irreversible stunning, reversible stunning, or no stunning at all.



Stand tall. Fight hard.

bernardgaynor.com.au

3.3 Halal concerns (part 3): an Islamised workforce

3.3.1 The anecdotal evidence

As detailed earlier in this submission, there is conflicting evidence with regards to halal certification and the employment of Muslims.

- An independent butcher informed me that most slaughtermen were not Muslim, but that most meat in Australia was halal.
- A chicken meat producer informed me that all workers involved in the actual slaughter of chickens were Muslim.
- Tony Nolan informed me that not all slaughtermen were Muslim, that most meat was halal and that slaughtermen were rotated to do a variety of jobs. He also stated that most Australians did not want to work as a slaughterman.

As such, this submission notes that there is a lack of information publicly available about the possible effects of halal certification on the workforce. However, two things do seem to be clear:

- Most Australian meat appears to be halal slaughtered in order to obtain halal certification.
- For meat to be halal certified it must be slaughtered by a Muslim.

Consequently, it is difficult to understand how the majority of slaughtermen are not Muslim if the majority of meat is halal certified. Therefore, this submission strongly argues this inquiry should examine the effect of halal certification with regards to the Islamisation of the workforce in the meat industry. At the very least, it would seem that there are questions over the credibility of the halal certification process if the majority of meat is halal certified while the majority of those who slaughter animals are not Muslim.

It would seem logical to conclude that the increasingly widespread acceptance of halal certification schemes by meat producers will result in an industry workforce that is accordingly increasingly Islamised, at least in relation to those jobs that are specifically involved in the slaughter of animals.

It also seems that the anecdotal evidence raises the possibility that there are not enough Australians with the requisite skills (i.e. being a Muslim) to work in a halal accredited meat production facility. As only about 2.2% of Australia's population is Muslim, it would seem highly probable that this population could not provide the required workforce for an increasingly halal certified industry. As such, it is possible that workers with the requisite skill of being a Muslim may be sought overseas. The fact that Mr Tony Nolan raised the issue of the lack of Australian workers is indicative of this.

Furthermore, if a workforce is rotated between different jobs (including those involved in the actual slaughtering of animals) as stated by Mr Tony Nolan, this is likely to eventually result in the employment of a primarily Islamic workforce across large parts of the meat production industry. This would raise the demand for Muslim employees across other jobs within the meat industry and further increase the probability that an Islamic workforce may be sought externally to Australia.

This submission also notes that the evidence shows that the large majority of meat products produced in Australia for both export and domestic consumption are not consumed by Muslims. Consequently, it is



Stand tall. Fight hard.

bernardgaynor.com.au

probable that a halal certified meat industry in Australia will require a predominantly Islamic workforce (some of which may need to come from overseas) and yet all of this will be done to supply a primarily non-Islamic market. If this is the case, it is neither reasonable, practical nor in the interests of the markets supplied or Australia.

Given the requirements for halal certification outlined below, the anecdotal evidence, the possible effects of halal certification in Islamising the workforce and the lack of available information, this submission strongly argues that this inquiry should examine these effects of halal food certification in some detail.

3.3.2 The requirements

While anecdotal evidence is conflicting, it does point to an increasingly Islamised workforce in relation to slaughtermen. This should not be surprising because halal certification authorities and the Department of Agriculture stipulate that halal meat must be slaughtered by a male Muslim.

- The **AQIS** Meat Notice 2009 / 08 states, “Only authorised Muslim slaughtermen can perform the halal slaughtering procedure for halal products.”⁵¹
- **MLA** advertises that Australia’s halal meat is produced by approved Muslim slaughtermen.⁵²
- **AUS-MEAT Ltd** has an application form titled, “NOMINATION FORM FOR DESIGNATED MUSLIM REPRESENTATIVE IDENTITY CARD”. It is used by both Australian citizens and those with work visas who wish to register as trainee halal slaughtermen, halal slaughtermen, halal inspectors or halal state supervisors.⁵³
- The **Islamic Council of Western Australia (ICWA)** halal guidelines state that, “The slaughterman must be a mature, pious Muslim of sound mind who understands fully the fundamentals and conditions relating to Halal slaughter and be approved by the religious authorities.”⁵⁴
- The **Islamic Co-Ordinating Council of Victoria (ICCV)** website lists detailed requirements for halal slaughtermen, some of which are reproduced verbatim below:⁵⁵
 - All new and existing applicants for registration must be practicing Muslims of good character and faith and must be known by at least two prominent Australian Muslims who are prepared to write a reference about them.
 - All new Slaughter men must obtain a reference letter from the Imam of the Mosque where the Slaughter man is well known.

⁵¹ <http://www.agriculture.gov.au/export/food/meat/elmer-3/notices/2009/mn09-08>

⁵²

<http://www.mla.com.au/CustomControls/PaymentGateway/ViewFile.aspx?CA4EZhmRtRHvdUgtWsBe5GiPRJkfPCbabNx7eDfU38vli/WjerLXKleiEYb872NJ3EYMKKAfsht7d1Tnt3BqiA==>

⁵³ https://www.ausmeat.com.au/media/51579/msrf_-_2014.pdf

⁵⁴ <http://www.islamiccouncilwa.com.au/halal-certification/halal-guidelines/>

⁵⁵ <http://www.iccv.com.au/slaughmanreg.htm>



Stand tall. Fight hard.

bernardgaynor.com.au

- The Slaughter man must attend a practical and theoretical course for a period of two weeks.
- They must be allowed to work in Australia and be members of an Islamic Society.
- All Halal Slaughter men must register with the Islamic Co-Ordinating Council Of Victoria (I.C.C.V.) annually and obtain a current Identity Card (I.D card) before they may begin Halal Slaughtering.
- Registration as a Halal Slaughter man is subject to approval by the State Director. Although registration of Muslim Slaughter men is undertaken by the Australian Meat and Livestock Corporation (Aus-Meat), the I.C.C.V. reserves the right to appoint and dismiss applicants at its discretion.
- All I.D. cards are to remain with the I.C.C.V. until specific work has been arranged for registered members.
- Possession of a Halal Slaughter man ID card qualifies the applicant to be considered for employment by an abattoir or a meat work nominated by the I.C.C.V.
- The I.C.C.V. reserves the right to transfer, promote or demote any Slaughter man as it sees fit.

These requirements provide the **ICCV** with a great deal of power over the workforce in halal certified establishments, as well as over individual workers. It is also noted that other halal certification authorities have similar requirements to those outlined above.⁵⁶

There can be no doubt that the requirements of halal certification authorities mean that Muslims have preferential employment prospects as slaughtermen because of their Islamic faith. Furthermore, if the majority of meat is halal certified and the requirements of halal certification authorities are being met, then it is logical to conclude that the actual role of slaughtermen within Australia is increasingly being confined to those persons who are Muslim.

3.3.3 The job market

Job advertisements also indicate that halal food certification is impacting the wider hospitality industry beyond specific producers of halal certified food. In particular, employers are now seeking candidates for management jobs within the food industry who have experience or understanding in relation to halal auditing. While this submission does note that it is possible to be aware of halal auditing requirements without being Muslim, it also notes that Muslims will probably tend to have a better understanding of these requirements. It also notes that halal certification authorities will only provide certification for halal auditors who meet the key criteria of being Muslim. As such, it is possible that halal certification is leading to the Islamisation of other areas of the workforce.

In addition, it is noted that there have been job advertisements specifically for Muslim slaughtermen for the Australian meat industry. These advertisements have been placed in Australia and overseas.

⁵⁶ <http://muslimvillage.com/CCS-AFIC-requirement.pdf?807f3e> states that chicken slaughtermen must be Muslim.



Stand tall. Fight hard.

bernardgaynor.com.au



KELLY | scientific resources

Quality Assurance Supervisor

-
-
-

The Company

A Senior Quality Assurance professional is wanted to join a well-established WA brand, with a number of different product lines. The company is considered a market leader, but despite its size is still family owned. A fast paced and varied role for candidates passionate about upholding high Quality Standards.

The Role

Reporting to the Technical Manager, the Senior Quality Assurance Officer is responsible for upholding internal and external quality standards, including but not limited to AQIS, SQF, BRC, **HALAL**, Coles and WQA. The successful applicant must be competent in Quality Assurance software and systems and enthusiastic about utilising paperless technology.

The successful applicant will be responsible for training and ensuring compliance of the quality control team.

Tasks will include

- Updating HACCP manual and SOP's
- Conducting internal audits and ensuring compliance with external audits.
- Investigating customer complaints
- Daily interaction with production staff
- Consulting on Waste management and hygiene related matters such as pest control and packaging technologies.

This role requires a determined and assertive individual who is passionate about continuous improvement. Candidates who are very experienced in hi-care food manufacturing and are looking for the next step in their career, whilst still having the on-site support of a technical manager should look no further.


Image 4: A job advertisement for a quality assurance supervisor based in Perth. The applicant will be responsible for training and ensuring compliance of the quality control team, including halal compliance.⁵⁷

⁵⁷ <http://www.seek.com.au/job/29002119?pos=4&type=standout>



Stand tall. Fight hard.

bernardgaynor.com.au



Benchmark Resourcing
INDUSTRY SPECIFIC SPECIALISTS

Plant Manager | Meat Industry | Slaughter House

Benchmark Resourcing are your Meat Industry Specialists, providing recruitment and labour hire solutions to the meat and agricultural sectors. Our skilled partners have years of experience in the meat and recruitment industries and they understand the meat market, work environment and job requirements. Benchmark Resourcing works with some of the most established clients in the meat industry.

An opportunity exists for an experienced and results driven Multispecies Plant Manager within a mid sized privately owned abattoir slaughtering 120 head of cattle per day and up to 1,000 goat and sheep per day. You will be responsible for the daily operations and supervision of the entire plant. This plant is currently slaughtering and will be looking to introduce boning rooms at a later date. It's a domestic plant moving to also introduce tier 1 export.

To be successful in this role you will have an extensive background in processing domestic and export meat products plus bring an extensive knowledge base of the Australian Meat industry as this is a senior role. You'll need to be highly organised with excellent time management skills, be able to work autonomously and be driven to achieve sales targets. You will have excellent interpersonal skills with the ability to build strong and long lasting relationships with new and existing customers.

Candidates will ideally possess the following experience and attributes:

- **Must have experience in similar role at an abattoir to be considered**
- Tertiary qualification in agriculture / science / business desirable but not essential
- 3 years plus experience in a Plant, Production or Operations Management role within the meat industry
- Demonstrated success as a meat specialist by generating solid and consistent revenue results
- AQIS/AUSMEAT understanding and knowledge
- Awareness of **Halal** requirements
- Strong attention to detail and time management skills
- Excellent written and communication skills
- Sound computer processing skills

Image 5: A job advertisement for a plant manager at a slaughter house based in Melbourne. The applicant is required to have an awareness of halal requirements.⁵⁸

⁵⁸ <http://www.seek.com.au/job/28995815?pos=5&type=standout>



Stand tall. Fight hard.

bernardgaynor.com.au



brazen
recruitment
Better quality candidates faster

Quality Assurance Manager - Meat Industry

The Company

You will be working for a thriving, well established business with a solid history of providing Portion Cuts to the hotel and restaurant industry. With a small "value add" side (raw meat), they supply to Domestic and Export markets (Halal).

The Role

Due to the current Quality Assurance Manager going on maternity leave, an opportunity for an experienced Quality Assurance Manager within the meat industry has become available. You will be working the 6 am shift with flexibility to start earlier if necessary.

- Drive, manage and maintain Quality Assurance and HACCAP systems.
- Collect and maintain Export documentation for traceability.
- Complete and prepare for internal and external audits from Department of Agriculture, AUS-MEAT, AUS-QUAL, Halal, MSA, HACCP Warranty and random 3rd parties.
- Ensure compliance of Good Manufacturing Practices and Personal Hygiene of staff.
- Maintain and create Product Specifications for both export and domestic markets.
- Cover for Quality Control Officer and Pre Operational Hygiene start up shift for any annual or sick leave.
- Assist with export production planning.

Your Background

You will have a thorough understanding of Quality Assurance Management and Good Manufacturing Practices within the meat industry. A sound knowledge and Export process and procedures are necessary for this position, as is HACCAP and good Word skills.

It is essential that you have Auditing experience and strong negotiating and problem solving skills. A commercial approach is required, along with the maturity to take accountability and ownership.

The rewards?

- A generous contract rate depending on skills, experience and qualifications.
- The chance to work for a progressive organisation which looks after their staff.
- Professional organisation which prides themselves in being leaders in their field.

The Next Step:

Image 6: A job advertisement for a meat industry quality assurance manager based in Brisbane. The applicant will be required to prepare for and complete halal audits.⁵⁹

⁵⁹ <http://www.seek.com.au/job/28844618?pos=15&type=standout>



Stand tall. Fight hard.

bernardgaynor.com.au



alpha flight services

Alpha Flight Services is a wholly owned subsidiary of dnata and is one of the world's leading aviation support services companies, providing retailing and catering services for airlines and airports. dnata services over 50 airlines worldwide and operate from 75 airports in 38 countries.

Training & Compliance Coordinator Brisbane

We currently have an exciting opportunity that has become available for an experienced and qualified Training & Compliance Coordinator to join our successful team in our Brisbane port.

This role is responsible for supporting the National Food Safety and Compliance Manager, National WHS Manager and Unit Manager in both the preparation, delivery and monitoring of training programs and providing basic compliance support during the weekend.

In this role, you will be responsible for but not limited to:

- Assess training needs for all new and existing employees and map out training plans that ensure compliance to Alpha's and regulatory policies, standards.
- Identify and recommend any internal and external training programs to address competency gaps, within budget parameters.
- Provide support by conducting Food Safety Compliance Audits, and managing HACCP documentation/ records at Alpha's Brisbane Unit where required in conjunction with the Food Safety and Compliance Coordinator.
- Assist in conducting relevant sections of the induction process, in conjunction with the WHS Specialist, and ensure all staff are inducted in accordance with Company and legislative requirements.
- Pro-actively address performance issues in conjunction with the National Food Safety and Compliance Manager and relevant team members, by identifying areas of non-conformance, their root cause, and supporting preventative actions.
- Ensure Alpha is not exposed to unnecessary risk or costs associated with non-compliance in relation to **HALAL**, Food Safety, Workplace Health and Safety, Quarantine
- Assist in developing new training material and updating existing training material to assist with complying Internal policies and current regulations.

Image 7: A job application for a training and compliance coordinator in the airline industry based in Brisbane. The applicant will be required to ensure compliance with halal requirements.⁶⁰

⁶⁰ <http://www.seek.com.au/job/29032203?pos=1&type=standout>



Stand tall. Fight hard.

bernardgaynor.com.au



alpha flight services

Alpha Flight Services is a wholly owned subsidiary of dnata and is one of the world's leading aviation support services companies, providing retailing and catering services for airlines and airports. dnata services over 50 airlines worldwide and operate from 75 airports in 38 countries.

Driver Canberra

We have an exciting opportunity for a motivated and enthusiastic Driver to join our Canberra team.

Your duties and responsibilities will include but are not limited to:

- loads and unloads trucks with carts, ovens and standard units
- performs driving duties (short distance)
- preparation and packing of catering equipment
- liaises with airlines staff and hand over delivery
- communicates in a professional and courteous manner
- maintains the company's policy in relation to **HALAL**, HACCP, food safety and WHS in accordance with company policy
- responsible for marshalling the Driver on the tarmac to position the truck in line with company / airport / airline policies
- carries out basic serviceability and maintenance checks of vehicles and/or equipment, including refuelling of vehicles
- performs administrative documentation and reporting duties as required
- follows up on any discrepancies and ensures that flight is correct
- general cleaning duties
- able to work in other areas of the unit for part or whole of shift basis to meet operational demands

The successful applicant must be able to demonstrate:

- must hold a current HR drivers license
- must hold a current Fork Lift license
- must have a First Aid Certificate
- WHS qualifications preferred yet not essential
- flexibility in regards to working hours essential (7 day per week operation)
- ability to work in a fast-paced , high-volume environment

Image 8: A job advertisement for a driver based in Canberra. The applicant will be required to maintain company policy in relation to halal certification.⁶¹

⁶¹ <http://www.seek.com.au/job/28994600?pos=7&type=standout>



Stand tall. Fight hard.

bernardgaynor.com.au

HALAL SLAUGHTERMEN WANTED FOR AUSTRALIA

Labour Solutions Australia partners with some of the most well known and respected names in the meat industry and are currently looking for experienced halal slaughtermen to join some of these organisations.

Various Locations

Competitive remuneration

Potential to develop and further your career

Labour Solutions Australia partners with some of the most well known and respected names in the meat industry and are currently looking for experienced halal slaughtermen to join some of these organisations.

If you have a solid background in the meat industry we are interested in hearing from you. We currently have several positions available in various locations across Australia for driven and ambitious high achievers looking to develop their skills with some of the large Australian players in the meat game.

Requirements:

- Experience in Halal Slaughtering
- You must be physically fit and healthy
- You must have a flexible/reliable attitude and be willing to work overtime if required
- You must be able to legally work full time hours
- You must be able to pass pre-employment medical/ drug and alcohol tests

To express your interest in these positions or similar roles in the meat industry please send a copy of your updated resume through by clicking "Apply For This Job Now" at the bottom of this webpage.

Location: Alexandra, New Zealand
Location: Arrowtown, New Zealand
Industry: Food Manufacturing - Boning/Processing
Industry: Food Manufacturing - Butchers
more...
Work Type: Full Time
Apply Before: 18 Nov 23

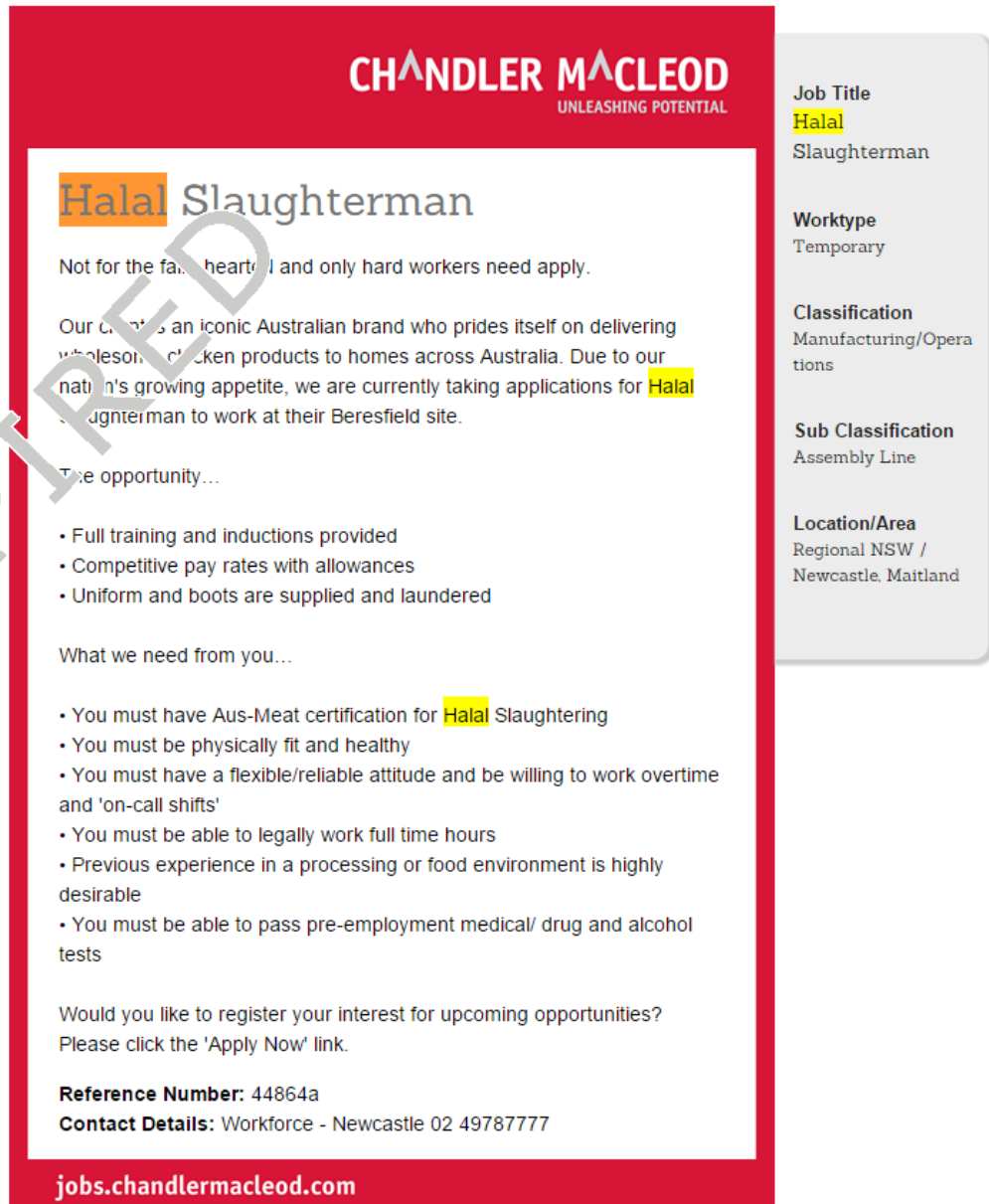
Image 9: A job advertisement from New Zealand seeking halal slaughtermen for work in Australia.⁶²

⁶² <http://myjobspace.co.nz/job/337047>



Stand tall. Fight hard.

bernardgaynor.com.au



The image shows a job advertisement for a Halal Slaughterman at Chandler Macleod. The advertisement is marked with a large, diagonal 'EXPIRED' watermark. The header of the ad features the Chandler Macleod logo with the tagline 'UNLEASHING POTENTIAL'. The job title is 'Halal Slaughterman'. The description states that the company is an iconic Australian brand delivering wholesome chicken products and is currently taking applications for Halal Slaughtermen to work at their Beresfield site. It lists benefits such as full training, competitive pay, and supplied uniforms. Requirements include Aus-Meat certification, physical fitness, and a flexible attitude. The ad also provides a reference number (44864a), contact details (Workforce - Newcastle 02 49787777), and the website jobs.chandlermacleod.com. To the right of the main ad, there is a sidebar with additional details: Job Title (Halal Slaughterman), Worktype (Temporary), Classification (Manufacturing/Operations), Sub Classification (Assembly Line), and Location/Area (Regional NSW / Newcastle, Maitland).

CHANDLER MACLEOD
UNLEASHING POTENTIAL

Halal Slaughterman

Not for the faint hearted and only hard workers need apply.

Our company is an iconic Australian brand who prides itself on delivering wholesome chicken products to homes across Australia. Due to our nation's growing appetite, we are currently taking applications for Halal Slaughterman to work at their Beresfield site.

The opportunity...

- Full training and inductions provided
- Competitive pay rates with allowances
- Uniform and boots are supplied and laundered

What we need from you...

- You must have Aus-Meat certification for Halal Slaughtering
- You must be physically fit and healthy
- You must have a flexible/reliable attitude and be willing to work overtime and 'on-call shifts'
- You must be able to legally work full time hours
- Previous experience in a processing or food environment is highly desirable
- You must be able to pass pre-employment medical/ drug and alcohol tests

Would you like to register your interest for upcoming opportunities?
Please click the 'Apply Now' link.

Reference Number: 44864a
Contact Details: Workforce - Newcastle 02 49787777

jobs.chandlermacleod.com

Job Title
Halal Slaughterman

Worktype
Temporary

Classification
Manufacturing/Operations

Sub Classification
Assembly Line

Location/Area
Regional NSW / Newcastle, Maitland

Image 10: An expired job advertisement for halal slaughtermen in the Newcastle/Maitland region.

3.3.4 Key points

Evidence from a variety of sources indicates that halal certification of food means that there is a strong requirement in the meat industry in particular for an Islamised workforce. It is also possible that halal certification schemes are resulting in an Islamised workforce outside of the production of halal certified food.

- Halal certification authorities require slaughtermen and halal auditors to be Muslim.



Stand tall. Fight hard.

bernardgaynor.com.au

- Anecdotal evidence suggests that the meat industry rotates slaughtermen with other jobs. Consequently it is likely that this practice in a halal certified meat production facility will result in non-slaughtermen positions also being filled by Muslims.
- Evidence suggests that workers with the requisite skill of being Muslim are being sought externally to Australia.
- Australia's meat industry has no reason to be Islamised. Its major markets (domestic and export) are not Islamic and do not require halal certification, with the exception of lamb and mutton meat exports.



Stand tall. Fight hard.

bernardgaynor.com.au

3.4 Halal concerns (part 4): funding Islam

3.4.1 Halal certification schemes do fund Islamic programs

Critics of those who do not wish to eat halal certified non-meat products or halal meat produced from an Islamic ritual animal sacrifice in accordance with Sharia law often claim that there is no evidence that halal certification fees fund terrorism. In doing so, they somehow reach the illogical conclusion that there are no other valid concerns about halal certification funding.

Unfortunately, these critics fail to understand that even if halal certification fees never funded terrorism and even if Islam was to be accepted by all as a non-violent religion, it still does not solve the fundamental problem that the non-Muslim Australian majority has with halal certification schemes.

At their essence, these schemes raise funds by certifying that food products are compliant with Sharia law and, in the case of meat, ensuring that it comes from animals sacrificed to the Islamic god, Allah. These food products are mainly consumed by a non-Muslim consumer base. Consequently, this non-Muslim consumer base is covering the larger part of the cost of certification while purchasing food produced in accordance with a religious requirement that they do not adhere to.

Furthermore, these certification fees are used to fund Islamic programs in Australia. Effectively, these certifications schemes have become a form of tax imposed in a collaboration between food producers/retailers and Islamic organisations on non-Muslim consumers who have no choice because there is no clear labelling and they cannot choose to simply stop eating.

There is clear evidence that halal certification schemes fund Islamic programs in Australia and overseas. That is because halal certifiers state that halal certification fees are used to fund mosques and other Islamic programs.

As such, critics of those who do not want to eat halal certified products miss the point entirely when they raise and then dismiss the issue of terrorism funding. Many non-Muslim consumers simply want a choice: they wish to be able to buy food where certification fees have not been paid, or where animals have not been sacrificed. They do so because they value Australia's culture as it is and do not wish to fund, promote or be coerced into adhering with a religious ideology that they do not follow.

An ABC 'Fact Check' report into halal certification in April 2015 reported that halal certification fees are used to fund Islamic schools and mosques, as well as their expenses.

"Dr Kahn said Halal Australia donates some of its profits to Islamic schools and mosques as part of its broader community engagement program, which includes donations to children's hospitals and the Cancer Council Australia.

"We are mindful of responsibility to the poor and destitute in the community... here as well as in overseas countries [and we donate] through the proper channels, for example Muslim Aid, Islamic Relief, they are all registered non-government organisations internationally," he said.

The Islamic Co-ordinating Council of Victoria (ICCV), a private company, claims to be "the major Islamic organisation responsible for the certification, monitoring, and supervision of Halal food exports from Australia".



Stand tall. Fight hard.

bernardgaynor.com.au

Gaafar Mohammed says ICCV is a community-based organisation that is partnered with 11 Australian mosques.

"We don't fund the mosques, but we take care of their expenses, like electricity, water, things like that," he said."⁶³

Furthermore, both the **Australian Federation of Islamic Councils (AFIC)** and the **Supreme Islamic Council of Halal Meat in Australia (SICHMA)** are registered Australian charities. The category of charity that they are registered under is listed as charities that advance religion.^{64 65}

- According to its 2012 Annual Report, **AFIC** generated over \$860,000 in halal certification fees, while it incurred about \$350,000 in halal certification expenses. AFIC made donations of \$150,000, including for the salary of an imam.
- According to its 2014 Annual Report, **SICHMA** generated over \$1,500,000 in halal certification and auditing fees, with expenses of \$967,000. SICHMA made donations of \$368,000.
- These figures from just two certifying organisations demonstrate that halal certification schemes generate revenues significantly more than the operating costs incurred. Charities do not simply cover administration costs, but raise funds for Islamic organisations.

This submission also notes that both the **ICCV** and the **Halal Certification Authority** claim to be the major suppliers of halal certification in Australia. For instance, the Halal Certification Authority claims that on its website that it has 80% market share of halal certification in Australia. While it cannot be possible that both of these organisations' claims are correct, it is possible that they both earn significantly more in halal certification fees than AFIC and SICHMA combined.

The **ICCV** is not a registered charity. Consequently, its annual reports are not available, however, as noted above, it has informed the ABC that it assists with running expenses for 11 Australian mosques. The **Halal Certification Authority** is not a registered charity either. Its website has a link to a halal foundation.⁶⁶

In addition to the above facts regarding the operation of individual halal certification authorities, this submission does note that there is a general sense among Muslims that halal certification fees belong to the entire Islamic community, as reported by the *Daily Telegraph* recently:

"Dr Rifi said revenue collected by halal certifiers belonged to the "Muslim community"...

... "I propose that halal certification organisations provide financial assistance not just to the grandchildren of Karen and Peter Nettleton (Khaled Sharrouf's kids) but to deradicalisation schemes for disaffected Muslim youth," Dr Rifi said.

"Halal certification money should be invested in engaging with those frustrated youth and deradicalisation programs. After all this is Muslim community money," he said."⁶⁷

⁶³ <http://www.abc.net.au/news/2015-04-14/fact-check-does-halal-certification-fund-terrorism/6383238>

⁶⁴ <http://www.acnc.gov.au/RN52B75Q?ID=951F8CFA-34C6-4FBF-9617-8E03A6717836&noleft=1>

⁶⁵ <http://www.acnc.gov.au/RN52B75Q?ID=6E1DECE6-1D82-495D-99BC-F1B713EE25D3&noleft=1>

⁶⁶ <https://www.halalauthority.org/index.php?page=Halal-Foundation>

⁶⁷ <http://www.dailytelegraph.com.au/news/nsw/islamic-community-leader-jamal-rifi-has-called-on-halal-certification-groups-to-fund-deradicalisation-programs/story-fnpn118l-1227378785140>



Stand tall. Fight hard.

bernardgaynor.com.au

No doubt, many Australians are offended at the idea that they should cover the costs of halal certification fees when they buy food in order to provide the Islamic community with money. Furthermore, it is frustrating that problems with terrorism, a product of Islam, are being used to justify this situation.

This submission also notes that regardless of whether annual reports show charitable donations, Islamic Sharia law provisions around zakat require all Muslims to pay a compulsory donation to eligible Islamic aims each year, one of which is jihad. This will be discussed below.

3.4.2 Charity or profit? No one knows

This submission notes that it is inconsistent that some halal certification authorities are claiming charitable tax exemptions and others are not when they appear to be providing the same services in the advance of Islam and offer the same type of support from these services to fund mosques and other Islamic programs in Australia.

In particular, this submission notes that the **ICCV** is not registered as a charitable organisation and has not been provided GST exemption.⁶⁸ Yet this body, which claims to be one of the largest halal certification authorities in Australia, is not registered for GST either. Conversely, the **Halal Certification Authority** is registered for GST.⁶⁹

This submission acknowledges that these different organisational structures, as well as the varied taxation and charity statuses of halal certification authorities may be perfectly lawful. It does not have the taxation or accounting expertise to make any definitive judgments. However, it does note that this inquiry's terms of reference examine the adequacy of information available to the public regarding certification fees and finances. These structures may need to be examined by this inquiry, or clearer information about these structures should be made available to the public. This will enable the consumer to make informed decisions to purchase, for instance, food certified by halal certification authorities that operate on a not-for-profit basis compared to those that operate to enrich certain individuals.

3.4.3 The terrorism question

This submission acknowledges that the issue of funding for terrorism has been raised by many opponents of halal certification.

Terrorism, unfortunately, is one of the major threats of the current time and this threat does not appear to be receding. In fact, a recent federal government report acknowledged that Australia was not winning the war against internal terror threats on any front.⁷⁰ As such, Australians are justified in being concerned about terrorism, including its funding sources. As the threat from terrorist groups clearly come from those who claim to be Islamic, and as the facts show that more Muslims from this country have been prepared to join the Islamic State than the Australian Defence Force, it is ridiculous to suggest that Australians should not hold legitimate questions about the allegiance of the Islamic community to this nation.

Unfortunately for the Islamic community (and halal certification authorities that help to fund this community), this means that it should expect to face questions. While this submission acknowledges that

⁶⁸ <http://abr.business.gov.au/SearchByAbn.aspx?abn=60284069184>

⁶⁹ <http://abr.business.gov.au/SearchByAbn.aspx?abn=33068275203>

⁷⁰ https://www.dpmc.gov.au/sites/default/files/publications/190215_CT_Review_0.pdf



Stand tall. Fight hard.

bernardgaynor.com.au

this may be frustrating for the Islamic community (and halal certification authorities) and that many Muslims do not support violence or the violent teaching and example of Mohammed, it makes no apology in making this statement. Until the Islamic community can solve the problems that arise from its own members, it should expect suspicion, cynicism and distrust. The non-Islamic community would not be prudent to act otherwise.

This submission is not suggesting that halal certification is a direct source of funding for terrorism. Nor is it suggesting that halal certification authorities are knowingly indirectly funding terrorism either. However, this submission does note at least one questionable donation to Syria from a halal certification authority and argues strongly that a combination of conditions have created a 'perfect storm' for the funding of Islamic terrorist groups. As a result, the conditions have been created to allow individuals to directly and knowingly finance terrorist activity. More importantly, these same conditions mean that Muslims and other Australians may also be unknowingly funding terrorism as well through their support for charitable activity. Consequently, there is a general question about the use of funds raised by the Islamic community, especially where they are sent overseas. Funding raised by halal certification is not exempted from this question.

This perfect storm has been created by the following conditions:

- Islamic law requires all Muslims to pay an annual obligatory tax or charity called zakat and one of the eight groups of people that are financed by zakat is armed jihadis (detailed below).
- Some Muslims believe that the Islamic State is an authentic Islamic jihadi movement. In Australia, some Islamic groups have, at the very least, been equivocal in their condemnation of the Islamic State. For instance, Hizb ut Tahrir has refused to condemn the Islamic State.⁷¹ In addition, many Islamic leaders in Australia, including some associated with halal certification organisations, have publicly defended Hizb ut Tahrir.⁷²
- Other Muslims do not support the Islamic State. However, they must still acknowledge that there is a legitimate Islamic concept of armed jihad. Presumably, this may include those who are fighting against the Islamic State and/or the Syrian government in Syria. Australian Muslims have publicly advocated assisting in jihad with the Free Syrian Army.⁷³
- The evidence shows that the Islamic State and other terrorist groups have secured significant funding or support from Islamic charities in other nations.⁷⁴ It was also recently reported that members of an Australian charity were arrested for supporting the Islamic State.⁷⁵ The Islamic State also secures funding from organised crime, with some links to Australia.^{76 77}

⁷¹ <http://www.dailytelegraph.com.au/news/nsw/hizb-ut-tahrir-wont-condemn-islamic-state-death-cult/story-fni0cx12-1227226333973>

⁷² <http://islaminaustralia.com/2015/02/19/muslim-community-rejects-abbott-governments-demonisation-and-condemns-moves-to-silence-legitimate-criticisms/>

⁷³ <http://www.news.com.au/world/australian-ex-terrorist-accuseds-top-tips-for-joining-jihad/story-fndir2ev-1226645042913>

⁷⁴ <http://www.abc.net.au/news/2014-09-11/explained-whos-funding-islamic-state/5736008>

⁷⁵ <http://www.abc.net.au/news/2015-07-03/australian-charity-investigated-for-alleged-is-links/6591174>

⁷⁶ <http://www.afr.com/business/construction/islamic-state-terrorist-linked-to-sydney-building-groups-20140822-jkr4n>

⁷⁷ <http://www.theaustralian.com.au/in-depth/terror/islamic-state-extremists-reach-out-to-crime-lords/story-fnpdbcmu-1227119927068>



Stand tall. Fight hard.

bernardgaynor.com.au

- Australia's Islamic organisations have a controversial history of financial and regulatory compliance (detailed below).
- The evidence shows that organised criminal groups in Australia have significant Muslim membership and, in some cases, have been linked to those fighting for the Islamic State (detailed below).
- Even Western governments have been unable to prevent funding and weapons sent to Syria to support anti-Islamic State/al Qaeda organisations from falling into the hands of the terrorist groups.⁷⁸
- The humanitarian crisis in Syria and Iraq means that there is a pull factor for legitimate and well-intentioned charitable financial assistance from both Muslims and non-Muslims in Australia.^{79 80 81} However, the Australian Institute of Criminology has found that non-profit organisations are at risk of terrorist exploitation where they are linked to particular religious movements, transfer funds into conflict zones and provide funds to overseas-based organisations.⁸²

This perfect storm means well-intentioned and nefarious groups are both channelling funding into Syria and Iraq. Furthermore, *Terrorism financing in Australia 2014* report states that:

*"Charities and NPOs may be used to raise funds for groups engaged in foreign conflict and as a cover to transfer funds offshore. Funds for legitimate humanitarian aid may also be diverted in Australia, or at their destination, and used to support terrorist groups."*⁸³

This funding is facilitated by Islamic Sharia law, regardless of what one thinks of this law. Terror groups claim legitimacy from this Sharia law, as do Islamic groups that oppose the Islamic State.

While this inquiry does not look into issues of funding for terrorism, its terms of reference do include examining the extent and adequacy of information available to the public about financial records of halal certification schemes and any related matters. As such, the information provided below relates to issues that this inquiry may wish to examine.

3.4.4 Zakat and jihad

Halal certification is a process that ensures food producers comply with Sharia law. However, halal certification does not operate in a Sharia law bubble and it is reasonable to assume that halal certification authorities also comply with other Sharia law stipulations in regards to finance.

Zakat is an Arabic term meaning 'that which purifies'. It is variously described as an obligatory Islamic tax or Islamic charity and is one of the five pillars of Islam. Muslims are bound to pay zakat annually and the

⁷⁸ <http://www.telegraph.co.uk/news/worldnews/middleeast/syria/11203825/Syrian-rebels-armed-and-trained-by-US-surrender-to-al-Qaeda.html>

⁷⁹ <https://islamic-relief.com.au/1210/syria-appeal/>

⁸⁰ <http://www.unicef.org.au/appeals/syria-crisis-appeal>

⁸¹ <https://www.oxfam.org.au/my/donate/syrian-refugees/>

⁸² http://www.aic.gov.au/publications/current%20series/rpp/100-120/rpp114/06_misuse.html

⁸³ <http://www.austrac.gov.au/publications/corporate-publications-and-reports/terrorism-financing-australia-2014>



Stand tall. Fight hard.

bernardgaynor.com.au

amount that they are required to give generally correlates to about 2.5% of their total wealth. Islamic authorities have decreed that failure to pay zakat means that the Muslim is considered to be an apostate.⁸⁴

Zakat is decreed for eight purposes. One of these purposes is jihad, specifically the Islamic interpretation of armed jihad. It is also permissible under Sharia law to pay zakat to an Islamic charity that then directs those funds towards the purposes of zakat, including jihad.

- According to *A summary of Islamic Jurisprudence*, Volume 1 by Dr Salhi Al-Fawzan, the seventh category of zakat is jihad. Furthermore, Allah loves those who engage in jihad.

“The Seventh category is that spent in the Cause of Allah such as that given to warriors who volunteer in fighting for the Cause of Allah and they do not take salaries from the Public Treasury of Muslims.

Generally, the phrase “the Cause of Allah” refers to war against the enemies of Muslims, as Allah, exalted be He, says:

“Indeed, Allah loves those who fight in His Cause...”
(Qur'an: As-Saff: 4)

And He also says:

“Fight in the Way of Allah...”
(Qur'an: Al-Baqarah: 190)⁸⁵

- According to the website, missionislam.com, zakat can be paid for armed jihad:

“Zakat can be given in the path of Allah. By this is meant to finance a Jihad effort in the path of Allah, not for Jihad for other reasons. The fighter (mujahid) will be given as salary what will be enough for him. If he needs to buy arms or some other supplies related to the war effort, Zakat money should be used provided the effort is to raise the banner of Islam.”⁸⁶

- According to a fatwa listed on the website, islamiconlineuniversity.com, zakat may be paid to support non-violent jihad, although some Islamic authorities believe it must only be used for armed struggle:

“Other scholars are of the view that ‘in the path of Allah’ is restricted to battles in the path of Allah only and that it is not appropriate to use Zakah for anything besides it.”⁸⁷

- According to the Islamic website, hidaya.org, zakat can be paid to those engaged in jihad.

“Those who are away from home in the path of Allah. Those in Jihaad, those seeking knowledge or a stranded Haji may be assist with Zakat if they are in need.”⁸⁸

- The Islamic website, newmuslimguide.com, advises that those who fight in defence of Islam or their country can receive zakat:

⁸⁴ <https://en.wikipedia.org/wiki/Zakat>

⁸⁵ <http://sunnahfollowers.net/library/books/Jurisprudence1fawzaan.pdf>

⁸⁶ <http://www.missionislam.com/knowledge/zakat.htm>

⁸⁷ <http://www.islamiconlineuniversity.com/dld/fatwatranslate.pdf>

⁸⁸ <http://www.hidaya.org/publications/zakat-information/who-is-entitled-to-receive-zakat>



Stand tall. Fight hard.

bernardgaynor.com.au

“Those who struggle in the cause of Allah: This includes those who fight in defence of their religion and country as well as those who engage in any activity which aims to support and propagate Islam.”⁸⁹

- The website, islamqa.info, makes it clear that the majority of Islamic scholars believe zakat is to be used to support jihad:

“This study, which we carried out on all the Qur’anic texts in which the phrase “and for Allah’s Cause” appears and on a number of saheeh hadeeths of the Messenger of Allah (blessings and peace of Allah be upon him), prove the validity of the conclusions reached by the majority of scholars who limited spending “for Allah’s cause” in the verse on zakaah to jihad, because the phrase for Allah’s cause”, when mentioned in general terms in the Qur’an and Sunnah, refers to jihad.

But it should be noted that the definition of jihad is not limited only to fighting; rather it includes all areas of conflict between the Muslims and the disbelievers. Supporting Islam is not limited only to combating the disbelievers and mushrikeen and their plots; rather it goes beyond that and includes combating the supporters of falsehood in Muslim lands if this falsehood targets Islam itself, such as if those who support falsehood want to change Islamic sharee’ah or abolish the Islamic caliphate in the Muslim lands, or permit things which are haraam or allow evil things.”⁹⁰

Three points are immediately obvious from Islamic Sharia law requirements in relation to zakat and jihad.

- Halal certification authorities are required, like all other Muslims, to pay zakat.
- Armed jihad is permissible under Sharia law.
- One purpose of zakat is to finance those who engage in armed jihad.

This submission notes that it does not necessarily follow that halal certification authorities in Australia are directly or indirectly paying zakat to jihadis. They may well be paying zakat for other purposes, such as the development of Islam in Australia. This submission simply notes that funding armed jihad is not only lawful under Islamic Sharia law, but encouraged.

3.4.5 Islamic organisations in Australia have a controversial record of accountability

Whatever one thinks of halal certification, or the Sharia law requirements regarding jihad and zakat, it must be observed that Islamic organisations in general have had a controversial history of financial and regulatory compliance in Australia. Indeed, regulatory compliance appears to be weak and, at worst, some Islamic organisations have been linked to the funding of terrorist groups.

- In September 1982, the Royal Commission into the Australian Meat Industry specifically examined AFIC’s credibility as a halal certification authority, stating:

⁸⁹ <http://www.newmuslimguide.com/en/your-zakaat/61>

⁹⁰ <http://islamqa.info/en/209643>



Stand tall. Fight hard.

bernardgaynor.com.au

"AFIC's past record of performance in this area is poor. That is demonstrated by the high level of malpractice that has occurred. As an organisation, AFIC has not shown any ability to administer the system of halal certification effectively."

- In September 2005, the *Sydney Morning Herald* reported that **SICHMA** was involved in a legal case regarding allegedly unapproved loans to charities:

*"Mr Khan's influence on the Supreme Islamic Council of Halal Meat in Australia ended when former loyal supporters swore in court that he had diverted more than \$1 million without approval into loans for his own favoured charities, in particular his college, which he runs with his wife, Ghazwa, who is also the principal."*⁹¹

- In July 2006, SBS reported that the peak Islamic organisation in Australia, **AFIC** had its assets frozen:

*"AFIC's bank has frozen its funds until the present board can produce evidence it is the properly-elected body."*⁹²

- In March 2010, the *West Australian* reported that two administrators of the **Islamic College of Australia** were found guilty of fraud:

*"Two Islamic college leaders were this afternoon found guilty of fraudulently claiming millions of dollars from the State and Federal governments to help get the school out of financial trouble."*⁹³

- In July 2012, *The Australian* reported that Australia's largest Islamic school had been ordered to pay back over \$9 million in public funding:

*"AUSTRALIA'S biggest Islamic school has been ordered to pay back \$9 million in public funds to the NSW government after it found millions in taxpayers' money had been diverted to the country's peak Muslim body."*⁹⁴

- In December 2012, *The Australian* reported that senior members on the **AFIC** board had been suspended while an auditor investigated the alleged loss of hundreds of thousands of dollars:

*"Ikebal Patel, the former president and current vice-president of AFIC and the assistant treasurer Ashraf Ali were suspended after an executive committee meeting on December 9, and an external auditor brought in to examine the use of hundreds of thousands of dollars of the organisation's funds."*⁹⁵

- In October 2013, *The Australian* reported that an Islamic school in Sydney's south west was under investigation following complaints that millions had allegedly gone missing:

"Sam Cannavo resigned as principal late last month over the management of the 230-student school, making a formal complaint to police alleging that up to \$2.1 million had gone

⁹¹ <http://www.smh.com.au/news/national/revealed-the-saudis-paymaster-in-australia/2005/09/09/1125772698477.html>

⁹² <http://www.sbs.com.au/news/article/2006/07/06/afic-funds-frozen>

⁹³ <https://au.news.yahoo.com/thewest/wa/a/7008504/islamic-college-leaders-guilty-of-fraud/>

⁹⁴ <http://www.theaustralian.com.au/national-affairs/state-politics/malek-fahd-islamic-school-to-repay-9m-in-public-funds/story-e6frgczx-1226438977643>

⁹⁵ <http://www.theaustralian.com.au/national-affairs/muslim-peak-body-suspends-officers/story-fn59niix-1226537924005>



Stand tall. Fight hard.

bernardgaynor.com.au

missing from the school. Mr Cannavo has given police allegedly falsified building receipts with millions drawn on an account managed by a senior school official.

Mr Cannavo also alleges landfill on the school site contains asbestos and the school's sewage system had frequently overflowed, at times entering the school's drinking fountains.

A builder hired by the school has also made a police complaint, alleging he was paid only half of the almost \$5m the school had charged for projects at the school, alleging the school had charged millions in fake invoices.”⁹⁶

- In October 2013, the ABC reported that Australia’s largest Islamic school faced imminent closure after allegedly failing to meet regulatory requirements:

“Australia's largest Muslim school, Malek Fahd Islamic School, is facing imminent closure after New South Wales Board of Studies inspectors recommended its registration not be renewed in 2014.”

- In January 2014, Fairfax media reported that a number of Islamic charities, community organisations and individuals had been warned to stop sending funds to Syria through the channels they had been using:

“Australia's intelligence agencies have been monitoring phone calls, freezing bank accounts and making covert home visits to warn people donating money to Syrian war victims that they suspect the funds might instead be financing terrorism.”⁹⁷

- In September 2014, *The Australian* reported that a money transfer company was suspended after allegedly funding Islamic State terrorists:

“Authorities are also concerned the company, Bisotel Rieh Global Money Transfer, may have transferred funds to Mohamed Elomar, Khaled Sharrouf’s companion in Syria and a fellow fighter with the terrorist organisation.

Financial intelligence and compliance agency AUSTRAC announced it had suspended Bisotel Rieh, which trades in the western Sydney suburb of Lakemba, after it failed to declare the \$9m in funds transferred out of Australia.

The company is being investigated over suspicious transfers of funds to individuals in Malaysia, amid admissions from staff that it “actively smuggles” money from Turkey into Lebanon.”⁹⁸

- In September 2014, the ABC reported that a charity raising funds for Syrians had its bank account frozen:

“A well-known charity group raising money for humanitarian aid in Syria has been caught up in the crackdown on money leaving Australia for the Middle East.

⁹⁶ <http://www.theaustralian.com.au/national-affairs/state-politics/red-flag-on-fifth-islamic-school/story-e6frgcxz-1226741298459>

⁹⁷ <http://www.smh.com.au/national/asio-spying-on-syria-fundraisers-amid-terrorism-funding-fears-20140111-30nme.html>

⁹⁸ <http://www.theaustralian.com.au/news/nation/fears-companys-missing-9m-used-to-finance-terror/story-e6frg6nf-1227062089424>



Stand tall. Fight hard.

bernardgaynor.com.au

Bank accounts for the Australians For Syria Association were shut down a month ago by the Commonwealth Bank, without explanation.”⁹⁹

- In March 2015, the *Courier Mail* reported that the **Islamic College of Brisbane** was under investigation for alleged financial irregularities:

“The finances of Queensland’s largest Islamic school are under the microscope amid allegations of thousands of dollars of “phantom debt” and secret payments to the former chairman of the board.”¹⁰⁰

- In April 2015, *The Australian* reported that the **al-Furqan Islamic Centre**, which a number of terrorism suspects have been linked to, was under investigation for alleged tax, social security and financial fraud:

“Several security agencies are monitoring the Springvale South prayer room with the aim of shutting it down.

They are known to be investigating tax, immigration, finance or social security fraud in an effort to halt the radicalisation process thought to be taking place.”¹⁰¹

- In May 2015, *The Advertiser* reported on allegations of serious financial mismanagement at the **Islamic College of South Australia**:

“The analysis, prepared by the former principal of an affiliated Islamic school in Brisbane, Dr Mubarak Noor, raises questions over millions of dollars “missing” from financial statements, and a loan to parent body the Australian Federation of Islamic Councils, and skyrocketing rents paid to AFIC.

According to Dr Noor, federal and state funding was understated by \$3.5 million across the 2012 and 2013 records, while a loan from the school to AFIC was raised “without justification” from under \$200,000 to almost \$2 million between 2011 and 2013, and rent to AFIC rose from \$84,000 in 2011 to \$628,000 in 2012.

Former principals confirmed they were denied all access to financial records in their time at the school.”¹⁰²

- In June 2015, the ABC reported that the **Islamic Council of the ACT** and **Muslims NSW** were allegedly not meeting regulatory requirements and may face loss of registration:

“The ACT Government has said it would consider cancelling the registration of the Islamic Council of the ACT after an ABC investigation found the group may have failed to hold annual meetings for up to four years.

⁹⁹ <http://www.abc.net.au/news/2014-09-30/syrian-charitys-accounts-closed/5780056>

¹⁰⁰ <http://www.couriermail.com.au/news/queensland/islamic-college-of-brisbane-investigated-over-phantom-debt-secret-payments/story-fnihsrf2-1227283681092>

¹⁰¹ <http://www.theaustralian.com.au/in-depth/terror/al-furqan-islamic-prayer-centres-future-innbspdoubt-after-terror-raids/story-fnpdbcmu-1227310963799>

¹⁰² <http://www.adelaidenow.com.au/news/south-australia/call-for-police-to-investigate-allegations-of-financial-mismanagement-at-islamic-college-of-sa/story-fni6uo1m-1227370475086>



Both it and its NSW counterpart, Muslims NSW, have been accused of not holding annual meetings for as long as eight years and the claims are supported by paperwork lodged with regulators in those states.”¹⁰³

- In June 2015, *The Australian* reported that schools run by **AFIC** appeared to be operating on a for profit basis in contravention of government funding regulations:

“Muslim schools across the country appear to be operating for profit under a “creative accounting” process forced on principals by the Australian Federation of Islamic Councils, the Independent Education Union says.”¹⁰⁴

- In July 2015, the ABC reported that members of an Islamic charity based in Australia were arrested in Lebanon for allegedly raising funds for the Islamic State:

“Barakat appeared before a military court in Lebanon on Friday. He faces charges of fundraising for jihadists, recruiting for IS and fighting against the Lebanese army.

The ABC understands two other dual Australian-Lebanese members of the Sydney-based charity are under investigation in relation to the fundraising charges.”¹⁰⁵

This submission is not alleging that any halal certification authorities are engaged in illegal or fraudulent financial activity. It is simply noting the general situation of financial and regulatory accountability in the wider Islamic community that has, at times, involved halal certification authorities. This submission argues that it should at least be a matter of interest for this inquiry that **AFIC** and **SICHMA**, reported to be linked with numerous alleged financial irregularities, are halal certification authorities.

3.4.6 Significant Muslim affiliation with criminal organisations

Unfortunately, there appears to be a significant Muslim membership base in some criminal organisations. Again, this submission is not alleging that halal certification authorities are linked with criminal organisations. It is simply noting the general context of criminal activity and its apparent reliance on an Islamic membership base in some cases.

- *The Australian* reported in March 2007 that bkie gangs had links with Middle Eastern groups and were using Islamic symbols.

“Supt Gere and Ms Lobez say gangs across Australia have formed relationships with Middle Eastern and Asian crime gangs and mafia-type groups.

In Perth, the Coffin Cheaters are linked with the Scorpions and the Sword Boys, who wear miniature scimitars or curved swords.

The Sword Boys were a local street gang before allegedly running drugs for the Cheaters.”¹⁰⁶

- The *Courier Mail* reported in December 2010 about a new bkie gang named ‘Soldiers of Islam’:

¹⁰³ <http://www.abc.net.au/news/2015-06-27/muslim-state-councils-accused-of-avoiding-accountability/6577366>

¹⁰⁴ <http://www.theaustralian.com.au/national-affairs/education/muslim-schools-forced-to-pay-afic/story-fn59nlz9-1227393736387>

¹⁰⁵ <http://www.abc.net.au/news/2015-07-03/australian-charity-investigated-for-alleged-is-links/6591174>

¹⁰⁶ <http://www.theaustralian.com.au/news/bkie-gangs-run-nightclub-drug-scene/story-e6frg6n6-111113215431>



Stand tall. Fight hard.

bernardgaynor.com.au

*"Police have discovered pictures of Osama bin Laden at a Gold Coast home linked to a worrying new bikie gang called Soldiers of Islam, whose members include former Iraqi soldiers."*¹⁰⁷

- The *Advertiser* reported in February 2012 that the slain son of a bikie gang leader was buried in an Islamic ritual:

"IT was a quiet, sombre Muslim funeral. No bikes, no bravado, and no sign of the brutal gang war that claimed Giovanni Focarelli's young life.

*Calm prevailed among the gangland mates and family of Focarelli as they gathered for his final farewell on Friday."*¹⁰⁸

- The *Courier Mail* reported in October 2013 that bikie gangs were targeting Muslims for recruitment:

*"Sources say gangs such as the Bandidos are embracing multiculturalism, signing up Lebanese, Turkish and Balkan members, many from Sydney and Melbourne."*¹⁰⁹

- The ABC reported in November 2013 that Afghan elements of the Brothers 4 Life bikie gang were behind a violent turf war:

"Police believe an Afghan faction inside the notorious Brothers 4 Life gang is responsible for a recent outbreak of bloody and indiscriminate gun violence in Sydney.

*The leader of the breakaway faction is an Afghanistan-born 30-year-old whose family sought asylum in Australia."*¹¹⁰

- In April 2014, Zaky Mallah released a You Tube video threatening violence against a certain named person and claiming that at least three different bikie gangs in Sydney contained Muslims who would be prepared to use violence against him.¹¹¹
- The *Sydney Morning Herald* reported in August 2014 that an Australian fighting for the Islamic State had criminal links:

"An underworld clash between Khaled Sharrouf and other crime figures over attempts to collect a disputed \$9 million debt precipitated Sharrouf's departure to the Middle East to join murderous extremist group, the Islamic State.

Sharrouf, who recently gained global infamy after pictures were posted on social media of his young son holding a severed head, was attempting to recover the debt in the months before his departure for Iraq.

¹⁰⁷ <http://www.couriermail.com.au/news/queensland/new-bikie-gang-called-soldiers-of-islam-is-gaining-momentum-on-the-gold-coast/story-e6freoof-1225969788870>

¹⁰⁸ <http://www.adelaidenow.com.au/news/south-australia/vince-focarelli-denied-bail-to-attend-the-funeral-of-his-son-giovanni/story-e6frea83-1226266684764>

¹⁰⁹ <http://www.couriermail.com.au/news/queensland/criminal-bikie-gangs-boost-numbers-with-young-muslim-and-eastern-european-recruits/story-fnihsrf2-1226733840346>

¹¹⁰ <http://www.abc.net.au/news/2013-11-19/afghan-faction-splits-brothers-4-life-gang/5103596>

¹¹¹ <http://bernardgaynor.com.au/revealed-australian-made-islamic-death-threats/>



Stand tall. Fight hard.

bernardgaynor.com.au

*Sharrouf was muscle for hire in the Sydney underbelly, working closely with bikies, drug dealers and underworld identities before leaving Australia on his brother's passport.*¹¹²

- The *Daily Mail* reported in November 2014 that Islamic extremists were joining bikie gangs:

*"Police say Islamic extremists are teaming up with outlaw motorcycle gangs, using radical Islam as a justification to join the groups."*¹¹³

- The *Age* reported in January 2015 that police were preparing for a spike in crime following the release of a prisoner with a significant following of Muslims:

"Police are preparing for a major spike in outlaw motorcycle gang related crime with the pending release of an influential prisoner recruited to the Mongols while serving a sentence for two attempted murders.

According to jail sources Mohammad Akbar Keshtier, 43, also known as Afghan Ali, is the acknowledged leader of a gang of Muslim prisoners held in maximum security jails.

*"When he was moved to Barwon there were about 50 Muslim inmates waiting to pay homage to him," the source said.*¹¹⁴

- The *Daily Telegraph* reported in February 2015 that a senior bikie member had converted to Islam:

"A SENIOR Bandidos bikie with links to Sydney's notorious Brothers 4 Life gang and Muslim radicals has converted to Islam...

... Brothers For Life began life as a loose association of members from the Bankstown-Greenacre area in Sydney's southwest, drawn from gangs including the Assyrian Kings, Dlasthr - "The Last Hour" - and the Muslim Brotherhood under the leadership of convicted murderer Bassam Hamzy.

*They terrorised western Sydney and were responsible for a spate of shooting as a tit for tat internal power struggle erupted in 2013.*¹¹⁵

This submission notes that there are many more reported examples linking criminal activity with an Islamic membership base. It also notes that one halal certification authority has close family connections to alleged criminal activity, although there is no evidence that this person was involved in that criminal activity. However, he was fined for inadequate weapon storage.¹¹⁶

¹¹² <http://www.smh.com.au/national/jihadist-was-a-muscle-for-hire-20140822-3e5ra.html>

¹¹³ <http://www.dailymail.co.uk/news/article-2843385/Islamic-Radicals-joining-forces-outlaw-bikie-gangs.html>

¹¹⁴ <http://www.theage.com.au/victoria/police-braced-for-bikie-crime-rise-following-mohammad-akbar-keshtiers-release-20150116-12rk53.html>

¹¹⁵ <http://www.dailytelegraph.com.au/news/nsw/brothers-4-life-linked-bandidos-bikie-brett-kaos-pechey-converts-to-islam/story-fni0cx12-1227228275077>

¹¹⁶ <http://www.perthnow.com.au/news/western-australia/wa-islamic-council-head-rateb-jneid-cleared-over-gun-storage/story-fnhocxo3-1227076538647>



Stand tall. Fight hard.

bernardgaynor.com.au

3.4.7 Halal certification authority attempts to conceal Syrian donation

Noting the general details listed in the sections above, this submission does argue that this inquiry should examine the financial operations of the **Islamic Council of Western Australia (ICWA)**, particularly as its 2013 annual report raises serious questions about the transfer of funds to Syria.

The President's Report states that the Islamic Council halal subcommittee has been made functional and that the organisation is hoping for certification to begin raising revenue. Then the President, Dr Rateb Jneid, makes the following statement:

"During the year the ICWA has made ongoing donations to Syria because of the difficult civil conditions. The donations were through the Al Imdaad Charity, to ensure that no recriminations could be directed at ICWA."

President's Report, Islamic Council of Western Australia 2013 Annual Report

This submission notes that it is unknown why the ICWA decided to distance itself from its transfer of funds to Syria. However, it does note that the **Al Imdaad** charity based in the United Kingdom is affiliated with Al Imdaad in Australia. The United Kingdom branch of Al Imdaad has sparked controversy for the following reasons:

- It provided funds to the Turkish-based charity **IHH Humanitarian Relief Foundation**.¹¹⁷ Turkish police arrested two of IHH Humanitarian Relief Foundation's members for supporting al Qaeda in 2014.¹¹⁸
- It provided funds to an organisation reportedly aligned with the **Muslim Brotherhood** (a banned terrorist organisation in Egypt), the **Zamzam Foundation**.¹¹⁹

This submission also notes that other halal certification authorities in Australia are linked with Islamic Relief Australia International.¹²⁰ The United Arab Emirates listed **Islamic Relief** as a terrorist organisation in 2014, although media reporting also indicates that this listing may not be justified.¹²¹

This submission also notes that recently some Australian halal certification authorities have signed a secret agreement in Mecca. This agreement was organised by a Wahhabist leader and it appears that it may direct halal certification authorities that sign this agreement to transfer some proceeds to an international fund established to promote Islamic concepts and programs.¹²²

3.4.8 Key points

Halal certification schemes are funding Islamic programs in Australia from the revenues generated by certification and paid for by the majority non-Islamic consumer base in this country. Furthermore, while there is no evidence that halal certification schemes are knowingly funding terrorism, there is a 'perfect

¹¹⁷ http://apps.charitycommission.gov.uk/Accounts/Ends87/0001140187_AC_20130331_E_C.pdf

¹¹⁸ <http://www.usatoday.com/story/news/world/2014/01/14/turkey-qaeda-erdogan-assad/4471453/>

¹¹⁹ <http://www.telegraph.co.uk/news/uknews/11114599/Government-donation-to-Muslim-Charities-Forum-denounced-as-madness.html>

¹²⁰ <http://www.halal-australia.com.au/recognition-and-affiliation/>

¹²¹ http://www.civilsociety.co.uk/governance/news/content/18588/islamic_relief_labelled_as_terrorist_group_by_uae

¹²² <http://www.theaustralian.com.au/in-depth/community-under-siege/halal-certification-charter-signed-in-secret-in-mecca/story-fnubfp6c-1227367563146>



Stand tall. Fight hard.

bernardgaynor.com.au

storm' of conditions that are allowing terrorist groups to profit, even from legitimate charities. Some halal certification authorities are operating as charities, or contributing to charities, including overseas.

- Halal certification authorities state that they are funding Islamic programs and mosques in Australia from the proceeds of certification.
- The lack of labelling means that consumers have no way of knowing if they are purchasing food items that have contributed to halal certification schemes and therefore Islamic programs.
- Halal certification schemes are generating revenues far in excess of the costs of certification.
- Halal certification schemes are operating under a varied mix of regulatory provisions. Some are registered charities, while some are profit making businesses. Some profit making businesses are not registered for GST.
- Muslims are required to pay a compulsory tax or donation under Sharia law each year. This is to be used for specific causes, including armed jihad.
- Terrorist groups are being funded by bogus charities, while government reports recognise that even well-intentioned and legitimate charities can be manipulated to divert funds to terrorist groups.
- Australia's Islamic community has a controversial record of financial and regulatory accountability.
- Some criminal organisations appear to have strong Muslim membership bases.
- At least one Australian halal certification authority has seemingly attempted to conceal donations to Syria.
- Australian halal certification authorities have signed an international agreement that appears to direct that a certain percentage of halal certification costs are transferred overseas.



Stand tall. Fight hard.

bernardgaynor.com.au

3.5 Halal concerns (part 5): cost

3.5.1 Certification cost

It is difficult to determine the exact costs of halal certification for individual businesses because there is not much information publicly available. However, there are some costs that have been reported:

- A court case regarding faked halal certification certificates states that the average cost of certification for a kebab store is \$5,000 annually and \$30,000 annually for wholesale suppliers.¹²³
- According to an ABC 'Fact Check', the **Byron Bay Cookie Company** pays \$1,500 per year for certification, while **Fleurieu Milk Company** would have paid a \$1,000 certification fee for a \$50,000 contract.¹²⁴
- According to the *Courier Mail*, one beef producer was quoted \$27,000 per month in fees payable to an Indonesian halal certification organisation.¹²⁵ Australian halal certification organisations have also paid fees to Indonesian organisations. Fees covered costs for Islamic schools and mosques in Indonesia and failure to pay has meant some businesses have not been able to export.
- The **Halal Australia** website does not quote certification costs, but lists a \$110 application fee with an additional \$55 application fee for every additional site. This fee does not guarantee certification. Actual certification fees vary based on factors such as product category, halal risk factors and the need for ongoing support systems.¹²⁶
- The **Islamic Council of Queensland** website sells certification fees for \$400.¹²⁷
- According to the **AFIC** website, food producers pay a royalty for certification and must provide AFIC access to their financial records in order for that royalty to be calculated.¹²⁸

While the costs of halal certification vary widely, it can be seen that in some cases fees are a significant impost on businesses. In fact, the court case mentioned above demonstrates that this impost can be so large that businesses will attempt to fake certification.

Furthermore, it appears likely that costs may affect a number of businesses. For instance, in order to receive certification from the **Halal Certification Authority** each food ingredient (as well as storage, manufacturing and cleaning equipment) needs to be approved by an imam. From the information on the Halal Certification Authority's webpage, each supplier must effectively be halal certified before the original applicant can be certified.¹²⁹ Obviously, this process may need to go through a number of iterations back to original source

¹²³ <http://www.davies.com.au/ip-news/federal-court-awards-additional-damages-for-flagrant-infringement-of-halal>

¹²⁴ <http://www.abc.net.au/news/2015-04-14/fact-check-does-halal-certification-fund-terrorism/6383238>

¹²⁵ <http://www.news.com.au/national/aussie-firms-paying-inflated-price-to-have-halal-certification/story-fncynjr2-1226743120181>

¹²⁶ <http://www.halal-australia.com.au/fees-and-charges/>

¹²⁷ <http://icq.net.au/halal-certificate-products/>

¹²⁸ <http://muslimsaustralia.com.au/halal-accreditation-2/#respond>

¹²⁹ <https://www.halalauthority.org/index.php?page=Certification-Procedure>



Stand tall. Fight hard.

bernardgaynor.com.au

suppliers and may involve expensive and lengthy investigations throughout the entire food industry's production, storage and transportation network.

The total cost of halal certification in Australia is not publicly available either. However, it is possible to reasonably estimate figures.

- According to documents lodged with the Australian Charities and Not-For-Profit Commission, **AFIC** generated \$860,000 in halal certification fees in 2012. This was an increase in revenue of about 21% over the previous year.¹³⁰
- According to documents lodged with the Australian Charities and Not-For-Profit Commission, **SICHMA** generated \$1,109,000 in halal certification fees in 2014. This was an increase in revenue of about 6% over the previous year.¹³¹ This submission notes that SICHMA has no employees.
- Given these figures and the increase in revenue, it would be reasonable to expect that these two certification authorities generated about \$2,200,000 in halal certification fees this year.

The **Halal Certification Authority** claims that it controls 80% of the market share for halal certification in Australia. If this claim is correct, and if AFIC and SICHMA make up the balance of halal certification fees, then the total amount of halal certification fees charged in Australia in 2015 would be at least \$11,000,000 per year.

However, we do know that there are numerous other certification authorities, with 22 registered for export with the Department of Agriculture. Consequently, it is likely that the total costs of halal certification fees are greater than the minimum estimate above. Regardless, this submission notes that it is obvious that some millions of dollars in certification fee costs are incurred by food producers each year. It is unreasonable to assume that food producers are charitably absorbing this cost on behalf of consumers. There can be no doubt that it is passed on, as are all costs, so that producers can cover their costs and make a profit.

3.5.2 Auditing cost

Halal certification fees are not the only cost of certification. There are ongoing audit costs. Again, these are not publicly available. However, this submission does note that **SICHMA** has reported it received over \$400,000 in halal auditing fees in 2014. The previous year it did not generate any revenue from auditing fees.¹³²

Documentation from the **Western Australian Halal Authority (WAHA)** states that certified organisations are to be approved by the WAHA Shariah Board. Following certification, companies are to submit quarterly audit reports.¹³³ The WAHA audit form is nine pages long and even includes questions in relation to prayer rooms for Muslim employees. The fit out for these facilities alone would be expensive.

Given the fact that **SICHMA's** report shows that halal auditing fees were not paid in 2013, this submission notes that it is possible that halal audits are a relatively new process and that these may result in significant new and additional costs for businesses to incur annually. This submission also notes that apart from the

¹³⁰ <http://www.acnc.gov.au/RN52B75Q?ID=6E1DECE6-1D82-495D-99BC-F1B713EE25D3&noleft=1>

¹³¹ <http://www.acnc.gov.au/RN52B75Q?ID=951F8CFA-34C6-4FBF-9617-8E03A6717836&noleft=1>

¹³² <http://www.acnc.gov.au/RN52B75Q?ID=951F8CFA-34C6-4FBF-9617-8E03A6717836&noleft=1>

¹³³ http://www.halalbooklet.com/downloads/WAHA_Certification_Procedure.doc



Stand tall. Fight hard.

bernardgaynor.com.au

direct auditing fee, businesses must incur other costs, including time spent on regular audits and the compliance costs that must be built into the food production process. These costs may well exceed the actual costs of initial certification.

3.5.3 Other business costs

Besides the certification and auditing fees, there are other costs that business must incur. For instance, meat processors must have two separate supply lines as any meat that is deemed not halal must be segregated. This is not just to ensure that pork products are separated. Rather, it is to ensure that meat from an animal that is not killed the appropriate way is segregated (for example, if it dies from the stunning process rather than the sacrificial ritual). As such, any halal certified meat producer will be required to build two separate supply chains even if they do not process animals that are considered haram under Sharia law.

This submission notes that these other business costs can be quite significant. For example, for an abattoir to maintain certification with the **WAHA**, its production processes must meet the following requirements¹³⁴:

- It must meet administrative requirements for both the WAHA and any relevant foreign halal certification authorities.
- It must develop procedures and clean all machinery between halal and non-halal slaughters.
- It must have a procedure for removing carcasses that have been downgraded from halal, effectively establishing a second supply chain.
- It must develop procedures for the storage and security of halal certification certificates.
- Muslim slaughtermen must carry registration cards.
- Stunning and slaughtering techniques must be in accordance with Sharia law.
- Checks on the stunning and slaughtering techniques must be done by a Muslim.
- Records must be kept each day in relation to halal carcasses, cold room storage and product transfer.
- All halal carcasses must be stamped.
- Offal must be processed in accordance with Sharia law.
- There must be separation of halal and non-halal equipment.
- These procedures must be applied and repeated for carcasses in the boning room and cold room.
- There must be separation between halal and non-halal products throughout the processing and transportation supply lines.

¹³⁴ http://www.halalbooklet.com/downloads/WAHA_Audit_Form.doc



Stand tall. Fight hard.

bernardgaynor.com.au

- All staff must be trained to understand the sensibilities of Muslims in relation to halal processes.
- These training programs must be reviewed.
- Facilities must be provided for an Islamic prayer room.
- Production processes must allow time for prayer.

Obviously, simply meeting these requirements is going to impose significant costs on a business quite apart from certification and auditing fees. That these costs are prohibitive is made clear in a statement I received from **Woolworths** on 30 June 2015 while preparing for this submission:

"Woolworths is not in a position to meet the requirements for halal accreditation as this involves many additional requirements for each store to achieve accreditation."

Email received from a Woolworth's representative, dated 30 June 2015 (emphasis added)

In addition, it appears that numerous halal certification authorities will not provide certification unless food companies ensure that they do not produce 'haram' food. Essentially, certification under these conditions means that companies will cease producing items that the non-Muslim majority in Australia have happily and safely consumed in the past. This may also reduce production and profits for businesses, while reducing choice for consumers.

In all, this submission notes that a very conservative estimate of halal certification, audit and other costs may amount to an annual figure of \$20 million per year. Consequently, the 1982 Royal Commission into the Australian Meat Industry should be compulsory reading for this inquiry. It slammed the profits taken by **AFIC** and other halal certifiers which were estimated in total to cost less than \$600,000 per year in 1982.

"In any event, whether the annual cost of certification is \$580 000 or \$230 000, it is a significant cost to the industry which should be contained as far as possible if Australia is to remain competitive in Islamic markets. The past system has meant that Australian meat producers have been paying fees which, in part, have been devoted to the general purposes of Islamic groups in this country. This should not be permitted to continue."¹³⁵

Royal Commission into the Australian Meat Industry, September 1982

One fails to see how a certification scheme that may well have increased in costs by a factor of at least 34 in just 33 years is not a financial impost on businesses and consumers. It is also difficult to understand how the reduction of halal costs was considered to be important for export competitiveness in Islamic markets in 1982, while in 2015 businesses seem to be arguing that the imposition of halal certification costs improves their competitiveness.

¹³⁵ <file:///C:/Users/Bernard/OneDrive/Documents/8.%20Writing/Submissions/Food%20Certification/VPARL1982-85No52B.pdf>



Stand tall. Fight hard.

bernardgaynor.com.au

3.5.4 Religious cost

Halal certification is not simply about food. It is about ensuring that food, the supply chain and even workers comply with Islamic Sharia law.

As such, halal certification comes with a religious cost. This cost is not quantifiable in economic terms, but it is rather measured in social terms. Australia is a Christian nation and all its institutions and laws are rooted in Christian principles. That being said, Australia has a very tolerant approach to religious belief and Australian society prides itself on freedom and choice.

Halal certification schemes must be seen for what they are: they are not about religious choice. Rather, they are about imposing Islamic dominance and raising funds for Islamic propagation.

If halal certification schemes were about choice and simply meeting the needs of the Islamic community, they would not need to impose themselves across almost the entire food supply chain in Australia. They would only need to ensure that enough food was certified to meet the needs of the very small Islamic minority in Australia.

Unfortunately, the widespread imposition of halal certification is now denying religious choice to the non-Islamic majority. In particular, they have lost the freedom not to eat meat sacrificed to the Islamic god, Allah. In Australia and elsewhere in the world, this loss of religious freedom over food is resulting in a corresponding loss of freedom in other areas.

- Barbeques on Christmas Island for general public use have been designated for halal only meat.



Image 11: This public facility has been designated for halal only meat by the Shire of Christmas Island.



Stand tall. Fight hard.

bernardgaynor.com.au

- The Oxford University Press has banned the word pork from its publications.¹³⁶
- Employees in a United Kingdom business were told in 2012 that they could no longer eat pork in their workplace.



Image 12: Employees at the United Kingdom retailer 'Boo Hoo' were informed in 2012 that they cannot eat pork products at work.

¹³⁶ <http://www.telegraph.co.uk/news/uknews/11345369/Oxford-University-Press-bans-use-of-pig-sausage-or-pork-related-words-to-avoid-offending-Muslims.html>



Stand tall. Fight hard.

bernardgaynor.com.au

- A meat production facility in the United States has banned employees from bringing ham sandwiches and other pork products to the workplace for the lunch.¹³⁷

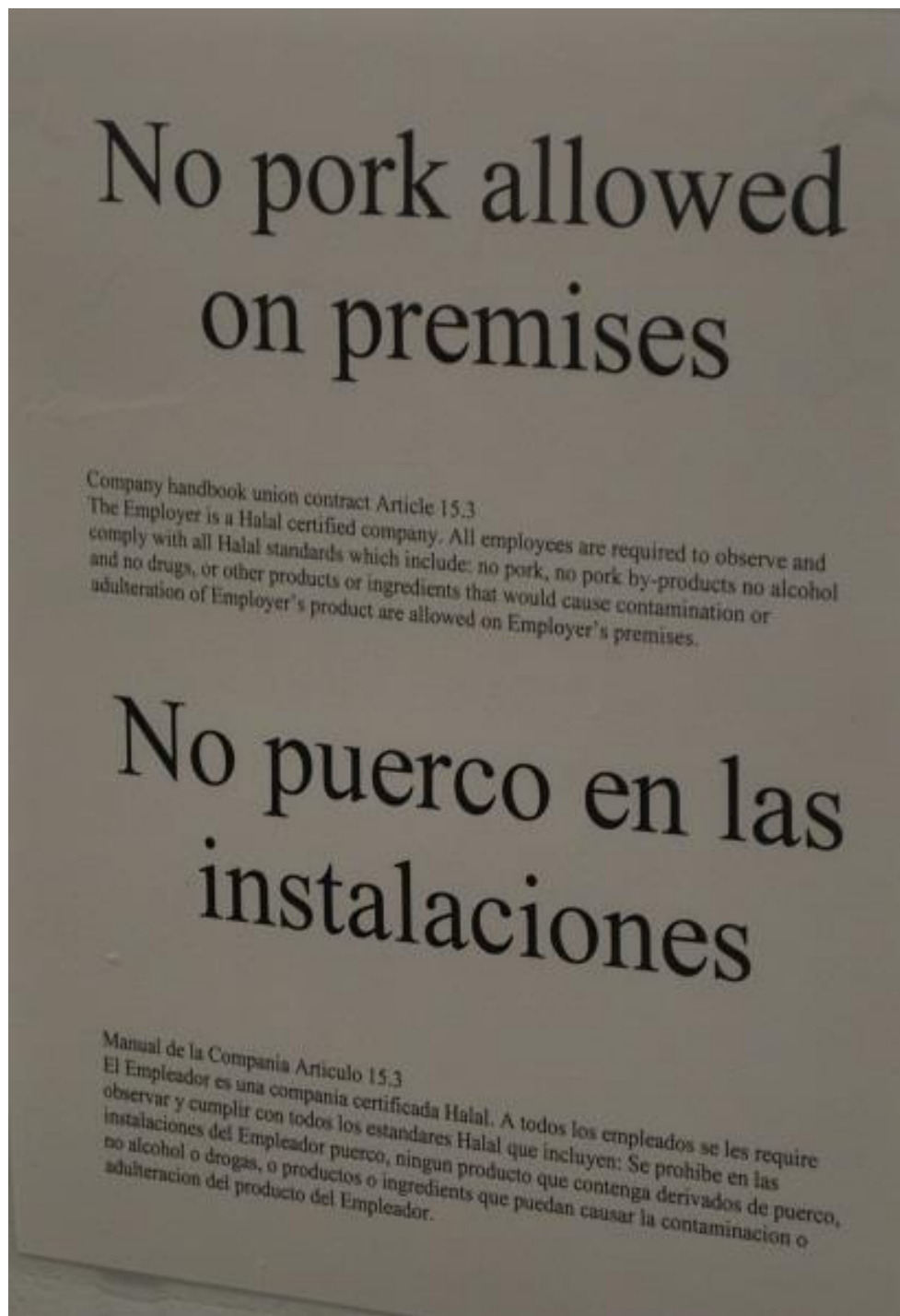


Image 13: Employees at Crescent Foods Plant are forbidden from bringing pork products to the workplace.

¹³⁷ <http://myhalalkitchen.com/a-fascinating-glimpse-at-the-crescent-foods-plant-tour/>



Stand tall. Fight hard.

bernardgaynor.com.au

3.5.5 Key points

Halal certification comes at a cost. This does not only include certification fees, but also includes auditing costs and the costs incurred from structuring production and supply chains to comply with Sharia law. There is also a cost in relation to choice and religious freedom.

- Information about certification fees show that the costs can be significant, such that businesses have sought to fake certification.
- In order to receive certification, some halal certification authorities are requiring all suppliers for that business be certified as well.
- The total cost of certification fees alone in Australia is likely to exceed \$11 million.
- Auditing fees appear to be new additional costs incurred by businesses and may well exceed the actual costs of certification.
- Businesses must incur other costs, including a mandatory second supply chain for meat producers to handle carcasses that have been downgraded from halal.
- Business must incur other costs including the provision of prayer rooms and training on Islamic sensibilities. These other costs are likely to be at least as expensive as the costs of certification.
- Certified businesses may be required to cease producing certain product types.
- Businesses seemingly are required to provide their financial records to halal certification authorities.
- It is unreasonable to assume that businesses are charitably absorbing the costs of certification, halal audits and the costs related to meeting Sharia law requirements. There can be no doubt that these costs are passed onto the primarily non-Islamic consumer base. A very conservative estimate would estimate that these costs exceed \$20 million annually.
- Evidence shows that choice and religious freedom are being curtailed with the rise of halal certification.



Stand tall. Fight hard.

bernardgaynor.com.au

3.6 Halal concerns (part 6): halal creep

3.6.1 Halal is more than food – it's a way of life

Halal is a way of life. This is made clear in numerous Islamic publications and websites, including on the **Islamic Council of Victoria's** webpage.¹³⁸

As such, under Sharia law there are provisions dictating regulations over every aspect of life from business transactions through to washing rituals. For instance, *A Summary of Islamic Jurisprudence*, (Volumes 1 and 2) by Dr Salih al-Fazwan has chapters dedicated to the following topics (among many others):

- Purification and Water
- Etiquette of Answering Call of Nature
- Menstruation and Postnatal Bleeding
- Times When Prayer is Forbidden
- Giving Zakah
- Jihad
- Selling Fruits
- Loaning and Loans
- Kinds of Partnership
- Trusts
- Gifts and Donations
- Inheritance of a Fetus
- Marriage
- Divorce
- Breastfeeding
- Amounts of Diyah (Blood Money)
- Food

Obviously, many of these areas relate to business directly, such as those that deal with financial transactions. However, other will relate indirectly, such as rules on breastfeeding because Islamic women will form part of a workplace.

As such, it is reasonable to expect that halal certification authorities for businesses will increasingly seek to impose other facets of Islamic Sharia law in the certification process. They not only have a religious interest in doing so, but a financial one. Halal certification is lucrative.

3.6.2 There's always room to be more halal

Given the above, it is clear that there is much more room to be halal. It is conceivable and likely that halal certification will gradually grow to encompass other aspects of business activity, including by ensuring that businesses only use Islamic Sharia finance, that employees handling food are deemed to be Muslims of good standing and even that bathroom facilities in the workplace comply with Sharia law. This may well sound

¹³⁸ <http://www.icv.org.au/index.php/publications/what-is-halal>



Stand tall. Fight hard.

bernardgaynor.com.au

farfetched, but so does the idea that the majority of Australia's meat is sacrificed to the Islamic god and that is happening today.

Again, this is not simply mere speculation. In one example from Malaysia, a hotel has dictated that a lift be used only for halal certified food. As a result, a Chinese business cannot use the lift and food must be transported via a set of stairs.¹³⁹



Image 14: A Malaysian hotel has banned non-halal food from a lift, meaning that a Chinese restaurant must transport food via a staircase.

This submission does note that once businesses have incurred the cost of obtaining certification, there will be little desire to risk loss of certification by failing to comply with a gradual increase in requirements. Doing so would effectively mean that the considerable costs invested in obtaining halal certification are wasted.

3.6.3 Key points

Halal is a way of life dictated by Islamic Sharia law. This law covers everything from business transactions to toilets.

- Halal certification authorities are likely to increasingly seek to impose Islamic Sharia law over all aspects of a business before certification is provided in the future. There are religious and financial incentives to do so.
- Halal certification will likely result in demands for further 'Muslim only' jobs and employees.
- Once certification is obtained, businesses are less likely to object to a gradual increase in requirements to comply with Sharia law, especially as costs already incurred are likely to be viewed as an investment.
- Halal certification will likely result in demands that unfairly disadvantage non-Islamic compliant businesses.

¹³⁹ <http://www.freemalaysiatoday.com/category/nation/2013/01/10/hotel-explains-halal-signboards/>



Stand tall. Fight hard.

bernardgaynor.com.au

3.7 Halal concerns (part 7): religious bribery and extortion

3.7.1 The chicken controversy speaks for itself

Halal is not simply a means of ensuring a Sharia law complaint food industry. Even Islamic authors have recognised that the demand for certification and the competition between certifiers may result from a desire to illegally obtain market dominance.

As detailed earlier in this report, there was a controversy surrounding the halal certification of chicken meat in Australia in 2013. This excerpt from an article written for muslimvillage.com is concerning reading:

“However, it is clear that a serious conflict of interest arises when you control an organization that is a Halal certifying authority and then that body publicly calls for a boycott of a direct competitor of a company you have a 50% share in.

When this was put to a representative of Taqwa, they responded that Kassem Butchery is not a direct competitor of Fresh Poultry as it is only a wholesaler and not a processor of Halal chicken. It is very difficult to accept such an argument because Fresh Poultry is not just a processor, but also a wholesale and retail supplier and thus is a direct competitor to Kassem Butchery. The evidence of this is the fact that Giglio’s recommends Kassem Butchery and that Kassem Butchery does not supply Fresh Poultry chicken.

Of growing concern are reports that the issue is now moving beyond chicken with questions now being raised regarding red meat. This raises the question of who will be targeted next. Companies like Abu Ahmad Butchery/Fettayleh, who are currently approved by Taqwa as a red meat supplier, must be having sleepless nights. In the interests of full transparency, it should be noted that Abu Ahmed Butchery/Fettayleh only currently supply Halal machine slaughtered chicken.

The other major unanswered question is why would Taqwa want to see the collapse of the only Muslim owned and controlled Halal hand slaughterhouse in Australia that employs over 70 people, mostly Muslims, and has the capacity to supply the whole Muslim community? This may not have been their intention, but it is a potential consequence from a public call to boycott Fresh Poultry.

Taqwa should have taken this into account before making such an announcement. This is not only for Islamic reasons, but the enormous potential legal liability that the Directors of Taqwa could personally face from Fresh Poultry, Red Lea and all effected businesses, if their call to boycott due to products being not 100% Halal could not be legally substantiated.

If Fresh Poultry were to collapse due to a boycott, the only party to benefit from such a move is Giglio’s, a non Muslim owned competitor that openly sells pork products. To take away such an asset from the control of the Muslim community would be an enormous loss to us all.

When this was put to a representative from Taqwa the response was that they would rather trust and deal with a non Muslim company than a dishonest Muslim owned one. Leaving aside all the factual evidence shown thus far that raises serious questions about the competence of Taqwa as Halal certifiers, the complete lack of foresight in such thinking is as disappointing as it is destructive.

This is further compounded by the fact that if Fresh Poultry were to shut down, Giglios can only currently supply about 5000 chickens a week or about 16% of the current production of Fresh Poultry



Stand tall. Fight hard.

bernardgaynor.com.au

(30,000 a week) – with no guarantee that it can increase production. The response from Taqwa to this was that people should simply stop eating chicken.

Despite the obvious impracticality of such advice, this provides no commercial solution to the dozens of restaurant owners and butchers who rely on and have full confidence in Fresh Poultry. Companies such as Ahmad Chami Butchery, Darwiche Butchery, Dougies Grill and many more. In some instances, such as is the case with Dougies and their purchase of chicken burger patties, there is no alternative Halal hand slaughtered supplier to Fresh Poultry for certain products. This will prove an interesting dilemma for the soon to open Dougies Flame Grill Auburn store which is reportedly going to be part owned by parties alleged to be closely associated with Masjid Al Noor.

For the record all the above-mentioned businesses have indicated that they had full confidence in Fresh Poultry and would continue to be supplied by them. This is sadly not the case with many other businesses. MuslimVillage have received numerous reports of take away food outlets and restaurants being threatened with boycott unless they change over supply to Giglio's/Kassem Butchery. Many of these business owners have reported that they did not want to leave Fresh Poultry, but are in fear of losing business if they don't.

This at the end of the day is the central issue at the heart of this Halal controversy.

This is not just about Halal standards, which is an issue – among a host of many – that requires strong leadership from a reputable body like the Australian National Imams Council to give guidance on and resolve. This is about the forceful imposition of the personal interpretation of Islam by a small number of vocal and intimidating people upon the majority of Muslims in our community.”¹⁴⁰

When Halal becomes Haram, more Taqwa is needed, muslimvillage.com.au, 15 May 2013

This article raises a number of points of concern:

- Halal certifiers may have a conflict of interest, especially when are linked to businesses that are in competition with other suppliers.
- The competition to secure halal certification rights from wholesalers has a direct and significant impact on certified businesses in the retail industry.
- Muslim authors appear to believe that halal certification should be used to increase or maintain the control of businesses by Muslims and the Islamic community.
- Muslim authors believe that certification authorities may be using halal certification to impose certain interpretations of Islam over the Islamic population.

This submission notes that these concerns are echoed in an article published by *The Australian* earlier this year:

“Power is gained and lost on two fronts: control of money and religious authority, granted by the masses.

¹⁴⁰ <http://muslimvillage.com/2013/05/15/39431/when-halal-becomes-haram-more-taqwa-is-needed/>



Stand tall. Fight hard.

bernardgaynor.com.au

The institutions, like AFIC, that have control of the money-making schools and halal certification guard their investments jealously. Civil wars have been fought in the community over this control and it is this that lies at the heart of AFIC's misery."¹⁴¹

This submission also notes that other persons associated with halal certification authorities have family interests in meat processing. This adds further credence to concerns that halal certification schemes may be used to improperly secure market share and/or dominance.¹⁴²

3.7.2 Saudi Arabia

While it is clear that there are serious concerns over potential conflicts of interest within Australia over halal certification, it is also just as clear that foreign approval of certification authorities are subject to the same concerns. It has long been known that Saudi Arabia has intended that halal certification be used as a means of funding Australia's Islamic community in Australia, as detailed in the 1982 Royal Commission into the Australian Meat Industry. It noted that in 1974, a Saudi Arabian delegation gave AFIC \$1.2 million to allow it to establish a halal certification scheme with the aim of building funding streams for the Islamic community in Australia.¹⁴³

The *Sydney Morning Herald* reported in September 2005 that Saudi Arabian influence over halal certification had serious consequences for control and funding of the Islamic community in Australia:

"The certification rights from Saudi Arabia allow their owners to in turn certify the slaughtermen who kill animals in accordance with Islamic regulations. With a tithe on every carcass, and the market for Halal meat rapidly growing, the certification rights are worth millions of dollars. "There is a battle going on because we have made some very serious complaints to the Saudi authorities," Mr Mehboob said.

Those who control the rights can build mosques, fund the training of imams in their chosen country and bring Islamic preachers to Australia. The money is also a vital subsidy to the new Islamic schools flourishing in Australia and which are a source of both influence and income for their owners."¹⁴⁴

Recent reports also demonstrate that cables released by WikiLeaks confirm that the Saudi Arabian government influences and funds Islamic groups of its choice in Australia.¹⁴⁵

This submission notes that there are no clear religious reasons why some countries, such as Saudi Arabia, will approve certain halal certification authorities in Australia and not others. It would seem likely that there are non-religious reasons this occurs. Essentially, it appears that Saudi Arabian recognition of certification

¹⁴¹ <http://www.theaustralian.com.au/national-affairs/opinion/in-muslim-australia-theres-divide-and-no-respected-rule/story-e6frgd0x-1227375153989>

¹⁴² <http://www.theaustralian.com.au/in-depth/community-under-siege/im-no-businessman-islamic-school-chief-changes-his-story/story-fnubfp6c-1227383594794>

¹⁴³ <file:///C:/Users/Bernard/OneDrive/Documents/8.%20Writing/Submissions/Food%20Certification/VPARL1982-85No52B.pdf>

¹⁴⁴ <http://www.smh.com.au/news/national/revealed-the-saudis-paymaster-in-australia/2005/09/09/1125772698477.html>

¹⁴⁵ <http://www.smh.com.au/national/wikileaks-saudi-cables-reveal-secret-saudi-government-influence-in-australia-20150620-ght4kp.html>



Stand tall. Fight hard.

bernardgaynor.com.au

authorities are linked to Saudi Arabian attempts to influence Australia's Islamic community and, in turn, both Australian society and the Commonwealth itself.

Furthermore, this submission does note that it would be bribery to pay Saudi Arabian officials a fee to secure a financial advantage in relation to food exports into Saudi Arabia. Halal certification does not fit this description directly, but it is possible that it could be abused so that it does become a form of bribery. It is also possible that it could be manipulated this way without the knowledge of any halal certification authority in Australia.

In essence, the Saudi Arabian government determines which certification authorities may provide halal certification of Australian meat exports into that country. This authorisation process is not transparent, but it does raise considerable funds for the favoured halal certification authorities who, in turn, fund Islamic projects in Australia.

As such, it is possible that the Saudi Arabian government is engaged in a form of religious bribery in Australia by effectively enforcing a religious fee to be paid to institutions of its choice before any meat export business can proceed.

This submission notes that the same problems relate to other Islamic nations that dictate only certain halal authorisation authorities can certify meat exports.

3.7.3 Key points

Halal certification raises concerns over conflict of interest and foreign influence.

- Islamic authors have noted that it appears that some halal certification authorities have seemingly been using certification as a means to undermine competitors and to secure market advantage for food businesses that they own.
- It seems that some halal certification authorities have been using the certification process to impose their version of Islam on the wider Islamic and Australian community.
- Evidence suggests that Muslims believe halal certification is a means by which the Islamic community can gain control of food industry businesses in order to provide employment primarily to Muslims.
- Foreign governments, such as Saudi Arabia, are using halal certification to direct funding and control to Islamic organisations of their choice in Australia.
- It is possible that the non-transparent decision by foreign governments to only allow certain halal certification authorities to certify meat exports is a form of religious bribery.



Stand tall. Fight hard.

bernardgaynor.com.au

Part 4

Where to from here?



Stand tall. Fight hard.

bernardgaynor.com.au

4.1 The last inquiries

4.1.1 The 1982 Royal Commission into the Australian Meat Industry

Concerns in relation to halal certified food are not new. In fact, the 1982 Royal Commission into the Australian Meat Industry made numerous recommendations in relation to halal certification. Several of them are worth re-examining:

- The Royal Commission stated that halal certification should be treated like all other certification schemes. Unfortunately, as will be seen below, this is not the current practice with self-regulation being relied upon to manage certification:

“Description of product as halal, documentation for halal product and halal slaughter stamps should all be accorded the same status as other product descriptions, documentation and stamps and attract the same penalties for misuse.”¹⁴⁶

- The Royal Commission stated that costs only should be reimbursed in order to eliminate a profit incentive to halal certification. Unfortunately, as detailed above in this submission, halal certification was set up as a fundraising initiative for the Islamic community by the Saudi Arabian government and continues to be just that today.

“The reasonable costs, and only those costs, incurred by AFIC and the other bodies in the performance of their supervisory functions should be reimbursed.”¹⁴⁷

4.1.2 The 2011 Review of Food Labelling Law and Policy

In 2011 a report, *Labelling Logic*, was published after a review into Australia’s food labelling laws. It did not look into issues of halal certification specifically, but it did provide recommendations that apply to the labelling of halal certified foods in general. These recommendations clearly demonstrate that halal certification schemes are failing. As a result, this report demonstrates the need for more decisive action to ensure that the needs of consumers are met in the face of a clear market failure.

The 2011 report defined halal certification as a consumer values issue and therefore should be self-regulated. This submission does not disagree with the assessment that halal certification is a consumer values issue, but disagrees that self-regulation is appropriate. This submission notes that the 2011 report considered halal certification from the point of view that some consumers may want certification, while assuming that the majority will be indifferent to it. This may well be the case for other consumer values issues, such as ‘free range’, where some consumers are willing to pay more for certified products and the majority are comfortable paying less for products that comply with general industry standards. However, halal certification differs in that it is a religious certification (and therefore is of interest to both Muslims and those that do not wish to be Muslim), there is no clear labelling and price factors are built in such that all consumers pay for certification costs.

This submission argues that the majority are not indifferent to halal certification schemes designed to ensure that food complies with Sharia law. In fact, it recognises research finding that the majority of Australians

¹⁴⁶ <http://www.parliament.vic.gov.au/papers/govpub/VPARL1982-85No52B.pdf>

¹⁴⁷ Ibid.



Stand tall. Fight hard.

bernardgaynor.com.au

oppose Islam and argues that there is a compelling public interest and desire to avoid food (particularly meat) that has been made Sharia law compliant through the addition of an Islamic animal sacrificial ritual. However, the *Labelling Logic* report is still worth examining because it recognises that consumer value labelling may need additional regulation in certain circumstances. This submission argues that all those circumstances are met with halal certification.

- The 2011 report recommended that consumer value labelling be self-regulated, except in the case of market failure or ineffectiveness of self-regulation:

*"The modes of intervention for consumer values issues should be self-regulatory but subject to more prescriptive forms of intervention in cases of market failure or the ineffectiveness of self-regulatory schemes."*¹⁴⁸

- The 2011 report identified that consumers rely on accurate value labelling statements. Unfortunately, most meat products that are produced from an animal sacrificed to Allah in accordance with Sharia law are not labelled so that this 'input' value can be clearly identified. The problem is not that the value labelling is false. It is that there is mostly no labelling at all to identify the religious nature of this food:

*"When value statements are made on labels, these consumers rely on their accuracy and base their purchases on them. Therefore labelling for consumer values issues should be monitored and given a high priority by government."*¹⁴⁹

- The 2011 report identified that halal certification (along with other consumer value issues) lent itself to clear labelling because it provided an opportunity for producers to gain a market edge. Unfortunately, as mentioned above and elsewhere in this submission, this labelling is simply not there with regards to halal food and halal certification. Undoubtedly, the producer believes they are gaining a market edge. It is just not in Australia. As a result, the Australian consumer is not being provided the information they require about the product in order to make an informed choice. Furthermore, there is a strong argument that they are being denied information that the producer knows may well result in them suffering a market disadvantage.

*"Given consumer interests in such values issues, there are powerful incentives for industry to provide relevant information and thereby ensure effective operation of the market. In essence, if the label claim provides a supplier with a positive point of differentiation in the market, there is a strong incentive for the supplier to adopt such a claim and for consumers to respond. For example, some suppliers may be able to realise a market advantage by highlighting a specific means of production (e.g., 'organic', 'free range'). This tends to be the case when the differentiated product is not the industry norm. The Panel has taken the view that where the market operates efficiently there is no need for mandatory regulation, although in certain cases with specific values issues there may be advantages in developing a prescriptive definitional framework to ensure a level playing field."*¹⁵⁰

¹⁴⁸

[http://foodlabellingreview.gov.au/internet/foodlabelling/publishing.nsf/Content/48C0548D80E715BCCA257825001E5DC0/\\$File/Labelling%20Logic 2011.pdf](http://foodlabellingreview.gov.au/internet/foodlabelling/publishing.nsf/Content/48C0548D80E715BCCA257825001E5DC0/$File/Labelling%20Logic%202011.pdf)

¹⁴⁹ Ibid.

¹⁵⁰ Ibid.



Stand tall. Fight hard.

bernardgaynor.com.au

- The 2011 report recognises that consumer value certification schemes rely on the trust that the certifying body has credibility and are not simply engaged in the process of revenue raising. This submission argues that both of these requirements have been breached by halal certification authorities.

“The role of such schemes in effectively and accurately communicating values claims hinges strongly on the credibility of the certifying body and the extent to which such schemes do not become more of a revenue raising option for the certifying agency than a truly independent auditing or verification process.”¹⁵¹

- The 2011 report states that halal and kosher certification schemes appear to be adequately managed through self-regulation. However, it does recognise that additional regulation could be required if self-regulation prove ineffective. This submission notes that the 2011 review did not look specifically at issues in relation to halal certification. From the evidence presented in this submission, halal certification is clearly not being effectively managed by self-regulation. In fact, there is no self-regulatory system in place to deal with the primary concerns of the majority of consumers searching for information: Australians who are not seeking halal food, but seeking to avoid it.

“Halal and Kosher are two religiously based specific consumer values claims relating to food preparation and production processes. At this time, alert and informed communities and monitoring by authoritative religious bodies appear to provide the discipline necessary for effective self-regulation. Additional regulation may be considered in the future if monitoring indicates that this self-regulatory approach is ineffective.”¹⁵²

- The 2011 report states that self-regulation should be superseded by government intervention in cases of market failure. It identifies market failure in the case of country of origin labels precisely because some producers did not wish to disclose this information. This submission notes that this situation also applies with regards to halal certification. Consequently, according to the reasoning of *Labelling Logic*, there has been a market failure in relation to halal certification and government intervention is required to ensure consumer confidence.

“The Panel proposes that market failure is the principal argument that should be advanced for any prescriptive intervention in food labelling in the area of consumer values issues. There are mutual market benefits (to buyer and seller) of promoting food with positive/aspirational origins (e.g., chocolate from Switzerland), yet non-reciprocal benefits from withholding such information when it relates to origins with perceived negative connotations (e.g., food products from countries with poor human rights records). This situation constitutes market failure and the reason for government intervention on the issue of CoOL.”¹⁵³

¹⁵¹

[http://foodlabellingreview.gov.au/internet/foodlabelling/publishing.nsf/Content/48C0548D80E715BCCA257825001E5DC0/\\$File/Labeling%20Logic_2011.pdf](http://foodlabellingreview.gov.au/internet/foodlabelling/publishing.nsf/Content/48C0548D80E715BCCA257825001E5DC0/$File/Labeling%20Logic_2011.pdf)

¹⁵² *ibid.*

¹⁵³ *ibid.*



Stand tall. Fight hard.

bernardgaynor.com.au

4.2 The solutions

This submission argues that there is a clear market failure in relation to halal certification schemes due to the failure to disclose or properly label those schemes and their values. This failure is compounded by the numerous other areas of concern raised in this submission. As such, mandatory labelling is required. This relates to three areas:

- Food that has a religious element added to the production process.
- Food that is produced by persons of a particular religion.
- Food where certification schemes are used to raise funds for certain religious communities.

This submission proposes a number of solutions to address the market failure of halal certification schemes. However, it should be noted that the recommendations in relation to food labelling and religious food certification are not specific to halal certification, but to religious certification in general. These recommendations are outlined in detail below.

This submission also argues that voluntary self-regulation is still a useful tool in relation to 'negative' halal certification. This is particularly the case where halal certification relates to food that avoids certain products in order to comply with particular Islamic religious beliefs. In these circumstance, it is argued that voluntary industry codes should be developed and implemented so that consumers of a particular religious belief can be satisfied that they are complying with their beliefs, while consumers who do not hold that belief are not impacted in other ways, such as by covering the cost of religious certification schemes. This submission argues that a voluntary industry code would actually reduce producer costs and thereby benefit all consumers.

This submission also provides other recommendations to assist all consumers find access to additional further information in relation to areas of concern.

4.2.1 Recommendation 1: Mandatory disclosure of religious rituals

Where a religious addition is made to food sold on a commercial basis such as a prayer, sacrifice, blessing or other ritual, this should be disclosed to consumers.

Any food that contains food items that have been the product of a religious ritual should disclose this, whether the food item in question is actually certified or not. Foods that fit this description should be mandatorily labelled with the following words:

"This item contains products from [brief description of religious ritual] in accordance with [religious adjective] [religious code]"

In the case of halal slaughtered meat products, the label would state:

"This item contains products from an animal sacrifice in accordance with Islamic Sharia law."

This labelling should be placed on food packaging. Where food is not packaged but purchased at markets, delis and the like, this information should be displayed with the food. This labelling (or an acceptable form of generic labelling) should also be included in the menu of places where food is prepared and served (such as restaurants).



Stand tall. Fight hard.

bernardgaynor.com.au

This submission further recommends that specific labelling criteria regarding font size and type be consistent with other mandatory labelling, although religious certification should be placed inside a box of its own, with an example below:

This item contains
products from an animal
sacrifice in accordance
with Islamic Sharia law.

This submission makes this recommendation to ensure that all consumers are aware of the religious nature of religious food. This is particularly important in products that are not finally certified as being religiously correct (for instance, chicken products that include pork). This is because many consumers are not interested in purchasing food that is produced as part of a religious ritual, but are interested in avoiding those foods.

4.2.2 Recommendation 2: Mandatory disclosure of a religious production process

Where persons of a certain religion are specifically employed to perform specific tasks in the production process of food sold on a commercial basis, this should be disclosed to consumers.

Any food that contains food items that have been produced by a person of a specifically-designated religious creed should disclose this, whether the food item in question is actually certified or not. Foods that fit this description should be mandatorily labelled with the following words:

"[Religious adjective] persons were specifically employed for the production of this item."

In the case of halal certified meat products, the label would state:

"Muslim persons were specifically employed for the production of this item."

This labelling should be placed on food packaging. Where food is not packaged but purchased at markets, delis and the like, this information should be displayed with the food. This labelling (or an acceptable form of generic labelling) should also be included in the menu of places where food is prepared and served (such as restaurants).

This submission further recommends that specific labelling criteria regarding font size and type be consistent with other mandatory labelling, although religious certification should be placed inside a box of its own, with an example below:

Muslim persons were
specifically employed for
the production of this item.

This submission makes this recommendation to ensure that all consumers are able to find information about specific religious employment associated with the production of food. This is particularly important in products that are not finally certified as being religiously correct (for instance, chicken products that include pork). This is because many consumers are not interested in purchasing food that is produced by people of a certain religion, but are interested in avoiding producers that engage in such employment practices.



Stand tall. Fight hard.

bernardgaynor.com.au

4.2.3 Recommendation 3: Registration of a religious workforce

Food producers that seek food certification where they employ persons of a certain religion for certain elements of production should be required to comply with the following conditions:

- They must register with an appropriate state or federal government body.
- A license fee should be paid to the state or federal government for each person employed in such a capacity.
- Each individual person employed as such must also be registered.
- Non-Australian citizens should not be permitted to work in such capacities.

This submission makes this recommendation to ensure that all food producers comply with appropriate state and federal anti-discrimination laws and to prevent non-Australians being employed for religious certification roles. There should be no reason why our diverse society cannot provide employees for religious certification beyond the needs and capacities of its own diverse communities.

4.2.4 Recommendation 4: Mandatory disclosure of religious certification fees

Where religious food certification schemes charge a fee to certify food sold on a commercial basis, this should be disclosed to consumers. There should be additional disclosure where certification fees are directed overseas.

Food products that have religious certification should be mandatorily labelled with the following words:

“A certification fee for this product has been paid to a/an [religious adjective] organisation. Proceeds from this certification fee may be used for [religious adjective] [religious buildings] and other [religious adjective] programs [if required these additional words], including overseas.”

In the case of water certified halal by an Islamic organisation that donates overseas, the label would state:

“A certification fee for this product has been paid to an Islamic organisation. Proceeds from this certification fee may be used for Islamic mosques and other Islamic programs, including overseas.”

This labelling should be placed on food packaging. Where food is not packaged but purchased at markets, delis and the like, this information should be displayed with the food. This labelling (or an acceptable form of generic labelling) should also be included in the menu of places where food is prepared and served (such as restaurants).

This submission further recommends that specific labelling criteria regarding font size and type be consistent with other mandatory labelling, although religious certification should be placed inside a box of its own, with an example below:

A certification fee for this product has been paid to an Islamic organisation. Proceeds from this certification fee may be used for Islamic mosques and other Islamic programs, including overseas.

This submission makes this recommendation to ensure that all consumers are able to find information about the proceeds of certification funding.



Stand tall. Fight hard.

bernardgaynor.com.au

4.2.5 Recommendation 5: Development of an industry religious certification code

An appropriate food industry body should develop a voluntary industry code in relation to religious food certification. This code should only relate to foods that require some kind of 'negative' certification that they do not breach religious laws (for example, a certification that a food product does not contain some prohibited substance), rather than a 'positive' certification that some kind of religious ritual has been performed.

This submission makes this recommendation to allow the food industry and consumer groups from a particular religion to develop voluntary certification codes. Such a code would enable producers to voluntarily and freely market their food that would ordinarily be compliant anyway to particular religious groups, while ensuring that the wider consumer base is not impacted by increased certification costs.

4.2.6 Recommendation 6: Development of industry self-regulation

An appropriate food industry body should develop complaint mechanisms to allow efficient and effective responses to breaches of any voluntary industry code by producers that claim to meet the requirements of that code.

This submission makes this recommendation in order to provide consumers from a particular religious belief with confidence in the voluntary industry code.

4.2.7 Recommendation 7: Voluntary disclosure of compliance with industry code

Where food products meet a voluntary industry religious certification code, food producers should have the option to voluntarily disclose this to consumers.

Food products that meet this code may be voluntarily labelled with these suggested words:

"This product meets the Food Industry voluntary [religious code] certification code. No certification fees have been paid for this product."

In the case of water that meets this code, the label would state:

"This product meets the Food Industry voluntary halal certification code. No certification fees have been paid for this product."

These words should be flexible so as to be able to state if products meet multiple voluntary religious certification codes.

This submission further recommends that where voluntary disclosure occurs, provision be made such that it is visually different from mandatory disclosures so as to avoid consumer confusion, with an example below:

This product meets the Food
Industry voluntary halal certification
code. No certification fees have
been paid for this product.

This submission makes this recommendation to provide producers with flexibility to market products to certain religious communities if they so desire.



Stand tall. Fight hard.

bernardgaynor.com.au

4.2.8 Recommendation 8: Registration of certification authorities

All religious certification authorities who charge fees to certify products or who have a logo placed on any food products should be registered with an appropriate food industry body.

This submission makes this recommendation to build and maintain credibility, transparency and trust in religious certification authorities.

4.2.9 Recommendation 9: Provision of additional consumer value information

A website managed by an appropriate food industry body be established containing any voluntary and paid religious food certification standards. This webpage should also allow consumers to easily identify religious certification logos and authorities and it should provide information about how to make any complaints in relation to certification issues. It should also contain information about religious certification that should be publicly available but that is not appropriate to place on food labels, including:

- certification standards,
- certification fees,
- any conflict of interest (such as links between certifiers and producers),
- ritual slaughter procedures, and
- detailed statements in relation to the allocation of religious certification funds.

This submission makes this recommendation to provide consumers with additional required information in order to make informed choices in relation to religious food certification. It will also provide producers with information to make informed choice with regards to religious certification authorities that may assist them to better advertise their food in order to gain a market edge.

4.2.10 Recommendation 12: Appropriate exemptions for exporters

Where appropriate, producers that export food should be able to request exemptions for exported items from any regulations that may result from this inquiry. These exemptions should be registered and should be publicly transparent. However, food producers that split supplies between the export and domestic markets must still be required comply with any labelling and disclosure requirements for products sold domestically.

This submission makes this recommendation to ensure the continued growth and viability of the export industry.

4.2.11 Recommendation 11: Further inquiry into halal certification schemes

An inquiry of the appropriate type should be established to investigate other issues in relation to halal certification that are not specific to an inquiry into food labelling. This inquiry should examine any areas of concern including, but not limited to:

- slaughter techniques,
- Islamisation of the workforce,
- issues relation to the Constitution and the establishment of the Islamic religion,
- issues in relation to the imposition of an unlawful tax or other taxation issues,



Stand tall. Fight hard.

bernardgaynor.com.au

- issues in relation to donations and the accountability of donations,
- financial accountability of halal certification authorities,
- inconsistencies in the legal structure of halal certification authorities,
- conflicts of interest within halal certification authorities,
- evidence of possible extortion,
- transparency and appropriateness of certification fees,
- the total cost impact of halal certification on the food and hospitality industry,
- impact on social cohesion,
- foreign influence within halal certification authorities, and
- the aims of any foreign influence.

This submission makes this recommendation because this inquiry may not be properly established to examine these issues.

4.2.12 Recommendation 12: Further inquiry into unstunned slaughter

An inquiry of the appropriate type should be established to determine whether unstunned slaughter is required in Australia and whether any religious exemptions are required.

This submission makes this recommendation because this inquiry may not be properly established to examine these issues.



Stand tall. Fight hard.

bernardgaynor.com.au

Part 5

Support for this submission



Stand tall. Fight hard.

bernardgaynor.com.au

5.1 Support for this submission

This submission has received considerable support. It was published on my website on 17 July, 2015. Those who wished to support it were given an option of filling in an electronic form to record their details.

This form contained a number of fields. However, I informed all those who filled in the form that I would only publish their initials and suburb details.

A total of 5,860 people supported this submission.

Initials	Postcode	State
AC	3690	Victoria
AL	2517	New South Wales
AL	2774	New South Wales
AS	4109	Queensland
AL	5000	South Australia
AA	3810	Victoria
AB	2444	New South Wales
AC	2316	New South Wales
AF	4305	Queensland
AK	4121	Queensland
AL	2582	New South Wales
AL	4130	Queensland
AP	2103	New South Wales
AR	4210	Queensland
AR	2099	New South Wales
AR	6164	Western Australia
AR	3028	Victoria
AS	3220	Victoria
AV	3429	Victoria
AV	2745	New South Wales
AW	7109	Tasmania
AC	4110	Queensland
AD	6330	Western Australia
AK	2750	New South Wales
AM	7171	Tasmania
AW	2790	New South Wales
AM	6065	Western Australia
AS	2200	New South Wales
AB	3810	Victoria
AB	2470	New South Wales
AC	4510	Queensland
AC	2526	New South Wales
AC	4350	Queensland
AF	5602	South Australia
AG	4110	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

AH	4650	Queensland
AJ	3044	Victoria
AM	6164	Western Australia
AT	7250	Tasmania
AW	812	Northern Territory
AA	4564	Queensland
AM	3804	Victoria
AV	6171	Western Australia
KB	2476	New South Wales
AQ	5114	South Australia
AS	2287	New South Wales
AB	2506	New South Wales
AG	4521	Queensland
AT	6110	Western Australia
AB	4227	Queensland
AC	4118	Queensland
AB	5073	South Australia
AC	4655	Queensland
AD	4133	Queensland
AL	4565	Queensland
AY	4701	Queensland
AR	4557	Queensland
AD	2444	New South Wales
AE	3060	Victoria
AH	4221	Queensland
AB	2000	New South Wales
AC	2777	New South Wales
AC	4216	Queensland
AD	4178	Queensland
AD	2285	New South Wales
AE	2259	New South Wales
AF	3380	Victoria
AF	3175	Victoria
AF	3100	Victoria
AG	2560	New South Wales
AH	3038	Victoria
AJ	2560	New South Wales
AM	4129	Queensland
AM	6210	Western Australia
AM	2914	Australian Capital Territory
AM	2010	New South Wales
AN	2289	New South Wales
AO	2176	New South Wales
AP	6062	Western Australia
AS	4109	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

AT	3219	Victoria
AW	4810	Queensland
AW	4122	Queensland
AG	6121	Western Australia
AS	4865	Queensland
AW	3331	Victoria
AL	2477	New South Wales
AD	3854	Victoria
AC	2304	New South Wales
AM	6111	Western Australia
AD	4074	Queensland
AP	6054	Western Australia
AV	2448	New South Wales
AB	5098	South Australia
AL	4559	Queensland
AA	3199	Victoria
AB	6155	Western Australia
AC	5090	South Australia
AD	2086	New South Wales
AH	4356	Queensland
AL	4280	Queensland
AP	6056	Western Australia
AB	4802	Queensland
AD	2617	Australian Capital Territory
AK	3133	Victoria
AB	3976	Victoria
AS	2450	New South Wales
AT	4401	Queensland
AG	6038	Western Australia
AS	4210	Queensland
AC	4655	Queensland
AS	6530	Western Australia
AU	2566	New South Wales
AG	3060	Victoria
AD	2558	New South Wales
AI	870	Northern Territory
AD	5114	South Australia
AB	6175	Western Australia
AU	7000	Tasmania
AH	4000	Queensland
AA	2160	New South Wales
AB	5097	South Australia
AC	7267	Tasmania
AD	2362	New South Wales
AH	5063	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

AJ	4870	Queensland
AM	2035	New South Wales
AR	2528	New South Wales
AG	3363	Victoria
AH	6158	Western Australia
AL	3095	Victoria
AM	6324	Western Australia
AP	3152	Victoria
AW	2443	New South Wales
AB	3131	Victoria
AP	6560	Western Australia
AK	3192	Victoria
AM	4810	Queensland
AB	2304	New South Wales
AC	6155	Western Australia
AE	4575	Queensland
AE	3902	Victoria
AF	3036	Victoria
AG	4610	Queensland
AH	5501	South Australia
AM	4519	Queensland
AM	4017	Queensland
AP	4346	Queensland
AS	3213	Victoria
AD	2484	New South Wales
AW	4122	Queensland
AG	2000	New South Wales
AK	3216	Victoria
AT	6211	Western Australia
AL	3138	Victoria
AM	4350	Queensland
AB	2652	New South Wales
AB	6429	Western Australia
AC	6230	Western Australia
AC	2443	New South Wales
AC	4670	Queensland
AC	2460	New South Wales
AD	4701	Queensland
AF	2770	New South Wales
AG	2283	New South Wales
AH	3199	Victoria
AH	4216	Queensland
AH	6058	Western Australia
AK	3844	Victoria
AK	2446	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

AK	2264	New South Wales
AL	4171	Queensland
AM	4285	Queensland
AN	4350	Queensland
AO	2567	New South Wales
AP	2777	New South Wales
AR	2099	New South Wales
AS	4510	Queensland
AS	4869	Queensland
AS	2440	New South Wales
AW	4816	Queensland
AD	3174	Victoria
AL	6123	Western Australia
AS	2330	New South Wales
AX	3030	Victoria
AA	2162	New South Wales
AB	3844	Victoria
AM	4744	Queensland
AT	7140	Tasmania
AC	6210	Western Australia
AA	4507	Queensland
AD	4305	Queensland
AV	6110	Western Australia
AB	4350	Queensland
AB	4346	Queensland
AD	3177	Victoria
AG	4751	Queensland
AJ	4123	Queensland
AM	4551	Queensland
AS	5214	South Australia
AT	3976	Victoria
AS	3199	Victoria
AB	2100	New South Wales
AB	2430	New South Wales
AB	4285	Queensland
AB	2200	New South Wales
AB	5600	South Australia
AB	2578	New South Wales
AB	2518	New South Wales
AB	4311	Queensland
AC	2290	New South Wales
AC	3019	Victoria
AC	4105	Queensland
AC	3042	Victoria
AC	2611	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

AC	4814	Queensland
AD	5114	South Australia
AF	7019	Tasmania
AG	3490	Victoria
AH	4123	Queensland
AH	6153	Western Australia
AJ	5155	South Australia
AK	4553	Queensland
AK	4053	Queensland
AK	2795	New South Wales
AK	5114	South Australia
AK	3860	Victoria
AL	2290	New South Wales
AM	2265	New South Wales
AM	4858	Queensland
AM	4021	Queensland
AM	4819	Queensland
AM	5095	South Australia
AO	4157	Queensland
AP	5065	South Australia
AR	3658	Victoria
AS	2047	New South Wales
AS	3527	Victoria
AS	2155	New South Wales
AS	3764	Victoria
AS	3977	Victoria
AS	5066	South Australia
AS	3129	Victoria
AS	2747	New South Wales
AT	2289	New South Wales
AT	3179	Victoria
AT	3977	Victoria
AT	837	Northern Territory
AT	4214	Queensland
AW	2914	Australian Capital Territory
AW	6026	Western Australia
AW	5051	South Australia
AW	4868	Queensland
AW	4184	Queensland
AY	4350	Queensland
AA	6155	Western Australia
AP	4868	Queensland
AC	4064	Queensland
AQ	2324	New South Wales
AA	2756	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

AB	2210	New South Wales
AB	3074	Victoria
AE	5066	South Australia
AF	2640	New South Wales
AG	4702	Queensland
AG	3000	Victoria
AH	2170	New South Wales
AJ	6081	Western Australia
AM	2530	New South Wales
AM	4226	Queensland
AM	2680	New South Wales
AP	2750	New South Wales
AR	4560	Queensland
AS	4746	Queensland
AS	4211	Queensland
AT	2602	Australian Capital Territory
AH	4118	Queensland
AS	7250	Tasmania
AS	2317	New South Wales
AN	5043	South Australia
AR	2073	New South Wales
AL	3058	Victoria
AC	2319	New South Wales
AD	3131	Victoria
AC	3630	Victoria
AO	3802	Victoria
AM	6532	Western Australia
AR	5087	South Australia
AE	3154	Victoria
AJ	6016	Western Australia
AM	2316	New South Wales
AM	4054	Queensland
AP	3150	Victoria
AR	4670	Queensland
AS	4560	Queensland
AT	4559	Queensland
AB	7017	Tasmania
AS	4066	Queensland
AH	5271	South Australia
AK	4309	Queensland
AN	6121	Western Australia
AP	2765	New South Wales
AR	2783	New South Wales
AR	2760	New South Wales
AS	4075	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

AB	4226	Queensland
AF	4370	Queensland
AH	4130	Queensland
AH	4223	Queensland
AK	2155	New South Wales
AP	3550	Victoria
AS	2322	New South Wales
AD	3084	Victoria
AF	6060	Western Australia
AB	3810	Victoria
AB	4707	Queensland
AB	2759	New South Wales
AC	2224	New South Wales
AD	5252	South Australia
AD	4385	Queensland
AD	3198	Victoria
AD	4671	Queensland
AE	3831	Victoria
AG	2259	New South Wales
AH	4818	Queensland
AH	3812	Victoria
AJ	2153	New South Wales
AJ	4218	Queensland
AJ	4575	Queensland
AK	2219	New South Wales
AL	6556	Western Australia
AM	4700	Queensland
AM	2487	New South Wales
AM	4211	Queensland
AO	6064	Western Australia
AR	6148	Western Australia
AR	2777	New South Wales
AR	4212	Queensland
AS	4211	Queensland
AS	4114	Queensland
AV	3783	Victoria
AV	4403	Queensland
AW	4557	Queensland
AB	6525	Western Australia
AW	3193	Victoria
AH	2575	New South Wales
AH	7306	Tasmania
AL	3220	Victoria
AA	4575	Queensland
AB	2224	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

AC	5093	South Australia
AC	5162	South Australia
AF	5162	South Australia
AG	4213	Queensland
AG	4737	Queensland
AH	4670	Queensland
AL	4077	Queensland
AL	4310	Queensland
AM	5023	South Australia
AS	5606	South Australia
AT	5238	South Australia
AH	4564	Queensland
AC	5162	South Australia
AK	2261	New South Wales
AK	4037	Queensland
AL	6059	Western Australia
AA	2880	New South Wales
AA	7316	Tasmania
AB	3018	Victoria
AB	2083	New South Wales
AC	3809	Victoria
AC	2570	New South Wales
AC	2335	New South Wales
AC	2285	New South Wales
AC	4153	Queensland
AC	4510	Queensland
AD	2643	New South Wales
AD	3136	Victoria
AF	3216	Victoria
AG	2360	New South Wales
AG	2342	New South Wales
AH	2160	New South Wales
AH	4721	Queensland
AH	2428	New South Wales
AH	4305	Queensland
AH	4343	Queensland
AK	4860	Queensland
AM	4211	Queensland
AM	3146	Victoria
AM	6110	Western Australia
AO	3802	Victoria
AP	6169	Western Australia
AP	2151	New South Wales
AP	4650	Queensland
AR	2780	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

AS	2456	New South Wales
AS	4211	Queensland
AS	4817	Queensland
AY	4275	Queensland
AZ	2150	New South Wales
AF	4309	Queensland
AP	2478	New South Wales
AY	4108	Queensland
AF	2358	New South Wales
AG	6063	Western Australia
AG	6063	Western Australia
AB	2558	New South Wales
AP	7277	Tasmania
AH	6171	Western Australia
AL	5159	South Australia
AJ	3501	Victoria
AP	4403	Queensland
AS	6112	Western Australia
AB	4214	Queensland
AH	4211	Queensland
AR	4122	Queensland
AS	3070	Victoria
AG	3000	Victoria
AF	5108	South Australia
AH	4520	Queensland
AM	2089	New South Wales
AD	6330	Western Australia
AN	2120	New South Wales
AG	3199	Victoria
AE	5127	South Australia
AC	4073	Queensland
AG	4670	Queensland
AD	2280	New South Wales
AR	6082	Western Australia
AC	4212	Queensland
BA	2147	New South Wales
BK	6031	Western Australia
BF	3142	Victoria
BW	6065	Western Australia
BB	4557	Queensland
BB	4350	Queensland
BB	6053	Western Australia
BC	2558	New South Wales
BD	2162	New South Wales
BE	4356	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

BG	2430	New South Wales
BH	2171	New South Wales
BH	4220	Queensland
BK	2518	New South Wales
BK	4157	Queensland
BL	4816	Queensland
BM	4130	Queensland
BM	4207	Queensland
BP	3031	Victoria
BT	4573	Queensland
BL	2913	Australian Capital Territory
BB	4053	Queensland
BG	4306	Queensland
BR	6082	Western Australia
BW	4680	Queensland
BB	2614	Australian Capital Territory
BC	2642	New South Wales
BC	6157	Western Australia
BC	2230	New South Wales
BD	3440	Victoria
BE	6112	Western Australia
BG	3136	Victoria
BG	2162	New South Wales
BH	5158	South Australia
BH	6065	Western Australia
BH	4880	Queensland
BJ	2250	New South Wales
BK	4573	Queensland
BK	3931	Victoria
BK	2340	New South Wales
BL	4171	Queensland
BM	2450	New South Wales
BM	6330	Western Australia
BM	4211	Queensland
BP	3199	Victoria
BS	2337	New South Wales
BS	2794	New South Wales
BS	2750	New South Wales
BT	2774	New South Wales
BT	2480	New South Wales
BW	4170	Queensland
BW	4879	Queensland
BF	4078	Queensland
BN	4352	Queensland
BG	5211	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

BC	3418	Victoria
BM	2209	New South Wales
BJ	3690	Victoria
BB	4744	Queensland
BB	2560	New South Wales
BB	4343	Queensland
BB	5038	South Australia
BB	5355	South Australia
BJ	5555	South Australia
BK	4610	Queensland
BM	2450	New South Wales
BN	2830	New South Wales
BW	4562	Queensland
BW	5017	South Australia
BW	4868	Queensland
BW	WA6158	Western Australia
BC	4223	Queensland
BD	6055	Western Australia
BF	6149	Western Australia
BH	6171	Western Australia
BK	6163	Western Australia
BM	2112	New South Wales
BM	2335	New South Wales
BR	2770	New South Wales
BR	4500	Queensland
BS	5075	South Australia
BT	2527	New South Wales
BT	3338	Victoria
BE	2763	New South Wales
BB	3051	Victoria
BB	4007	Queensland
BL	3136	Victoria
BM	3038	Victoria
BH	5125	South Australia
BC	4360	Queensland
BE	3831	Victoria
BH	3218	Victoria
BL	3037	Victoria
BM	4157	Queensland
BM	4802	Queensland
BR	4350	Queensland
BD	4074	Queensland
BD	4217	Queensland
BF	2483	New South Wales
BJ	3812	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

BR	4105	Queensland
BR	4226	Queensland
BW	2576	New South Wales
BD	4127	Queensland
BH	4173	Queensland
BT	3677	Victoria
BV	2016	New South Wales
BB	870	Northern Territory
BJ	4217	Queensland
BP	4223	Queensland
BN	3775	Victoria
BH	4569	Queensland
BH	6153	Western Australia
BH	7270	Tasmania
BM	2519	New South Wales
BS	2191	New South Wales
BH	3515	Victoria
BH	4301	Queensland
BL	4218	Queensland
BS	2430	New South Wales
BD	4860	Queensland
BD	5501	South Australia
BM	2486	New South Wales
BR	2480	New South Wales
BS	4703	Queensland
BT	4405	Queensland
BV	4350	Queensland
BW	6009	Western Australia
BY	2076	New South Wales
BN	5169	South Australia
BB	4814	Queensland
BB	4883	Queensland
BB	6210	Western Australia
BB	4133	Queensland
BK	2566	New South Wales
BT	2280	New South Wales
BT	4740	Queensland
BV	2650	New South Wales
BJ	2770	New South Wales
BC	7010	Tasmania
BM	6061	Western Australia
BT	2500	New South Wales
BW	2022	New South Wales
BD	3029	Victoria
BE	2320	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

BH	4213	Queensland
BH	4680	Queensland
BN	2340	New South Wales
BT	2251	New South Wales
BR	4510	Queensland
BK	4350	Queensland
BC	6031	Western Australia
BF	2146	New South Wales
BG	3056	Victoria
BJ	5453	South Australia
BK	4220	Queensland
BP	2280	New South Wales
BP	3044	Victoria
BS	4064	Queensland
BT	5109	South Australia
BT	4740	Queensland
BW	3064	Victoria
BC	4077	Queensland
BG	6162	Western Australia
BG	4005	Queensland
BM	4650	Queensland
BM	2232	New South Wales
BR	6065	Western Australia
BW	3155	Victoria
BW	4817	Queensland
BW	3977	Victoria
BB	3043	Victoria
BJ	3081	Victoria
BK	2192	New South Wales
BB	6106	Western Australia
BL	4814	Queensland
BA	4123	Queensland
BB	6603	Western Australia
BB	3912	Victoria
BC	4680	Queensland
BD	4118	Queensland
BE	4227	Queensland
BH	4350	Queensland
BL	3585	Victoria
BW	3555	Victoria
BP	4873	Queensland
BA	6155	Western Australia
BD	4218	Queensland
BF	2101	New South Wales
BH	3089	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

BQ	3579	Victoria
BS	5062	South Australia
BS	4680	Queensland
BS	6173	Western Australia
BS	3796	Victoria
BY	3818	Victoria
BP	4305	Queensland
BB	5158	South Australia
BL	4212	Queensland
BB	6171	Western Australia
BT	4064	Queensland
BG	5700	South Australia
BM	5244	South Australia
BE	4878	Queensland
BA	4504	Queensland
BB	4810	Queensland
BB	6720	Western Australia
BC	4207	Queensland
BC	6230	Western Australia
BH	3177	Victoria
BJ	2168	New South Wales
BJ	4016	Queensland
BK	5501	South Australia
BK	2580	New South Wales
BM	6090	Western Australia
BM	2280	New South Wales
BO	5107	South Australia
BR	4506	Queensland
BS	2220	New South Wales
BT	3060	Victoria
BW	2263	New South Wales
BC	6225	Western Australia
BB	4311	Queensland
BB	4879	Queensland
BB	4520	Queensland
BC	2627	New South Wales
BC	2440	New South Wales
BG	6163	Western Australia
BG	3214	Victoria
BG	3851	Victoria
BG	2430	New South Wales
BH	4556	Queensland
BH	4509	Queensland
BH	3816	Victoria
BH	4170	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

BH	3140	Victoria
BJ	5107	South Australia
BL	2325	New South Wales
BM	5159	South Australia
BM	2486	New South Wales
BM	2075	New South Wales
BN	4802	Queensland
BN	3186	Victoria
BS	4307	Queensland
BS	3556	Victoria
BS	4575	Queensland
BW	3550	Victoria
BW	2161	New South Wales
BE	3831	Victoria
BM	3977	Victoria
BW	4311	Queensland
BV	3783	Victoria
BA	3550	Victoria
BN	3630	Victoria
BW	6027	Western Australia
BA	5540	South Australia
BB	2263	New South Wales
BB	3030	Victoria
BS	3350	Victoria
BS	4507	Queensland
BT	2000	New South Wales
BW	6163	Western Australia
BW	2830	New South Wales
BB	2452	New South Wales
BB	4555	Queensland
BB	4556	Queensland
BC	4165	Queensland
BC	4121	Queensland
BC	4113	Queensland
BC	2285	New South Wales
BC	6010	Western Australia
BC	3758	Victoria
BD	6530	Western Australia
BD	2650	New South Wales
BF	2343	New South Wales
BK	2477	New South Wales
BL	5042	South Australia
BM	3805	Victoria
BM		New South Wales
BO	2787	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

BP	2069	New South Wales
BW	4132	Queensland
BW	4510	Queensland
BY	6485	Western Australia
BF	6025	Western Australia
BG	2580	New South Wales
BM	6844	Western Australia
BR	2118	New South Wales
BC	4814	Queensland
BC	4570	Queensland
BJ	3797	Victoria
BS	2790	New South Wales
CL	2560	New South Wales
CW	2580	New South Wales
CW	6084	Western Australia
CG	5268	South Australia
CP	3556	Victoria
CP	2259	New South Wales
CM	2076	New South Wales
CE	6330	Western Australia
CD	6330	Western Australia
CL	4216	Queensland
CM	3160	Victoria
CR	4350	Queensland
CS	4124	Queensland
CA	3173	Victoria
CD	4507	Queensland
CH	2774	New South Wales
CH	4817	Queensland
CK	6164	Western Australia
CR	4811	Queensland
CC	2611	Australian Capital Territory
CF	2567	New South Wales
CM	3205	Victoria
CU	6236	Western Australia
CB	4209	Queensland
CN	2294	New South Wales
CS	4227	Queensland
CS	3116	Victoria
CT	4501	Queensland
CD	4215	Queensland
CJ	5453	South Australia
CL	3177	Victoria
CM	2830	New South Wales
CP	2260	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

CK	4227	Queensland
CB	2176	New South Wales
CT	5112	South Australia
CS	7214	Tasmania
CR	3816	Victoria
CA	2602	Australian Capital Territory
CH	2560	New South Wales
CM	2353	New South Wales
CM	4880	Queensland
CP	6169	Western Australia
CS	4115	Queensland
CS	2810	New South Wales
CS	4213	Queensland
CB	2518	New South Wales
CB	4127	Queensland
CB	4852	Queensland
CB	2170	New South Wales
CB	6111	Western Australia
CC	2210	New South Wales
CD	4500	Queensland
CD	4118	Queensland
CE	6169	Western Australia
CF	6107	Western Australia
CH	5044	South Australia
CJ	4702	Queensland
CK	5064	South Australia
CL	2024	New South Wales
CM	4215	Queensland
CM	2452	New South Wales
CM	2903	Australian Capital Territory
CO	2750	New South Wales
CO	6230	Western Australia
CP	2320	New South Wales
CP	6530	Western Australia
CR	7310	Tasmania
CS	3094	Victoria
CH	2483	New South Wales
CK	5092	South Australia
CT	2097	New South Wales
CW	4122	Queensland
CV	4557	Queensland
CB	4210	Queensland
CC	3922	Victoria
CD	6021	Western Australia
CI	4710	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

CL	4280	Queensland
CL	3465	Victoria
CW	2770	New South Wales
CA	2146	New South Wales
CB	6015	Western Australia
CC	1495	New South Wales
CD	2047	New South Wales
CG	2480	New South Wales
CJ	2229	New South Wales
CJ	4660	Queensland
CM	5114	South Australia
CV	4871	Queensland
CW	7109	Tasmania
CB	2162	New South Wales
CM	2651	New South Wales
CM	4601	Queensland
CM	3550	Victoria
CP	6168	Western Australia
CC	4670	Queensland
CQ	4852	Queensland
CT	4127	Queensland
CK	5019	South Australia
CZ	4215	Queensland
CL	2261	New South Wales
CD	4503	Queensland
CS	4500	Queensland
CB	4034	Queensland
CA	4680	Queensland
CB	4227	Queensland
CD	4878	Queensland
CE	2455	New South Wales
CF	2460	New South Wales
CG	6023	Western Australia
CH	4500	Queensland
CJ	4519	Queensland
CK	4741	Queensland
CM	6018	Western Australia
CM	2323	New South Wales
CT	2290	New South Wales
CS	2712	New South Wales
CL	5085	South Australia
CC	2756	New South Wales
CH	6167	Western Australia
CN	4507	Queensland
CO	4210	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

CP	6430	Western Australia
CM	6000	Western Australia
CD	4419	Queensland
CC	2299	New South Wales
CM	2287	New South Wales
CM	4075	Queensland
CB	2560	New South Wales
CM	2627	New South Wales
CG	4881	Queensland
CL	4703	Queensland
CS	2165	New South Wales
CD	4215	Queensland
CH	4122	Queensland
CK	2010	New South Wales
CM	4559	Queensland
CO	4216	Queensland
CP	2775	New South Wales
CR	5112	South Australia
CS	3216	Victoria
CP	6430	Western Australia
CC	4208	Queensland
CN	4873	Queensland
CD	5083	South Australia
CM	4305	Queensland
CW	6111	Western Australia
CG	6171	Western Australia
CG	4570	Queensland
CM	4127	Queensland
CP	870	Northern Territory
CL	2640	New South Wales
CT	2067	New South Wales
CC	6107	Western Australia
CH	2146	New South Wales
CP	4558	Queensland
C(4408	Queensland
CA	4121	Queensland
CC	3434	Victoria
CF	3895	Victoria
CH	3825	Victoria
CH	3350	Victoria
CH	2157	New South Wales
CM	4118	Queensland
CM	6076	Western Australia
CP	4305	Queensland
CR	3556	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

CS	2260	New South Wales
CT	4020	Queensland
CU	2318	New South Wales
CW	3473	Victoria
CJ	2289	New South Wales
CA	2259	New South Wales
CA	2133	New South Wales
CB	6432	Western Australia
CB	2251	New South Wales
CB	6271	Western Australia
CC	4879	Queensland
CD	3805	Victoria
CD	2263	New South Wales
CD	3042	Victoria
CE	5162	South Australia
CE	3494	Victoria
CH	4670	Queensland
CH	5162	South Australia
CH	4017	Queensland
CH	4701	Queensland
CJ	5162	South Australia
CK	4208	Queensland
CK	2340	New South Wales
CL	6163	Western Australia
CM	2914	Australian Capital Territory
CM	4161	Queensland
CN	3574	Victoria
CO	2285	New South Wales
CO	2118	New South Wales
CP	4207	Queensland
CP	4508	Queensland
CP	3818	Victoria
CP	4205	Queensland
CR	5600	South Australia
CR	3039	Victoria
CR	6155	Western Australia
CS	4570	Queensland
CS	5052	South Australia
CS	3038	Victoria
CS	2577	New South Wales
CS	4514	Queensland
CW	4305	Queensland
CW	3567	Victoria
CW	7320	Tasmania
CW	4505	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

CV	4507	Queensland
CD	6074	Western Australia
CM	6110	Western Australia
CH	5159	South Australia
CD	4014	Queensland
CC	6330	Western Australia
CW	4558	Queensland
CA	3976	Victoria
CA	6050	Western Australia
CB	2560	New South Wales
CB	4077	Queensland
CC	4207	Queensland
CD	3873	Victoria
CE	3198	Victoria
CG	2430	New South Wales
CG	2478	New South Wales
CH	6110	Western Australia
CH	4610	Queensland
CH	4216	Queensland
CJ	6230	Western Australia
CL	2768	New South Wales
CM	4133	Queensland
CM	3094	Victoria
CN	2170	New South Wales
CR	2118	New South Wales
CS	3188	Victoria
CS	3030	Victoria
CS	3220	Victoria
CS	2470	New South Wales
CT	2450	New South Wales
CT	4133	Queensland
CT	2539	New South Wales
CV	4020	Queensland
CW	4060	Queensland
CW	4158	Queensland
CA	2747	New South Wales
CC	2460	New South Wales
CD	2905	Australian Capital Territory
CE	4415	Queensland
CG	2073	New South Wales
CH	4075	Queensland
CN	2263	New South Wales
CP	5608	South Australia
CP	2428	New South Wales
CR	2617	Australian Capital Territory



Stand tall. Fight hard.

bernardgaynor.com.au

CR	2905	Australian Capital Territory
CS	2518	New South Wales
CT	4807	Queensland
CW	2465	New South Wales
CW	4000	Queensland
CM	3564	Victoria
CG	3764	Victoria
CL	6163	Western Australia
CS	3820	Victoria
CH	5723	South Australia
CB	4221	Queensland
CC	3095	Victoria
CC	5014	South Australia
CH	6149	Western Australia
CH	4160	Queensland
CJ	6056	Western Australia
CM	4504	Queensland
CR	3818	Victoria
CS	6290	Western Australia
CB	2210	New South Wales
CM	4715	Queensland
CI	4564	Queensland
CD	4750	Queensland
CS	2150	New South Wales
CS	5068	South Australia
CM	2441	New South Wales
CU	4814	Queensland
CL	4650	Queensland
CE	3355	Victoria
CM	6169	Western Australia
CR	4218	Queensland
CS	3156	Victoria
CH	5088	South Australia
CH	4563	Queensland
CS	4650	Queensland
CS	4123	Queensland
CA	6209	Western Australia
CH	4207	Queensland
CG	2456	New South Wales
CM	4217	Queensland
CF	4305	Queensland
CA	2261	New South Wales
CA	6210	Western Australia
CB	4744	Queensland
CB	2443	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

CB	2537	New South Wales
CC	4660	Queensland
CD	3806	Victoria
CD	4740	Queensland
CE	4165	Queensland
CF	4560	Queensland
CJ	2540	New South Wales
CM	4217	Queensland
CM	6530	Western Australia
CP	2720	New South Wales
CR	4035	Queensland
CR	2227	New South Wales
CT	3814	Victoria
CW	7009	Tasmania
CD	4935	Queensland
CS	4218	Queensland
CT	4817	Queensland
CH	3840	Victoria
CO	4829	Queensland
CM	4301	Queensland
CP	3140	Victoria
CE	6054	Western Australia
CR	4216	Queensland
CK	4217	Queensland
CG	7250	Tasmania
CH	6147	Western Australia
CR	6537	Western Australia
CH	4508	Queensland
CJ	6066	Western Australia
CH	2018	New South Wales
CB	3088	Victoria
CH	4280	Queensland
CG	4152	Queensland
CH	4359	Queensland
CB	4650	Queensland
CA	6169	Western Australia
CB	2539	New South Wales
CB	3152	Victoria
CC	3820	Victoria
CC	3918	Victoria
CD	2326	New South Wales
CH	2821	New South Wales
CH	2217	New South Wales
CH	6061	Western Australia
CH	4660	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

CH	2009	New South Wales
CH	4209	Queensland
CH	5255	South Australia
CO	3737	Victoria
CP	6450	Western Australia
CP	4610	Queensland
CR	6107	Western Australia
CR	6330	Western Australia
CS	2759	New South Wales
CS	4551	Queensland
CT	4510	Queensland
CW	3222	Victoria
CW	5095	South Australia
CW	4013	Queensland
CD	2171	New South Wales
CK	4019	Queensland
CD	4218	Queensland
CG	6315	Western Australia
CO	4211	Queensland
CE	6175	Western Australia
CM	4359	Queensland
CM	6053	Western Australia
DJ	3550	Victoria
DM	4161	Queensland
DP	6280	Western Australia
DA	2663	New South Wales
DB	4227	Queensland
DB	2577	New South Wales
DC	6112	Western Australia
DE	2626	New South Wales
DL	4877	Queensland
DQ	4500	Queensland
DW	3197	Victoria
DH	4213	Queensland
DP	6107	Western Australia
DC	6149	Western Australia
DC	3550	Victoria
DC	2663	New South Wales
DG	3551	Victoria
DV	6714	Western Australia
DD	3140	Victoria
DD	4869	Queensland
DE	4300	Queensland
DS	2508	New South Wales
DR	4744	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

DT	4280	Queensland
DC	5690	South Australia
DG	2526	New South Wales
DB	4129	Queensland
DD	5000	South Australia
DP	4703	Queensland
DB	6059	Western Australia
DE	4509	Queensland
DE	5023	South Australia
DE	5159	South Australia
DF	4034	Queensland
DF	4352	Queensland
DF	6109	Western Australia
DG	4566	Queensland
DH	3434	Victoria
DJ	4500	Queensland
DK	4121	Queensland
DL	4559	Queensland
DL	3150	Victoria
DL	6147	Western Australia
DL	6022	Western Australia
DM	2076	New South Wales
DM	3030	Victoria
DP	5501	South Australia
DR	3658	Victoria
DS	4125	Queensland
DS	3810	Victoria
DS	2573	New South Wales
DS	6107	Western Australia
DT	2147	New South Wales
DW	4573	Queensland
DW	4510	Queensland
DW	4710	Queensland
DA	2261	New South Wales
DC	6170	Western Australia
DE	4300	Queensland
DH	3000	Victoria
DS	836	Northern Territory
DS	3995	Victoria
DM	4723	Queensland
DB	6000	Western Australia
DF	4350	Queensland
DH	2142	New South Wales
DS	7310	Tasmania
DV	4012	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

DB	4509	Queensland
DD	2541	New South Wales
DJ	2429	New South Wales
DM	4568	Queensland
DR	3109	Victoria
DD	4556	Queensland
DM	6027	Western Australia
DM	6027	Western Australia
DN	2530	New South Wales
DA	2663	New South Wales
DK	2765	New South Wales
DM	4703	Queensland
DW	4702	Queensland
DY	3081	Victoria
DB	4208	Queensland
DB	4703	Queensland
DC	2265	New South Wales
DC	3910	Victoria
DC	3551	Victoria
DE	7210	Tasmania
DF	2285	New South Wales
DG	4034	Queensland
DG	2257	New South Wales
DM	2168	New South Wales
DM	6000	Western Australia
DM	5041	South Australia
DR	6065	Western Australia
DR	2320	New South Wales
DS	4221	Queensland
DW	2320	New South Wales
DA	4500	Queensland
DB	5343	South Australia
DB	2400	New South Wales
DC	2476	New South Wales
DH	4305	Queensland
DR	2710	New South Wales
DC	3377	Victoria
DH	4515	Queensland
DR	4880	Queensland
DT	5114	South Australia
DZ	4018	Queensland
DB	6163	Western Australia
DC	2327	New South Wales
DH	2212	New South Wales
DL	2769	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

DM	4871	Queensland
DM	4740	Queensland
DV	2000	New South Wales
DG	2820	New South Wales
DA	3197	Victoria
DA	2546	New South Wales
DA	4152	Queensland
DA	2480	New South Wales
DA	4161	Queensland
DB	4074	Queensland
DB	4716	Queensland
DB	4701	Queensland
DB	4518	Queensland
DB	3029	Victoria
DB	4800	Queensland
DB	6230	Western Australia
DB	4810	Queensland
DB	2000	New South Wales
DB	3044	Victoria
DB	4152	Queensland
DB	6015	Western Australia
DC	5032	South Australia
DC	4455	Queensland
DC	4109	Queensland
DC	6148	Western Australia
DC	2307	New South Wales
DC	2617	Australian Capital Territory
DD	4500	Queensland
DD	6210	Western Australia
DE	4285	Queensland
DF	4751	Queensland
DF	2176	New South Wales
DG	2761	New South Wales
DG	6051	Western Australia
DG	2763	New South Wales
DG	2287	New South Wales
DG	4671	Queensland
DG	2774	New South Wales
DG	7270	Tasmania
DG	4510	Queensland
DG	2820	New South Wales
DH	5723	South Australia
DH	4272	Queensland
DH	4519	Queensland
DH	2794	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

DH	3140	Victoria
DI	2100	New South Wales
DJ	5062	South Australia
DJ	6019	Western Australia
DJ	2905	Australian Capital Territory
DK	4655	Queensland
DK	2450	New South Wales
DL	2710	New South Wales
DL	4506	Queensland
DL	5067	South Australia
DL	4034	Queensland
DL	4017	Queensland
DM	3477	Victoria
DM	4114	Queensland
DM	2226	New South Wales
DM	2200	New South Wales
DM	4228	Queensland
DM	6148	Western Australia
DM	4551	Queensland
DM	4506	Queensland
DM	4210	Queensland
DM	4211	Queensland
DM	2289	New South Wales
DM	830	Northern Territory
DN	4021	Queensland
DN	4102	Queensland
DN	3215	Victoria
DO	3355	Victoria
DP	4561	Queensland
DP	2800	New South Wales
DP	5016	South Australia
DR	3240	Victoria
DR	3844	Victoria
DR	5253	South Australia
DR	4123	Queensland
DS	5086	South Australia
DS	2127	New South Wales
DS	2450	New South Wales
DS	6059	Western Australia
DT	2232	New South Wales
DT	2318	New South Wales
DT	3018	Victoria
DW	3206	Victoria
DW	2558	New South Wales
DW	4558	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

DW	4152	Queensland
DY	3133	Victoria
DZ	3030	Victoria
DM	4815	Queensland
DF	4556	Queensland
DS	6112	Western Australia
DB	4503	Queensland
DM	4564	Queensland
DS	4556	Queensland
DS	2212	New South Wales
DB	4560	Queensland
DH	3140	Victoria
DJ	3174	Victoria
DL	2905	Australian Capital Territory
DM	4159	Queensland
DM	6162	Western Australia
DP	4223	Queensland
DR	3673	Victoria
DS	4226	Queensland
DP	2502	New South Wales
DH	2864	New South Wales
DR	5014	South Australia
DH	3764	Victoria
DN	4670	Queensland
DS	6324	Western Australia
DB	3029	Victoria
DB	4300	Queensland
DB	2022	New South Wales
DE	2262	New South Wales
DH	2327	New South Wales
DH	2259	New South Wales
DK	7316	Tasmania
DL	4054	Queensland
DL	3754	Victoria
DM	4858	Queensland
DT	4207	Queensland
DW	4562	Queensland
DS	4211	Queensland
DS	6530	Western Australia
DA	2570	New South Wales
DC	6155	Western Australia
DD	6330	Western Australia
DD	5491	South Australia
DE	3699	Victoria
DH	6107	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

DM	2566	New South Wales
DT	3579	Victoria
DT	4211	Queensland
DW	4350	Queensland
DW	2020	New South Wales
DD	4224	Queensland
DF	6210	Western Australia
DG	2571	New South Wales
DH	2230	New South Wales
DH	4214	Queensland
DL	2067	New South Wales
DL	4216	Queensland
DR	4226	Queensland
DS	4561	Queensland
DS	4077	Queensland
DT	3029	Victoria
DW	6030	Western Australia
DH	3250	Victoria
DM	3550	Victoria
DN	6025	Western Australia
DG	4352	Queensland
DR	2478	New South Wales
DL	2176	New South Wales
DR	4115	Queensland
DM	4670	Queensland
DD	4551	Queensland
DT	2340	New South Wales
DW	4670	Queensland
DB	4560	Queensland
DM	4216	Queensland
DP	3551	Victoria
DB	4207	Queensland
DD	3910	Victoria
DF	3195	Victoria
DH	2754	New South Wales
DH	4510	Queensland
DJ	5163	South Australia
DM	4306	Queensland
DN	2093	New South Wales
DR	3442	Victoria
DR	4740	Queensland
DS	2577	New South Wales
DR	4306	Queensland
DA	2261	New South Wales
DB	5501	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

DC	3818	Victoria
DD	3214	Victoria
DS	2060	New South Wales
DS	2594	New South Wales
DT	6169	Western Australia
DV	2165	New South Wales
DG	7277	Tasmania
DL	6053	Western Australia
DC	2756	New South Wales
DA	4300	Queensland
DW	2484	New South Wales
DB	2084	New South Wales
DC	5252	South Australia
DC	3756	Victoria
DG	2069	New South Wales
DP	7210	Tasmania
DD	3975	Victoria
DB	6058	Western Australia
DG	2283	New South Wales
DY	4883	Queensland
DL	4118	Queensland
DD	4702	Queensland
DA	4503	Queensland
DC	4125	Queensland
DC	3351	Victoria
DW	4800	Queensland
DA	5126	South Australia
DP	2783	New South Wales
DE	2120	New South Wales
DG	6355	Western Australia
DH	5000	South Australia
DS	4740	Queensland
DT	5049	South Australia
DV	4215	Queensland
DA	852	Northern Territory
DD	3165	Victoria
DG	6152	Western Australia
DH	4077	Queensland
DJ	6110	Western Australia
DM	4121	Queensland
DN	4305	Queensland
DS	3429	Victoria
DS	4500	Queensland
DS	4744	Queensland
DT	4211	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

DA	4553	Queensland
DB	2145	New South Wales
DB	4500	Queensland
DB	4164	Queensland
DG	2714	New South Wales
DG	2257	New South Wales
DJ	5156	South Australia
DK	4159	Queensland
DM	2770	New South Wales
DM	3127	Victoria
DP	2225	New South Wales
DP	3047	Victoria
DR	5162	South Australia
DS	4680	Queensland
DS	3172	Victoria
DW	3844	Victoria
DW	4342	Queensland
DJ	4660	Queensland
DH	5098	South Australia
DK	4215	Queensland
DL	2103	New South Wales
DR	4725	Queensland
DL	3023	Victoria
DM	3207	Victoria
DG	3550	Victoria
DB	3934	Victoria
DZ	3064	Victoria
DE	4868	Queensland
DL	3018	Victoria
DP	2621	New South Wales
DS	2137	New South Wales
DW	4078	Queensland
DM	4123	Queensland
DJ	4132	Queensland
DL	3047	Victoria
DN	2480	New South Wales
DS	2176	New South Wales
DS	4363	Queensland
DS	6210	Western Australia
DS	4565	Queensland
DS	2285	New South Wales
DA	3634	Victoria
DB	2570	New South Wales
DL	4021	Queensland
DM	2460	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

DM	4032	Queensland
DA	2443	New South Wales
DB	4272	Queensland
DC	4670	Queensland
DC	6111	Western Australia
DC	6065	Western Australia
DC	4214	Queensland
DG	4701	Queensland
DG	2320	New South Wales
DM	4740	Queensland
DM	2777	New South Wales
DM	4216	Queensland
DM	4350	Queensland
DP	2283	New South Wales
DR	2914	Australian Capital Territory
DR	3551	Victoria
DS	2800	New South Wales
DH	3088	Victoria
DM	5072	South Australia
DM	2199	New South Wales
DB	2777	New South Wales
DB	6530	Western Australia
DC	4812	Queensland
DH	6210	Western Australia
DH	2611	Australian Capital Territory
DJ	2530	New South Wales
DS	3551	Victoria
DH	4809	Queensland
DJ	3029	Victoria
DC	812	Northern Territory
DB	4370	Queensland
DH	4361	Queensland
DM	4127	Queensland
DA	3198	Victoria
DB	4227	Queensland
DB	6258	Western Australia
DG	4510	Queensland
DK	3442	Victoria
DM	4124	Queensland
DS	2145	New South Wales
DJ	5043	South Australia
DP	2617	Australian Capital Territory
DG	2164	New South Wales
DC	3575	Victoria
DL	4868	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

DM	835	Northern Territory
DR	5063	South Australia
DR	3977	Victoria
DS	4401	Queensland
EE	2017	New South Wales
EL	2440	New South Wales
EG	3216	Victoria
EK	4370	Queensland
ER	2228	New South Wales
EH	6666	Western Australia
EY	2142	New South Wales
EC	4510	Queensland
EE	4055	Queensland
EM	2770	New South Wales
EK	4211	Queensland
EM	4850	Queensland
EM	4211	Queensland
EV	4350	Queensland
EV	5158	South Australia
ED	2304	New South Wales
EE	3151	Victoria
EM	4600	Queensland
EM	4500	Queensland
EN	2615	Australian Capital Territory
EP	4035	Queensland
ER	3816	Victoria
EO	6169	Western Australia
EM	4558	Queensland
EM	5075	South Australia
EA	3915	Victoria
EB	2330	New South Wales
EH	812	Northern Territory
EH	3810	Victoria
EP	5090	South Australia
EC	2396	New South Wales
EJ	4218	Queensland
EM	2550	New South Wales
EM	2034	New South Wales
EP	6148	Western Australia
EP	2088	New South Wales
ER	2199	New South Wales
ER	2319	New South Wales
ES	2250	New South Wales
ES	6233	Western Australia
EW	3517	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

EW	2300	New South Wales
EE	2155	New South Wales
EM	2756	New South Wales
EG	4309	Queensland
ES	3550	Victoria
EN	4226	Queensland
EC	6330	Western Australia
ED	2482	New South Wales
ET	3550	Victoria
EC	3515	Victoria
EL	4505	Queensland
EA	3765	Victoria
EA	2019	New South Wales
EC	2241	New South Wales
EC	2450	New South Wales
EC	2330	New South Wales
EE	4556	Queensland
EF	4078	Queensland
EF	3810	Victoria
EL	2480	New South Wales
EL	2797	New South Wales
EM	2642	New South Wales
EO	2317	New South Wales
EP	4215	Queensland
EP	7210	Tasmania
EP	2770	New South Wales
EP	7250	Tasmania
ER	6108	Western Australia
ER	5163	South Australia
ES	6054	Western Australia
ES	5113	South Australia
ES	4218	Queensland
ES	3831	Victoria
ES	4132	Queensland
ES	6155	Western Australia
EV	7307	Tasmania
EW	3912	Victoria
EF	4570	Queensland
EW	2101	New South Wales
EC	2371	New South Wales
ED	4560	Queensland
EG	4825	Queensland
EG	3550	Victoria
EM	6109	Western Australia
EA	3816	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

EH	4301	Queensland
ET	3812	Victoria
EM	2261	New South Wales
EM	6111	Western Australia
EH	3084	Victoria
EA	4226	Queensland
EB	3690	Victoria
EL	4152	Queensland
EL	4670	Queensland
EC	4350	Queensland
EG	3677	Victoria
EM	2577	New South Wales
EM	4127	Queensland
EP	4280	Queensland
EV	3280	Victoria
EW	6330	Western Australia
EH	4505	Queensland
EH	2173	New South Wales
EC	2289	New South Wales
ER	4818	Queensland
EC	6171	Western Australia
EL	6112	Western Australia
EN	4055	Queensland
EW	5019	South Australia
EW	4871	Queensland
EZ	6410	Western Australia
EB	2213	New South Wales
EG	886	Northern Territory
EP	2450	New South Wales
EL	6005	Western Australia
EW	2444	New South Wales
EF	2560	New South Wales
EL	7005	Tasmania
EW	3556	Victoria
EO	2250	New South Wales
ET	6336	Western Australia
EB	4019	Queensland
EG	4670	Queensland
ES	3672	Victoria
EP	5501	South Australia
EM	4341	Queensland
EB	4670	Queensland
EO	4020	Queensland
EW	3131	Victoria
ES	2137	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

EB	3000	Victoria
EH	4753	Queensland
EV	2655	New South Wales
EG	6107	Western Australia
EB	4560	Queensland
EM	4615	Queensland
ER	2783	New South Wales
EA	4740	Queensland
FA	5355	South Australia
FC	2444	New South Wales
FH	4650	Queensland
FL	4211	Queensland
FD	3103	Victoria
FZ	3815	Victoria
FE	2011	New South Wales
FM	834	Northern Territory
FS	3124	Victoria
FF	4870	Queensland
FF	4870	Queensland
FH	3818	Victoria
FK	5501	South Australia
FL	4745	Queensland
FM	3630	Victoria
FN	4170	Queensland
FU	4218	Queensland
FW	4210	Queensland
FW	6056	Western Australia
FM	6076	Western Australia
FG	4053	Queensland
FB	2190	New South Wales
FK	4753	Queensland
FP	6985	Western Australia
FF	4724	Queensland
FG	3220	Victoria
FG	2747	New South Wales
FH	6018	Western Australia
FQ	2263	New South Wales
FC	4507	Queensland
FE	4075	Queensland
FR	4055	Queensland
FB	6208	Western Australia
FC	6061	Western Australia
FS	6062	Western Australia
FC	4556	Queensland
FD	4300	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

FJ	7250	Tasmania
FM	2790	New South Wales
FM	2460	New South Wales
FB	3022	Victoria
FB	4860	Queensland
FB	3820	Victoria
FB	2153	New South Wales
FB	6172	Western Australia
FC	2400	New South Wales
FC	4114	Queensland
FC	2250	New South Wales
FC	6215	Western Australia
FD	4869	Queensland
FE	5556	South Australia
FG	2774	New South Wales
FH	4022	Queensland
FH	3550	Victoria
FN	4154	Queensland
FP	6109	Western Australia
FS	2766	New South Wales
FS	2800	New South Wales
FS	2148	New South Wales
FT	2320	New South Wales
FV	4020	Queensland
FV	4500	Queensland
FW	4207	Queensland
FB	4304	Queensland
FK	4113	Queensland
FF	4551	Queensland
FB	5000	South Australia
FB	5000	South Australia
FW	6110	Western Australia
FL	3460	Victoria
GE	6312	Western Australia
GP	5127	South Australia
GH	4350	Queensland
GR	3042	Victoria
GE	5165	South Australia
GB	2567	New South Wales
GC	4078	Queensland
GH	4112	Queensland
GH	2576	New South Wales
GH	4812	Queensland
GM	2565	New South Wales
GM	4132	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

GP	3156	Victoria
GR	3201	Victoria
GS	4680	Queensland
GM	4285	Queensland
GC	4878	Queensland
GJ	6722	Western Australia
GP	4300	Queensland
GW	6028	Western Australia
GS	4560	Queensland
GB	3095	Victoria
GC	3030	Victoria
GC	4130	Queensland
GD	3976	Victoria
GD	4207	Queensland
GL	3284	Victoria
GM	4217	Queensland
GP	6056	Western Australia
GR	2112	New South Wales
GS	2428	New South Wales
GS	4879	Queensland
GU	2830	New South Wales
GW	4350	Queensland
GB	4511	Queensland
GP	4573	Queensland
GR	6101	Western Australia
GA	5211	South Australia
GA	5723	South Australia
GB	2305	New South Wales
GC	4209	Queensland
GG	7025	Tasmania
GH	4352	Queensland
GH	4209	Queensland
GH	4225	Queensland
GJ	4207	Queensland
GM	4421	Queensland
GM	6701	Western Australia
GM	3216	Victoria
GO	4512	Queensland
GO	3218	Victoria
GP	2267	New South Wales
GR	2107	New South Wales
GS	3029	Victoria
GS	2902	Australian Capital Territory
GS	2477	New South Wales
GS	4216	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

GS	3037	Victoria
GT	4670	Queensland
GW	2617	Australian Capital Territory
GD	3931	Victoria
GD	3165	Victoria
GJ	4151	Queensland
GM	3084	Victoria
GS	4061	Queensland
GS	4807	Queensland
GW	4700	Queensland
GD	4701	Queensland
GM	2340	New South Wales
GC	6148	Western Australia
GW	3021	Victoria
GS	3019	Victoria
GK	6110	Western Australia
GB	4075	Queensland
GB	6180	Western Australia
GM	6164	Western Australia
GO	2572	New South Wales
GB	4213	Queensland
GF	4723	Queensland
GH	3218	Victoria
GJ	4285	Queensland
GL	2232	New South Wales
GL	3000	Victoria
GM	3116	Victoria
GE	3820	Victoria
GJ	4019	Queensland
GL	4068	Queensland
GM	7304	Tasmania
GS	2604	Australian Capital Territory
GA	2564	New South Wales
GD	2086	New South Wales
GE	2073	New South Wales
GE	4019	Queensland
GG	7252	Tasmania
GH	6172	Western Australia
GK	3046	Victoria
GM	4306	Queensland
GP	3418	Victoria
GS	6031	Western Australia
GS	2460	New South Wales
GS	6012	Western Australia
GT	5039	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

GA	3579	Victoria
GA	5073	South Australia
GG	2154	New South Wales
GS	4670	Queensland
GB	2153	New South Wales
GM	4211	Queensland
GD	3550	Victoria
GP	2112	New South Wales
GR	6056	Western Australia
GE	3831	Victoria
GH	2834	New South Wales
GP	4815	Queensland
GS	3076	Victoria
GS	2336	New South Wales
GS	2065	New South Wales
GD	2444	New South Wales
GS	3084	Victoria
GB	3030	Victoria
GB	4017	Queensland
GC	6166	Western Australia
GC	2009	New South Wales
GS	2116	New South Wales
GR	2519	New South Wales
GV	2843	New South Wales
GB	2155	New South Wales
GB	4221	Queensland
GA	4605	Queensland
GC	6065	Western Australia
GC	2261	New South Wales
GF	3939	Victoria
GH	2450	New South Wales
GL	4078	Queensland
GM	4227	Queensland
GP	2233	New South Wales
GS	4312	Queensland
GW	4352	Queensland
GB	4228	Queensland
GB	2259	New South Wales
GC	4019	Queensland
GC	4500	Queensland
GT	4350	Queensland
GC	2290	New South Wales
GH	2223	New South Wales
GJ	2450	New South Wales
GM	2251	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

GM	6065	Western Australia
GN	4221	Queensland
GP	4214	Queensland
GR	3764	Victoria
GS	3672	Victoria
GW	3550	Victoria
GW	4506	Queensland
GH	4205	Queensland
GC	2263	New South Wales
GO	4564	Queensland
GP	6173	Western Australia
GS	4127	Queensland
GW	6210	Western Australia
GH	6225	Western Australia
GD	3809	Victoria
GS	2112	New South Wales
GB	7320	Tasmania
GC	6148	Western Australia
GC	3820	Victoria
GG	4209	Queensland
GG	2324	New South Wales
GG	6112	Western Australia
GM	6308	Western Australia
GM	4341	Queensland
GO	4210	Queensland
GS	2321	New South Wales
GP	2136	New South Wales
GM	6111	Western Australia
GG	2065	New South Wales
GH	2567	New South Wales
GH	4757	Queensland
GH	2300	New South Wales
GJ	5042	South Australia
GL	3084	Victoria
GL	3805	Victoria
GM	2126	New South Wales
GP	2225	New South Wales
GS	820	Northern Territory
GT	2621	New South Wales
GW	4816	Queensland
GW	2765	New South Wales
GM	4215	Queensland
GG	3438	Victoria
GH	4650	Queensland
GH	4037	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

GJ	4285	Queensland
GL	2321	New South Wales
GL	4701	Queensland
GL	4114	Queensland
GL	6280	Western Australia
GL	2537	New South Wales
GM	4067	Queensland
GM	2068	New South Wales
GM	3551	Victoria
GO	3550	Victoria
GP	4570	Queensland
GP	2763	New South Wales
GS	4217	Queensland
GS	2905	Australian Capital Territory
GT	2322	New South Wales
GT	4403	Queensland
GW	3219	Victoria
GW	3156	Victoria
GM	2257	New South Wales
GW	2800	New South Wales
GA	4207	Queensland
GB	4370	Queensland
GC	7267	Tasmania
GN	5608	South Australia
GN	4702	Queensland
GN	3000	Victoria
GP	4020	Queensland
GS	4556	Queensland
GI	3783	Victoria
GK	4207	Queensland
GB	4220	Queensland
GB	3579	Victoria
GC	5163	South Australia
GC	2615	Australian Capital Territory
GC	2485	New South Wales
GC	2560	New South Wales
GD	3103	Victoria
GH	3550	Victoria
GM	2480	New South Wales
GM	2330	New South Wales
GM	4070	Queensland
GM	2750	New South Wales
GM	2747	New South Wales
GP	3814	Victoria
GR	4507	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

GS	6107	Western Australia
GS	2429	New South Wales
GS	4300	Queensland
GW	6330	Western Australia
GW	4217	Queensland
GA	4405	Queensland
GA	2144	New South Wales
GC	2720	New South Wales
GH	3810	Victoria
GH	4220	Queensland
GH	4350	Queensland
GM	5011	South Australia
GN	6005	Western Australia
GR	2452	New South Wales
GS	3141	Victoria
GD	2760	New South Wales
GP	4212	Queensland
GP	3185	Victoria
GH	4152	Queensland
GB	6035	Western Australia
GC	3919	Victoria
GD	6162	Western Australia
GG	2560	New South Wales
GM	4518	Queensland
GM	5032	South Australia
GM	4127	Queensland
GK	4019	Queensland
GS	4870	Queensland
GB	2566	New South Wales
GK	2161	New South Wales
HE	2261	New South Wales
HC	6009	Western Australia
HB	2473	New South Wales
HA	4119	Queensland
HC	6210	Western Australia
HR	2576	New South Wales
HL	2117	New South Wales
HB	4163	Queensland
HM	4703	Queensland
HV	3429	Victoria
HM	2101	New South Wales
HJ	4215	Queensland
HN	4165	Queensland
HS	3064	Victoria
HB	4405	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

HM	5173	South Australia
HS	2560	New South Wales
HV	4520	Queensland
HW	2440	New South Wales
HG	3616	Victoria
HB	4218	Queensland
HE	6050	Western Australia
HH	5352	South Australia
HJ	2615	Australian Capital Territory
HJ	4157	Queensland
HS	4211	Queensland
HS	5081	South Australia
HD	5118	South Australia
HA	2340	New South Wales
HB	2333	New South Wales
HB	6230	Western Australia
HH	4737	Queensland
HK	4660	Queensland
HW	4301	Queensland
HB	2452	New South Wales
HB	3463	Victoria
HB	2290	New South Wales
HC	5050	South Australia
HC	4305	Queensland
HF	2835	New South Wales
HG	2777	New South Wales
HH	4179	Queensland
HH	3690	Victoria
HJ	2614	Australian Capital Territory
HK	5108	South Australia
HL	3810	Victoria
HM	5112	South Australia
HR	5097	South Australia
HS	4218	Queensland
HS	2745	New South Wales
HT	4356	Queensland
HW	3101	Victoria
HW	4680	Queensland
HT	4214	Queensland
HB	2576	New South Wales
HB	5473	South Australia
HB	3150	Victoria
HB	4716	Queensland
HB	2330	New South Wales
HB	6112	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

HB	4870	Queensland
HC	3041	Victoria
HC	3918	Victoria
HD	6210	Western Australia
HF	2560	New South Wales
HF	3028	Victoria
HF	4012	Queensland
HH	2568	New South Wales
HH	2480	New South Wales
HM	2011	New South Wales
HM	4703	Queensland
HM	5014	South Australia
HM	2560	New South Wales
HM	4659	Queensland
HM	4671	Queensland
HM	3216	Victoria
HP	3912	Victoria
HP	2261	New South Wales
HR	6059	Western Australia
HR	3095	Victoria
HS	4870	Queensland
HS	4570	Queensland
HS	2533	New South Wales
HS	4155	Queensland
HT	4122	Queensland
HT	3370	Victoria
HT	6562	Western Australia
HW	4053	Queensland
HW	4882	Queensland
HW	5108	South Australia
HY	2360	New South Wales
HH	2750	New South Wales
HJ	4670	Queensland
HT	4551	Queensland
HH	5501	South Australia
HT	3043	Victoria
HS	4215	Queensland
HN	2142	New South Wales
HN	5556	South Australia
HH	6090	Western Australia
HI	2165	New South Wales
HR	822	Northern Territory
HI	3048	Victoria
HR	4064	Queensland
HS	832	Northern Territory



Stand tall. Fight hard.

bernardgaynor.com.au

HL	3111	Victoria
HM	2250	New South Wales
HP	4073	Queensland
HH	2795	New South Wales
HH	2047	New South Wales
HH	4352	Queensland
HB	3806	Victoria
HN	4129	Queensland
HB	2787	New South Wales
HS	4500	Queensland
HS	4670	Queensland
HV	4119	Queensland
HP	4113	Queensland
IG	2077	New South Wales
IA	4118	Queensland
IA	832	Northern Territory
IB	6000	Western Australia
IB	4621	Queensland
IB	7109	Tasmania
IC	4555	Queensland
IC	4810	Queensland
IC	3103	Victoria
IC	5097	South Australia
IC	6155	Western Australia
IC	6148	Western Australia
IC	2617	Australian Capital Territory
ID	4670	Queensland
ID	4216	Queensland
IE	4133	Queensland
IE	2207	New South Wales
IF	3500	Victoria
IF	3525	Victoria
IF	2533	New South Wales
IH	2753	New South Wales
IH	6020	Western Australia
IH	2797	New South Wales
IH	4655	Queensland
IH	3124	Victoria
IJ	3450	Victoria
IJ	5162	South Australia
IK	5109	South Australia
IM	5558	South Australia
IM	4558	Queensland
IM	4650	Queensland
IM	4659	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

IM	5092	South Australia
IM	4212	Queensland
IP	3705	Victoria
IP	4340	Queensland
IR	3132	Victoria
IR	3672	Victoria
IR	2212	New South Wales
IS	4210	Queensland
IS	2117	New South Wales
IS	2486	New South Wales
IS	4510	Queensland
IS	4520	Queensland
IS	2259	New South Wales
IT	6024	Western Australia
IW	6430	Western Australia
IW	4814	Queensland
IW	1355	New South Wales
IM	6330	Western Australia
IN	3977	Victoria
IC	2720	New South Wales
ID	4312	Queensland
IN	4350	Queensland
IC	6026	Western Australia
ID	4883	Queensland
IB	5214	South Australia
IB	4701	Queensland
IG	4306	Queensland
IH	7117	Tasmania
IH	4815	Queensland
IK	2196	New South Wales
IL	4559	Queensland
IR	3844	Victoria
IV	2843	New South Wales
IS	3803	Victoria
IL	2118	New South Wales
IT	4272	Queensland
IN	4131	Queensland
IC	4074	Queensland
IH	4503	Queensland
IM	4214	Queensland
IS	4558	Queensland
IV	4380	Queensland
IL	6054	Western Australia
IS	2324	New South Wales
JE	2527	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

JK	2528	New South Wales
JK	3201	Victoria
JB	4125	Queensland
JM	3084	Victoria
JW	3700	Victoria
JA	4701	Queensland
JE	2076	New South Wales
JJ	2259	New South Wales
JT	2582	New South Wales
JT	5341	South Australia
JF	2372	New South Wales
JS	3976	Victoria
JC	4701	Queensland
JK	3095	Victoria
JH	4006	Queensland
JN	2777	New South Wales
JW	2251	New South Wales
JB	4020	Queensland
JB	3658	Victoria
JL	4518	Queensland
JM	4868	Queensland
JW	4000	Queensland
JA	4034	Queensland
JH	2537	New South Wales
JB	6430	Western Australia
JM	7320	Tasmania
JS	2360	New South Wales
JW	3919	Victoria
JB	2217	New South Wales
JM	4207	Queensland
JS	4211	Queensland
JW	3847	Victoria
JH	2749	New South Wales
JD	5162	South Australia
JB	3216	Victoria
JP	6103	Western Australia
JS	4127	Queensland
JA	6000	Western Australia
JB	2644	New South Wales
JB	7175	Tasmania
JB	6070	Western Australia
JB	4221	Queensland
JC	2914	Australian Capital Territory
JD	4226	Queensland
JD	4069	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

JE	4805	Queensland
JF	6069	Western Australia
JF	5355	South Australia
JF	3130	Victoria
JH	4350	Queensland
JH	4895	Queensland
JH	6061	Western Australia
JL	4211	Queensland
JM	3166	Victoria
JM	4818	Queensland
JM	2450	New South Wales
JM	4580	Queensland
JM	2450	New South Wales
JN	2080	New South Wales
JO	3338	Victoria
JO	2259	New South Wales
JP	4221	Queensland
JP	4570	Queensland
JP	2485	New South Wales
JR	4860	Queensland
JR	4218	Queensland
JR	2160	New South Wales
JS	3555	Victoria
JS	4674	Queensland
JS	7173	Tasmania
JT	3158	Victoria
JV	2655	New South Wales
JW	4054	Queensland
JY	2486	New South Wales
JB	4215	Queensland
JD	4109	Queensland
JH	7301	Tasmania
JH	6025	Western Australia
JR	2615	Australian Capital Territory
JW	5068	South Australia
JB	6055	Western Australia
JB	6213	Western Australia
JD	2065	New South Wales
JE	2700	New South Wales
JG	4352	Queensland
JH	4510	Queensland
JM	4740	Queensland
JP	812	Northern Territory
JP	3922	Victoria
JS	4184	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

JS	5251	South Australia
JS	6024	Western Australia
JT	2450	New South Wales
JV	4207	Queensland
JW	3809	Victoria
JB	4214	Queensland
JB	4310	Queensland
JB	5417	South Australia
JE	4226	Queensland
JF	3806	Victoria
JG	5115	South Australia
JK	2567	New South Wales
JP	2155	New South Wales
JP	3194	Victoria
JP	2118	New South Wales
JR	3599	Victoria
JR	3064	Victoria
JS	2573	New South Wales
JS	5112	South Australia
JT	2830	New South Wales
JW	6070	Western Australia
JD	4077	Queensland
JJ	2280	New South Wales
JM	4557	Queensland
JR	4213	Queensland
JW	4650	Queensland
JA	4503	Queensland
JB	4124	Queensland
JB	3825	Victoria
JC	4215	Queensland
JC	3831	Victoria
JG	7252	Tasmania
JR	4159	Queensland
JR	2519	New South Wales
JS	6064	Western Australia
JS	2250	New South Wales
JW	4879	Queensland
JA	2259	New South Wales
JC	4069	Queensland
JM	6057	Western Australia
JT	6112	Western Australia
JB	4021	Queensland
JC	2651	New South Wales
JH	2259	New South Wales
JH	4178	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

JM	2325	New South Wales
JT	4701	Queensland
JW	4051	Queensland
JD	3910	Victoria
JS	3825	Victoria
JB	2175	New South Wales
JH	3046	Victoria
JL	4506	Queensland
JM	3085	Victoria
JS	4680	Queensland
JW	2430	New South Wales
JZ	5158	South Australia
JB	4510	Queensland
JM	4350	Queensland
JC	2530	New South Wales
JL	4814	Queensland
JP	4680	Queensland
JH	3517	Victoria
JF	6504	Western Australia
JD	6210	Western Australia
JM	4802	Queensland
JC	5076	South Australia
JT	6510	Western Australia
JT	4305	Queensland
JV	2448	New South Wales
JA	4306	Queensland
JD	6168	Western Australia
JD	4740	Queensland
JD	5608	South Australia
JD	4740	Queensland
JE	4350	Queensland
JE	7252	Tasmania
JG	2761	New South Wales
JG	4702	Queensland
JH	2287	New South Wales
JH	2261	New South Wales
JK	4213	Queensland
JL	4300	Queensland
JL	4570	Queensland
JL	4505	Queensland
JL	2782	New South Wales
JM	3930	Victoria
JM	6112	Western Australia
JM	3465	Victoria
JM	6112	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

JM	4209	Queensland
JO	2529	New South Wales
JO	4221	Queensland
JP	2259	New South Wales
JP	4121	Queensland
JS	3338	Victoria
JW	5044	South Australia
JW	4074	Queensland
JA	4740	Queensland
JB	3152	Victoria
JS	4701	Queensland
JS	810	Northern Territory
JY	2795	New South Wales
JJ	2145	New South Wales
JC	6210	Western Australia
JH	2101	New South Wales
JN	4128	Queensland
JB	5049	South Australia
JB	3677	Victoria
JD	6063	Western Australia
JG	4380	Queensland
JH	5126	South Australia
JL	4114	Queensland
JM	6156	Western Australia
JT	4114	Queensland
JY	4275	Queensland
JG	4737	Queensland
JD	2540	New South Wales
JM	2228	New South Wales
JM	3585	Victoria
JN	3155	Victoria
JW	4803	Queensland
JW	3752	Victoria
JY	3000	Victoria
JS	4124	Queensland
JB	4560	Queensland
JS	3160	Victoria
JF	2161	New South Wales
JN	3111	Victoria
JN	3201	Victoria
JP	4553	Queensland
JP	3037	Victoria
JP	2575	New South Wales
JS	3672	Victoria
JT	4810	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

JS	3831	Victoria
JA	4814	Queensland
JC	6743	Western Australia
JC	4559	Queensland
JE	3805	Victoria
JE	4670	Queensland
JF	3810	Victoria
JS	2486	New South Wales
JG	5125	South Australia
JW	2571	New South Wales
JM	4514	Queensland
JC	3844	Victoria
JA	2500	New South Wales
JM	3435	Victoria
JR	2097	New South Wales
JR	2750	New South Wales
JH	2430	New South Wales
JM	2300	New South Wales
JB	4650	Queensland
JP	6164	Western Australia
JE	2709	New South Wales
JF	2756	New South Wales
JA	2546	New South Wales
JB	3930	Victoria
JB	3108	Victoria
JB	6153	Western Australia
JC	4860	Queensland
JC	3818	Victoria
JC	4740	Queensland
JC	4878	Queensland
JC	6280	Western Australia
JD	4151	Queensland
JD	2529	New South Wales
JD	2285	New South Wales
JG	1890	New South Wales
JH	4125	Queensland
JH	7304	Tasmania
JH	2444	New South Wales
JI	4570	Queensland
JL	4123	Queensland
JL	2287	New South Wales
JM	4061	Queensland
JM	4122	Queensland
JM	7315	Tasmania
JM	830	Northern Territory



Stand tall. Fight hard.

bernardgaynor.com.au

JM	4564	Queensland
JN	4053	Queensland
JP	3620	Victoria
JP	4553	Queensland
JP	2575	New South Wales
JR	4817	Queensland
JS	2722	New South Wales
JT	4879	Queensland
JT	2840	New South Wales
JV	4350	Queensland
JW	6330	Western Australia
JW	4301	Queensland
JA	4870	Queensland
JB	5355	South Australia
JB	4701	Queensland
JC	6018	Western Australia
JF	4060	Queensland
JH	2515	New South Wales
JH	3691	Victoria
JH	6109	Western Australia
JM	4211	Queensland
JM	3981	Victoria
JO	4313	Queensland
JP	3976	Victoria
JH	4157	Queensland
JL	2224	New South Wales
JR	2340	New South Wales
JS	6081	Western Australia
JW	870	Northern Territory
JK	4212	Queensland
JM	4007	Queensland
JP	4152	Queensland
JP	5163	South Australia
JB	2470	New South Wales
JC	4053	Queensland
JH	6030	Western Australia
JF	3844	Victoria
JG	2176	New South Wales
JM	3134	Victoria
JN	4741	Queensland
JN	5453	South Australia
JS	6430	Western Australia
JS	3109	Victoria
JS	6169	Western Australia
JF	2146	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

JM	2170	New South Wales
JB	6163	Western Australia
JJ	6167	Western Australia
JL	4211	Queensland
JS	2112	New South Wales
JC	3061	Victoria
JG	4109	Queensland
JH	2154	New South Wales
JL	3862	Victoria
JL	3465	Victoria
JL	5006	South Australia
JM	2541	New South Wales
JO	812	Northern Territory
JS	3019	Victoria
JS	4802	Queensland
JT	3723	Victoria
JB	2148	New South Wales
JT	3201	Victoria
JM	6271	Western Australia
JC	7304	Tasmania
JD	2119	New South Wales
JH	3465	Victoria
JM	4510	Queensland
JW	2000	New South Wales
JC	3199	Victoria
JD	5113	South Australia
JE	2226	New South Wales
JH	4550	Queensland
JJ	4715	Queensland
JM	2650	New South Wales
JM	4125	Queensland
JB	2192	New South Wales
JC	3260	Victoria
JC	3043	Victoria
JE	3226	Victoria
JG	2147	New South Wales
JG	4370	Queensland
JH	2790	New South Wales
JH	4350	Queensland
JJ	3170	Victoria
JL	2430	New South Wales
JM	3490	Victoria
JM	4313	Queensland
JM	3085	Victoria
JM	2232	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

JM	6169	Western Australia
JM	3814	Victoria
JM	4210	Queensland
JM	5501	South Australia
JR	2263	New South Wales
JS	2443	New South Wales
JT	4132	Queensland
JT	7320	Tasmania
JT	4610	Queensland
JW	2675	New South Wales
JM	6109	Western Australia
JP	2113	New South Wales
JS	6153	Western Australia
JR	5064	South Australia
JY	2580	New South Wales
JL	2582	New South Wales
JC	4207	Queensland
JC	6510	Western Australia
JK	3672	Victoria
JS	2287	New South Wales
JS	3756	Victoria
JD	2480	New South Wales
JM	2526	New South Wales
JS	2502	New South Wales
JT	2325	New South Wales
JC	2441	New South Wales
JD	4702	Queensland
JD	4227	Queensland
JM	4720	Queensland
JM	5038	South Australia
JM	6112	Western Australia
JW	3175	Victoria
JD	3888	Victoria
JE	3754	Victoria
JT	2131	New South Wales
JV	4574	Queensland
JF	3037	Victoria
JA	4228	Queensland
JA	2230	New South Wales
JB	6224	Western Australia
JB	2539	New South Wales
JB	5000	South Australia
JB	2573	New South Wales
JB	4216	Queensland
JB	6065	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

JB	4503	Queensland
JB	4305	Queensland
JB	2640	New South Wales
JB	5162	South Australia
JB	2211	New South Wales
JB	4820	Queensland
JC	6054	Western Australia
JC	2318	New South Wales
JC	6062	Western Australia
JC	5680	South Australia
JC	6210	Western Australia
JC	4053	Queensland
JC	3029	Victoria
JC	4655	Queensland
JC	2151	New South Wales
JC	5290	South Australia
JC	4220	Queensland
JD	4217	Queensland
JD	6330	Western Australia
JD	6074	Western Australia
JF	6083	Western Australia
JG	4670	Queensland
JG	3431	Victoria
JG	4880	Queensland
JG	3136	Victoria
JH	3818	Victoria
JH	5260	South Australia
JH	2299	New South Wales
JH	2541	New South Wales
JH	5204	South Australia
JH	2484	New South Wales
JJ	3085	Victoria
JJ	2825	New South Wales
JJ	2046	New South Wales
JK	3910	Victoria
JK	6169	Western Australia
JK	4740	Queensland
JK	6012	Western Australia
JK	2440	New South Wales
JL	4306	Queensland
JL	2466	New South Wales
JL	5098	South Australia
JM	6024	Western Australia
JM	6208	Western Australia
JM	2652	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

JM	6101	Western Australia
JM	3690	Victoria
JM	2427	New South Wales
JM	4054	Queensland
JM	2295	New South Wales
JM	2444	New South Wales
JM	3073	Victoria
JM	4209	Queensland
JM	5159	South Australia
JM	3564	Victoria
JM	4300	Queensland
JM	2602	Australian Capital Territory
JM	3284	Victoria
JN	2170	New South Wales
JO	4171	Queensland
JO	4701	Queensland
JO	2262	New South Wales
JP	7310	Tasmania
JP	4305	Queensland
JP	6157	Western Australia
JP	6160	Western Australia
JP	4223	Queensland
JP	3942	Victoria
JP	2572	New South Wales
JR	4300	Queensland
JR	2028	New South Wales
JR	5064	South Australia
JR	6027	Western Australia
JR	2208	New South Wales
JR	2611	Australian Capital Territory
JR	4413	Queensland
JR	4670	Queensland
JR	4211	Queensland
JR	6623	Western Australia
JS	2251	New South Wales
JS	6012	Western Australia
JS	5107	South Australia
JS	3814	Victoria
JS	6155	Western Australia
JS	3810	Victoria
JS	4573	Queensland
JS	6018	Western Australia
JS	6025	Western Australia
JS	2176	New South Wales
JS	5413	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

JS	4211	Queensland
JT	6065	Western Australia
JT	4670	Queensland
JT	4814	Queensland
JT	2650	New South Wales
JT	6059	Western Australia
JT	4551	Queensland
JV	6504	Western Australia
JV	3216	Victoria
JW	4170	Queensland
JW	2460	New South Wales
JW	5121	South Australia
JW	2427	New South Wales
JW	4815	Queensland
JW	3012	Victoria
JW	6110	Western Australia
JW	5158	South Australia
JW	4208	Queensland
JR	4124	Queensland
JC	2333	New South Wales
JM	2207	New South Wales
JM	5038	South Australia
JP	6210	Western Australia
JK	4061	Queensland
JL	2541	New South Wales
JM	872	Northern Territory
JM	4701	Queensland
JT	2429	New South Wales
JR	6330	Western Australia
JS	852	Northern Territory
JW	2318	New South Wales
JG	2324	New South Wales
JR	4226	Queensland
JS	4815	Queensland
JR	3910	Victoria
JH	4124	Queensland
JS	4561	Queensland
JT	6076	Western Australia
JA	2008	New South Wales
JB	3150	Victoria
JB	4215	Queensland
JC	3133	Victoria
JC	3030	Victoria
JF	2195	New South Wales
JM	6055	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

JS	4510	Queensland
JV	3095	Victoria
JV	3076	Victoria
JN	2213	New South Wales
JA	2528	New South Wales
JG	4211	Queensland
JW	5095	South Australia
JW	6152	Western Australia
JB	5114	South Australia
JB	2323	New South Wales
JB	5114	South Australia
JB	5114	South Australia
JD	5019	South Australia
JH	2770	New South Wales
JW	2233	New South Wales
JF	6104	Western Australia
JG	4509	Queensland
JA	4561	Queensland
JA	4163	Queensland
JH	4557	Queensland
JL	4506	Queensland
JS	6107	Western Australia
JK	3802	Victoria
JA	6163	Western Australia
JB	4359	Queensland
JR	4798	Queensland
JN	3016	Victoria
JB	4118	Queensland
JN	4178	Queensland
JU	820	Northern Territory
JH	6315	Western Australia
JB	3175	Victoria
JA	4350	Queensland
JB	6027	Western Australia
JD	6019	Western Australia
JE	6280	Western Australia
JG	4506	Queensland
JK	3064	Victoria
JL	5089	South Australia
JM	2450	New South Wales
JM	7315	Tasmania
JP	2766	New South Wales
JS	5085	South Australia
JS	2750	New South Wales
JG	5087	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

JJ	3672	Victoria
JM	4820	Queensland
JN	6152	Western Australia
JS	6530	Western Australia
JS	4055	Queensland
JS	4878	Queensland
JS	3810	Victoria
JB	5093	South Australia
JC	2360	New South Wales
JM	3068	Victoria
JN	2018	New South Wales
JT	6021	Western Australia
JD	6072	Western Australia
JL	2304	New South Wales
JL	4561	Queensland
JK	4113	Queensland
JB	4350	Queensland
JB	5108	South Australia
JC	4814	Queensland
JD	4560	Queensland
JE	4012	Queensland
JE	4670	Queensland
JG	5680	South Australia
JH	5038	South Australia
JH	3550	Victoria
JH	3159	Victoria
JH	4220	Queensland
JK	4605	Queensland
JL	3995	Victoria
JL	3977	Victoria
JL	4870	Queensland
JM	2500	New South Wales
JM	2540	New South Wales
JM	4870	Queensland
JM	2172	New South Wales
JM	4655	Queensland
JP	4670	Queensland
JP	4670	Queensland
JR	5375	South Australia
JS	4109	Queensland
JS	2284	New South Wales
JW	6030	Western Australia
JW	4272	Queensland
JW	4817	Queensland
JW	4740	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

JY	4118	Queensland
JG	3840	Victoria
JC	4061	Queensland
JC	4220	Queensland
JF	5017	South Australia
JL	5113	South Australia
JL	3915	Victoria
JM	4560	Queensland
JM	6059	Western Australia
JP	2477	New South Wales
JS	4806	Queensland
JT	4077	Queensland
JK	2530	New South Wales
JC	2794	New South Wales
JC	2299	New South Wales
JD	5109	South Australia
JH	2729	New South Wales
JL	3183	Victoria
JL	2650	New South Wales
JP	2354	New South Wales
JW	2330	New South Wales
JG	4564	Queensland
JK	4300	Queensland
JM	3030	Victoria
JV	3847	Victoria
KA	5161	South Australia
KM	4132	Queensland
K.	2008	New South Wales
KU	2680	New South Wales
KF	4275	Queensland
KN	4340	Queensland
KH	5260	South Australia
KL	2650	New South Wales
KB	5017	South Australia
KB	4551	Queensland
KC	5046	South Australia
KC	4575	Queensland
KD	4740	Queensland
KF	5118	South Australia
KG	6059	Western Australia
KG	2170	New South Wales
KG	3180	Victoria
KK	3551	Victoria
KK	4550	Queensland
KL	4216	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

KL	2518	New South Wales
KL	6430	Western Australia
KL	2607	Australian Capital Territory
KM	3465	Victoria
KM	4215	Queensland
KM	4223	Queensland
KM	2756	New South Wales
KM	4103	Queensland
KM	6024	Western Australia
KN	4122	Queensland
KN	2421	New South Wales
KN	4305	Queensland
KP	2036	New South Wales
KP	4350	Queensland
KS	4860	Queensland
KS	4212	Queensland
KS	4300	Queensland
KS	2560	New South Wales
KT	6112	Western Australia
KT	4670	Queensland
KW	4800	Queensland
KW	2659	New South Wales
KM	6151	Western Australia
KC	5062	South Australia
KF	4814	Queensland
KS	5015	South Australia
KF	3926	Victoria
KL	2103	New South Wales
KS	5042	South Australia
KB	6027	Western Australia
KR	4108	Queensland
KS	5126	South Australia
KJ	4570	Queensland
KS	3810	Victoria
KP	4625	Queensland
KN	2756	New South Wales
KP	2305	New South Wales
KC	2573	New South Wales
KA	5351	South Australia
KB	4310	Queensland
KE	2641	New South Wales
KE	4415	Queensland
KH	4885	Queensland
KK	3132	Victoria
KL	2176	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

KM	4555	Queensland
KM	2783	New South Wales
KM	3280	Victoria
KP	2099	New South Wales
KR	2259	New South Wales
KS	2620	New South Wales
KS	2207	New South Wales
KT	2171	New South Wales
KW	5032	South Australia
KC	6168	Western Australia
KD	4209	Queensland
KL	3224	Victoria
KR	5351	South Australia
KA	4035	Queensland
KC	5040	South Australia
KD	3813	Victoria
KL	2322	New South Wales
KT	3044	Victoria
KT	5342	South Australia
KC	4879	Queensland
KM	3851	Victoria
KG	6210	Western Australia
KR	4744	Queensland
KB	2565	New South Wales
KE	4570	Queensland
KF	2530	New South Wales
KG	6743	Western Australia
KM	3810	Victoria
KM	5422	South Australia
KS	5251	South Australia
KT	6055	Western Australia
KW	5162	South Australia
KD	5214	South Australia
KH	4350	Queensland
KR	4075	Queensland
KG	4022	Queensland
KB	7321	Tasmania
KB	4113	Queensland
KC	3812	Victoria
KG	4305	Queensland
KG	4014	Queensland
KG	4815	Queensland
KM	3084	Victoria
KP	4127	Queensland
KT	2300	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

KB	4580	Queensland
KF	3556	Victoria
KJ	4516	Queensland
KL	4560	Queensland
KS	4754	Queensland
KG	4814	Queensland
KN	6401	Western Australia
KT	6015	Western Australia
KS	4503	Queensland
KB	4178	Queensland
KF	2533	New South Wales
KH	5114	South Australia
KB	4011	Queensland
KJ	2617	Australian Capital Territory
KL	3030	Victoria
KV	3783	Victoria
KR	2530	New South Wales
KH	4670	Queensland
KB	2536	New South Wales
KB	3930	Victoria
KE	4306	Queensland
KE	3690	Victoria
KM	4670	Queensland
KP	2262	New South Wales
KP	4555	Queensland
KR	2573	New South Wales
KS	4501	Queensland
KS	2794	New South Wales
KS	3205	Victoria
KS	2300	New South Wales
KT	2602	Australian Capital Territory
KW	5000	South Australia
KW	2705	New South Wales
KH	4556	Queensland
KS	4001	Queensland
KB	6021	Western Australia
KH	6147	Western Australia
KM	3557	Victoria
KF	3218	Victoria
KB	2902	Australian Capital Territory
KD	6030	Western Australia
KF	4510	Queensland
KH	4551	Queensland
KH	2039	New South Wales
KH	4208	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

KL	2360	New South Wales
KP	4114	Queensland
KE	4573	Queensland
KA	5250	South Australia
KB	4570	Queensland
KB	2234	New South Wales
KF	3677	Victoria
KH	4655	Queensland
KH	4850	Queensland
KK	4560	Queensland
KL	4125	Queensland
KL	4659	Queensland
KM	4280	Queensland
KN	4125	Queensland
KO	4216	Queensland
KP	2319	New South Wales
KS	2259	New South Wales
KS	2795	New South Wales
KS	4060	Queensland
KS	4118	Queensland
KS	2619	New South Wales
KT	2372	New South Wales
KW	5501	South Australia
KT	2840	New South Wales
KR	4306	Queensland
KG	4217	Queensland
KG	4280	Queensland
KH	4352	Queensland
KH	2324	New South Wales
KH	4510	Queensland
KJ	2444	New South Wales
KM	4670	Queensland
KR	2226	New South Wales
KB	4226	Queensland
KS	3338	Victoria
KH	2486	New South Wales
KS	2530	New South Wales
KC	3909	Victoria
KD	2486	New South Wales
KG	3179	Victoria
KM	4215	Queensland
KV	6504	Western Australia
KB	6051	Western Australia
KS	2430	New South Wales
KA	2620	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

KB	4868	Queensland
KB	4818	Queensland
KC	5680	South Australia
KC	3967	Victoria
KE	7250	Tasmania
KF	4818	Queensland
KG	2250	New South Wales
KG	2168	New South Wales
KH	5023	South Australia
KK	4655	Queensland
KK	2261	New South Wales
KM	5114	South Australia
KN	4126	Queensland
KQ	2750	New South Wales
KR	2113	New South Wales
KG	2250	New South Wales
KH	4213	Queensland
KF	3029	Victoria
KF	4215	Queensland
KV	6504	Western Australia
KA	3930	Victoria
KB	4011	Queensland
KB	5255	South Australia
KB	2250	New South Wales
KC	2765	New South Wales
KC	6167	Western Australia
KC	4341	Queensland
KC	4650	Queensland
KD	4556	Queensland
KD	6122	Western Australia
KD	3922	Victoria
KD	7050	Tasmania
KD	4711	Queensland
KG	6023	Western Australia
KH	2259	New South Wales
KH	3094	Victoria
KH	2540	New South Wales
KH	4671	Queensland
KJ	4113	Queensland
KJ	4680	Queensland
KL	3138	Victoria
KL	4216	Queensland
KM	2346	New South Wales
KM	3939	Victoria
KM	2848	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

KN	4566	Queensland
KO	820	Northern Territory
KP	4221	Queensland
KP	4300	Queensland
KR	4712	Queensland
KR	4341	Queensland
KS	2615	Australian Capital Territory
KS	3818	Victoria
KS	3737	Victoria
KS	4035	Queensland
KS	2913	Australian Capital Territory
KM	2155	New South Wales
KC	6120	Western Australia
KA	3636	Victoria
KB	3216	Victoria
KB	2477	New South Wales
KB	2262	New South Wales
KC	4740	Queensland
KC	6108	Western Australia
KD	3636	Victoria
KH	4655	Queensland
KH	2567	New South Wales
KH	4306	Queensland
KH	3844	Victoria
KJ	5113	South Australia
KJ	2323	New South Wales
KL	5330	South Australia
KL	5159	South Australia
KM	2261	New South Wales
KM	4710	Queensland
KS	6023	Western Australia
KR	5330	South Australia
KF	2147	New South Wales
KB	5166	South Australia
KG	2480	New South Wales
KS	2429	New South Wales
KK	4215	Queensland
KB	4575	Queensland
KB	6173	Western Australia
KC	5047	South Australia
KB	6148	Western Australia
KM	2650	New South Wales
KC	4113	Queensland
KK	3133	Victoria
KD	3165	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

KJ	4280	Queensland
KF	3218	Victoria
KW	2549	New South Wales
KC	6215	Western Australia
KK	6112	Western Australia
KB	2620	New South Wales
KM	4670	Queensland
KP	6210	Western Australia
KS	4104	Queensland
KW	2315	New South Wales
KV	4570	Queensland
KB	4750	Queensland
KE	4034	Queensland
KY	2154	New South Wales
KK	2100	New South Wales
KL	4223	Queensland
KM	2508	New South Wales
KH	2904	Australian Capital Territory
KN	2770	New South Wales
KS	3168	Victoria
KP	4280	Queensland
KB	4560	Queensland
KB	2148	New South Wales
KC	4610	Queensland
KD	3825	Victoria
KG	3840	Victoria
KH	4650	Queensland
KJ	2747	New South Wales
KL	2176	New South Wales
KM	2750	New South Wales
KM	6169	Western Australia
KN	3284	Victoria
KP	4811	Queensland
KQ	3020	Victoria
KQ	6155	Western Australia
KS	5159	South Australia
KS	6147	Western Australia
KW	2450	New South Wales
KC	2799	New South Wales
KD	5158	South Australia
KH	5700	South Australia
KR	4350	Queensland
LA	2360	New South Wales
LW	5158	South Australia
LK	3189	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

LP	2745	New South Wales
LC	6056	Western Australia
LE	2580	New South Wales
LY	4155	Queensland
LD	4680	Queensland
LE	5558	South Australia
LR	6054	Western Australia
LC	6022	Western Australia
LA	4655	Queensland
LC	5606	South Australia
LH	2232	New South Wales
LM	4670	Queensland
LN	2487	New South Wales
LE	4019	Queensland
LH	4077	Queensland
LP	3550	Victoria
LS	4019	Queensland
LV	3550	Victoria
LH	4807	Queensland
LH	6168	Western Australia
LJ	2076	New South Wales
LM	3429	Victoria
LZ	2770	New South Wales
LC	4165	Queensland
LF	4213	Queensland
LW	4575	Queensland
LP	3977	Victoria
LB	4701	Queensland
LB	810	Northern Territory
LK	3012	Victoria
LV	2263	New South Wales
LW	3448	Victoria
LA	4670	Queensland
LH	2765	New South Wales
LM	4311	Queensland
LW	4220	Queensland
LB	3216	Victoria
LD	4573	Queensland
LJ	4820	Queensland
LK	4701	Queensland
LM	4879	Queensland
LF	2795	New South Wales
LB	4209	Queensland
LD	4215	Queensland
LF	6069	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

LF	3136	Victoria
LH	2229	New South Wales
LH	4212	Queensland
LJ	3222	Victoria
LK	4805	Queensland
LM	2260	New South Wales
LT	6083	Western Australia
LT	4878	Queensland
LW	3676	Victoria
LB	5052	South Australia
LC	5290	South Australia
LH	2750	New South Wales
LH	6006	Western Australia
LJ	4405	Queensland
LM	4213	Queensland
LS	3550	Victoria
LS	6168	Western Australia
LS	6164	Western Australia
LT	6156	Western Australia
LV	4670	Queensland
LW	2144	New South Wales
LK	5162	South Australia
LB	4125	Queensland
LR	3816	Victoria
LC	4700	Queensland
LP	4301	Queensland
LH	6056	Western Australia
LA	2326	New South Wales
LB	2463	New South Wales
LM	4562	Queensland
LM	4555	Queensland
LO	2100	New South Wales
LR	3453	Victoria
LB	4551	Queensland
LR	5290	South Australia
LC	7187	Tasmania
LT	4817	Queensland
LB	4671	Queensland
LE	2480	New South Wales
LG	4551	Queensland
LO	6156	Western Australia
LR	4207	Queensland
LS	5171	South Australia
LB	6330	Western Australia
LS	4721	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

LV	4272	Queensland
LC	2478	New South Wales
LK	4207	Queensland
LF	2541	New South Wales
LM	3892	Victoria
LV	3844	Victoria
LW	4810	Queensland
LC	2430	New South Wales
LH	4184	Queensland
LH	5108	South Australia
LM	6069	Western Australia
LP	4034	Queensland
LR	2321	New South Wales
LT	6112	Western Australia
LW	4000	Queensland
LA	2485	New South Wales
LC	2207	New South Wales
LN	5013	South Australia
LP	4870	Queensland
LS	2159	New South Wales
LT	5023	South Australia
LW	6210	Western Australia
LA	6030	Western Australia
LC	5022	South Australia
LC	2452	New South Wales
LH	7322	Tasmania
LN	2198	New South Wales
LP	2360	New South Wales
LP	3185	Victoria
LR	2579	New South Wales
LB	3690	Victoria
LM	6230	Western Australia
LH	6230	Western Australia
LM	2343	New South Wales
LW	4750	Queensland
LH	5172	South Australia
LS	2489	New South Wales
LS	4215	Queensland
LW	2317	New South Wales
LC	2096	New South Wales
LM	6105	Western Australia
LY	6000	Western Australia
LA	4226	Queensland
LS	2157	New South Wales
LL	2035	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

LC	2120	New South Wales
LC	3196	Victoria
LC	6174	Western Australia
LD	2047	New South Wales
LD	4207	Queensland
LE	2622	New South Wales
LF	4670	Queensland
LG	4215	Queensland
LG	2251	New South Wales
LG	3257	New South Wales
LG	4557	Queensland
LH	4567	Queensland
LH	4355	Queensland
LH	2170	New South Wales
LM	2640	New South Wales
LM	3227	Victoria
LM	4817	Queensland
LN	4220	Queensland
LO	2142	New South Wales
LP	2101	New South Wales
LP	5253	South Australia
LP	2160	New South Wales
LS	4670	Queensland
LT	3212	Victoria
LT	4157	Queensland
LT	2870	New South Wales
LW	4575	Queensland
LW	4551	Queensland
LC	6069	Western Australia
LC	6156	Western Australia
LG	2290	New South Wales
LL	4132	Queensland
LS	3216	Victoria
LS	2283	New South Wales
LW	2158	New South Wales
LB	4650	Queensland
LB	4215	Queensland
LB	4870	Queensland
LT	2539	New South Wales
LC	4740	Queensland
LW	2913	Australian Capital Territory
LB	2745	New South Wales
LB	6207	Western Australia
LC	3196	Victoria
LE	3825	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

LE	4555	Queensland
LF	6149	Western Australia
LH	4034	Queensland
LH	2261	New South Wales
LL	3550	Victoria
LL	3104	Victoria
LM	2000	New South Wales
LM	4223	Queensland
LM	4226	Queensland
LN	2148	New South Wales
LQ	4207	Queensland
LR	7310	Tasmania
LR	4152	Queensland
LS	4740	Queensland
LS	3550	Victoria
LS	2671	New South Wales
LO	4223	Queensland
LT	2220	New South Wales
LF	4213	Queensland
LM	2533	New South Wales
LR	3113	Victoria
LV	6180	Western Australia
LH	5108	South Australia
LF	6504	Western Australia
LP	4207	Queensland
LM	4503	Queensland
LL	2092	New South Wales
LA	4208	Queensland
LL	6110	Western Australia
LE	4220	Queensland
LG	2440	New South Wales
LH	3640	Victoria
LA	4221	Queensland
LC	4160	Queensland
LE	6071	Western Australia
LE	4272	Queensland
LF	4817	Queensland
LG	4740	Queensland
LG	4305	Queensland
LH	5502	South Australia
LL	2840	New South Wales
LW	3806	Victoria
LD	881	Northern Territory
LT	4850	Queensland
LA	2450	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

LC	4865	Queensland
LF	2250	New South Wales
LK	2574	New South Wales
LL	7052	Tasmania
LR	4740	Queensland
LS	4861	Queensland
LR	3820	Victoria
LS	2650	New South Wales
LR	3043	Victoria
LM	5422	South Australia
LR	3842	Victoria
LB	2251	New South Wales
LC	4455	Queensland
LV	4133	Queensland
LA	3038	Victoria
LH	6401	Western Australia
LM	2650	New South Wales
LT	4817	Queensland
LR	2125	New South Wales
LB	2199	New South Wales
LA	4800	Queensland
LB	4215	Queensland
LB	3136	Victoria
LB	4650	Queensland
LC	4213	Queensland
LC	4825	Queensland
LH	6110	Western Australia
LL	5580	South Australia
LP	6037	Western Australia
LP	4503	Queensland
LP	3984	Victoria
LR	4154	Queensland
LS	5290	South Australia
LT	2142	New South Wales
LG	5109	South Australia
LA	4216	Queensland
LM	2641	New South Wales
LB	6149	Western Australia
LB	4573	Queensland
LG	2444	New South Wales
LH	7250	Tasmania
LH	4568	Queensland
LI	2165	New South Wales
LP	2428	New South Wales
LS	6330	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

LB	2766	New South Wales
LC	6798	Western Australia
LD	4000	Queensland
LW	2756	New South Wales
LS	4122	Queensland
LM	4010	Queensland
LC	2234	New South Wales
LK	6109	Western Australia
LF	4870	Queensland
LB	2323	New South Wales
LC	2300	New South Wales
LF	3218	Victoria
LF	2101	New South Wales
LF	836	Northern Territory
LG	3810	Victoria
LH	4887	Queensland
LL	2757	New South Wales
LT	6168	Western Australia
LW	6162	Western Australia
LW	4069	Queensland
LW	2650	New South Wales
LB	7301	Tasmania
LC	4350	Queensland
LD	6073	Western Australia
LH	2913	Australian Capital Territory
LM	3765	Victoria
LM	4881	Queensland
LS	2261	New South Wales
LT	6158	Western Australia
LW	4740	Queensland
LG	5431	South Australia
LP	2444	New South Wales
LP	3340	Victoria
LS	3810	Victoria
LW	3550	Victoria
LW	2094	New South Wales
LG	3500	Victoria
MB	4814	Queensland
MD	4556	Queensland
MG	2454	New South Wales
MG	2567	New South Wales
MM	4205	Queensland
MH	2540	New South Wales
MS	2428	New South Wales
ML	2315	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

MF	4401	Queensland
ME	4401	Queensland
MM	2145	New South Wales
MB	2120	New South Wales
MJ	4341	Queensland
MM	2210	New South Wales
MZ	4505	Queensland
MB	6430	Western Australia
MM	4216	Queensland
MS	3630	Victoria
MA	2103	New South Wales
MB	3199	Victoria
MC	6168	Western Australia
MC	4560	Queensland
MC	6415	Western Australia
MD	2611	New South Wales
MD	4212	Queensland
MK	5042	South Australia
MM	3216	Victoria
MP	3021	Victoria
MP	2263	New South Wales
MS	4810	Queensland
MD	3844	Victoria
MS	4556	Queensland
MW	2515	New South Wales
MP	4740	Queensland
MF	4879	Queensland
MH	4209	Queensland
MM	3756	Victoria
MG	6102	Western Australia
MA	3810	Victoria
MB	4817	Queensland
MH	4124	Queensland
MJ	3212	Victoria
ML	5700	South Australia
MM	2222	New South Wales
MM	4570	Queensland
MS	2763	New South Wales
MH	2171	New South Wales
MJ	3551	Victoria
M)	6153	Western Australia
MB	6034	Western Australia
MB	6038	Western Australia
MB	4215	Queensland
MB	2567	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

MC	3820	Victoria
MD	3977	Victoria
MD	3804	Victoria
MD	4558	Queensland
MF	2541	New South Wales
MH	2019	New South Wales
MJ	2206	New South Wales
MK	4520	Queensland
ML	4670	Queensland
ML	4510	Queensland
MM	4670	Queensland
MM	2460	New South Wales
MM	4343	Queensland
MM	3082	Victoria
MM	4350	Queensland
MP	4116	Queensland
MP	5108	South Australia
MP	4017	Queensland
MP	4868	Queensland
MR	4207	Queensland
MW	6056	Western Australia
MW	4505	Queensland
MS	3064	Victoria
MT	2259	New South Wales
MY	4304	Queensland
MF	2036	New South Wales
MP	6030	Western Australia
MB	3149	Victoria
MC	6021	Western Australia
MC	4118	Queensland
MD	4118	Queensland
ME	2763	New South Wales
MF	6052	Western Australia
MF	3036	Victoria
MH	5108	South Australia
MH	5158	South Australia
MJ	3073	Victoria
MM	2770	New South Wales
MM	2528	New South Wales
MR	2114	New South Wales
MS	3059	Victoria
MS	4745	Queensland
MS	4225	Queensland
MT	3064	Victoria
MW	4221	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

MP	2505	New South Wales
MK	4300	Queensland
MR	4208	Queensland
MY	3818	Victoria
MA	4503	Queensland
MB	2330	New South Wales
MC	4506	Queensland
MD	4019	Queensland
MR	4551	Queensland
MS	4215	Queensland
MS	6018	Western Australia
MT	4001	Queensland
MT	4280	Queensland
MV	4012	Queensland
MT	2176	New South Wales
MB	2256	New South Wales
MC	2478	New South Wales
MC	6148	Western Australia
MG	3060	Victoria
MJ	4558	Queensland
ML	5173	South Australia
MR	4122	Queensland
MS	4220	Queensland
MW	6065	Western Australia
ML	2760	New South Wales
MS	4215	Queensland
MC	3029	Victoria
MH	2761	New South Wales
ML	2155	New South Wales
MM	812	Northern Territory
MD	3377	Victoria
MG	5042	South Australia
MH	2207	New South Wales
MJ	3199	Victoria
MW	4870	Queensland
MW	3155	Victoria
MA	4503	Queensland
MA	4655	Queensland
MB	4700	Queensland
MB	4870	Queensland
MB	3095	Victoria
MB	4750	Queensland
MB	4034	Queensland
MB	6027	Western Australia
MB	4500	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

MB	2560	New South Wales
MB	2289	New South Wales
MB	3030	Victoria
MC	3810	Victoria
MC	4128	Queensland
MC	3146	Victoria
MC	3782	Victoria
MC	4304	Queensland
MD	4558	Queensland
MD	2119	New South Wales
MD	5162	South Australia
ME	6005	Western Australia
ME	4870	Queensland
ME	3030	Victoria
MF	3193	Victoria
MG	2250	New South Wales
MG	4226	Queensland
MG	2232	New South Wales
MG	4818	Queensland
MG	3977	Victoria
MH	2330	New South Wales
MH	2250	New South Wales
MH	6055	Western Australia
MH	2229	New South Wales
MH	4211	Queensland
MI	4570	Queensland
MJ	4702	Queensland
MK	4519	Queensland
MK	4660	Queensland
MK	4305	Queensland
ML	3138	Victoria
MM	4509	Queensland
MM	2565	New South Wales
MM	4077	Queensland
MM	3675	Victoria
MM	5093	South Australia
MM	4817	Queensland
MM	4521	Queensland
MN	6164	Western Australia
MN	4861	Queensland
MN	4019	Queensland
MP	2148	New South Wales
MP	5291	South Australia
MP	3765	Victoria
MR	2224	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

MS	3677	Victoria
MS	3810	Victoria
MS	2011	New South Wales
MS	2208	New South Wales
MS	3030	Victoria
MS	4370	Queensland
MS	3518	Victoria
MS	5290	South Australia
MS	6430	Western Australia
MS	5096	South Australia
MT	3285	Victoria
MT	2335	New South Wales
MV	4000	Queensland
MW	4870	Queensland
MY	4740	Queensland
MV	4671	Queensland
MB	2250	New South Wales
MC	4514	Queensland
MM	3131	Victoria
MB	6163	Western Australia
MZ	7030	Tasmania
MF	4802	Queensland
MS	2164	New South Wales
MD	3815	Victoria
MI	4300	Queensland
MO	4354	Queensland
MS	2650	New South Wales
MV	4103	Queensland
MW	7018	Tasmania
MW	2115	New South Wales
MG	6430	Western Australia
MB	2800	New South Wales
MR	4553	Queensland
MB	2304	New South Wales
MC	3812	Victoria
MD	2036	New South Wales
MG	4740	Queensland
MG	6027	Western Australia
MH	2430	New South Wales
MH	2000	New South Wales
MH	3444	Victoria
MH	4503	Queensland
MJ	2322	New South Wales
MM	4035	Queensland
MM	6101	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

MP	2770	New South Wales
MP	5089	South Australia
MS	5114	South Australia
MC	4207	Queensland
MM	2428	New South Wales
MV	3187	Victoria
MR	3429	Victoria
MT	4701	Queensland
MW	6027	Western Australia
MB	5014	South Australia
MU	3183	Victoria
MK	4350	Queensland
ML	3089	Victoria
MN	2300	New South Wales
MT	3807	Victoria
MS	4017	Queensland
MM	6060	Western Australia
MC	2063	New South Wales
MC	4873	Queensland
MC	5009	South Australia
MD	2214	New South Wales
MH	2450	New South Wales
ML	5166	South Australia
MM	6069	Western Australia
MN	4350	Queensland
MR	5038	South Australia
MW	2580	New South Wales
MA	3015	Victoria
MB	5082	South Australia
MB	4207	Queensland
MC	3183	Victoria
MC	4125	Queensland
MC	6230	Western Australia
MD	2155	New South Wales
ME	4356	Queensland
MF	853	Northern Territory
MG	4110	Queensland
MG	4519	Queensland
MH	810	Northern Territory
MJ	3040	Victoria
MJ	6722	Western Australia
MJ	6152	Western Australia
ML	2212	New South Wales
MP	2360	New South Wales
MR	4557	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

MS	5554	South Australia
MS	4701	Queensland
MS	2164	New South Wales
MS	2147	New South Wales
MT	6060	Western Australia
MH	5276	South Australia
MB	4211	Queensland
MC	5076	South Australia
MR	4121	Queensland
MB	4860	Queensland
MB	2413	New South Wales
MC	2795	New South Wales
MF	5097	South Australia
MJ	6110	Western Australia
ML	6215	Western Australia
MM	4500	Queensland
MS	4711	Queensland
MS	5085	South Australia
MV	4655	Queensland
MW	4000	Queensland
MW	2170	New South Wales
MF	3913	Victoria
MH	3631	Victoria
MP	6008	Western Australia
ME	2230	New South Wales
ML	4737	Queensland
MD	3165	Victoria
MN	4556	Queensland
MA	4504	Queensland
MA	4501	Queensland
MB	4114	Queensland
MB	4814	Queensland
ME	4158	Queensland
ME	4817	Queensland
MH	4350	Queensland
MJ	4740	Queensland
ML	3691	Victoria
MW	4213	Queensland
MY	2470	New South Wales
MW	2031	New South Wales
MD	4207	Queensland
MK	2528	New South Wales
ML	4565	Queensland
MC	3139	Victoria
MD	2446	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

MG	4560	Queensland
MJ	3335	Victoria
MM	4270	Queensland
MO	2259	New South Wales
MR	4670	Queensland
MS	2262	New South Wales
MS	2519	New South Wales
MW	5109	South Australia
MC	2720	New South Wales
MD	3555	Victoria
MS	4701	Queensland
MM	2763	New South Wales
MA	3241	Victoria
MB	6753	Western Australia
MD	3181	Victoria
MD	2145	New South Wales
MG	6082	Western Australia
MH	2650	New South Wales
MJ	5018	South Australia
MJ	4558	Queensland
ML	6172	Western Australia
MS	3550	Victoria
MT	3179	Victoria
MY	6304	Western Australia
MG	2155	New South Wales
MM	2043	New South Wales
MB	2287	New South Wales
MF	4671	Queensland
MM	4504	Queensland
MH	6220	Western Australia
MF	2074	New South Wales
MT	4825	Queensland
MB	6525	Western Australia
MM	2761	New South Wales
MS	2170	New South Wales
MC	4217	Queensland
MW	4352	Queensland
MA	4155	Queensland
MA	3216	Victoria
MB	4209	Queensland
MB	6450	Western Australia
MB	6333	Western Australia
MB	2283	New South Wales
MB	4703	Queensland
MB	5109	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

MC	810	Northern Territory
MC	6502	Western Australia
MC	3046	Victoria
MC	4650	Queensland
MC	4878	Queensland
MC	4567	Queensland
MC	4021	Queensland
MC	5159	South Australia
MC	6311	Western Australia
MD	2335	New South Wales
MD	5035	South Australia
MD	5069	South Australia
MD	4503	Queensland
MD	5540	South Australia
MD	4312	Queensland
ME	4078	Queensland
ME	832	Northern Territory
MG	2190	New South Wales
MG	4214	Queensland
MG	4221	Queensland
MG	6155	Western Australia
MG	6168	Western Australia
MH	2800	New South Wales
MH	3805	Victoria
MH	4370	Queensland
MI	4173	Queensland
MJ	4750	Queensland
MK	6170	Western Australia
MK	3116	Victoria
ML	4503	Queensland
ML	4650	Queensland
ML	6430	Western Australia
ML	2580	New South Wales
MM	2330	New South Wales
MM	2251	New South Wales
MM	4350	Queensland
MM	5048	South Australia
MM	2333	New South Wales
MM	4814	Queensland
MM	6000	Western Australia
MM	4209	Queensland
MM	5453	South Australia
MN	6230	Western Australia
MN	3813	Victoria
MN	4560	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

MP	3037	Victoria
MR	3124	Victoria
MR	5076	South Australia
MR	3818	Victoria
MR	4670	Queensland
MR	3850	Victoria
MS	2761	New South Wales
MS	6150	Western Australia
MS	2000	New South Wales
MS	4670	Queensland
MS	4865	Queensland
MS	4114	Queensland
MS	2116	New South Wales
MS	5125	South Australia
MS	3145	Victoria
MT	3765	Victoria
MT	2200	New South Wales
MT	6112	Western Australia
MV	2210	New South Wales
MV	6233	Western Australia
MW	7109	Tasmania
MY	3131	Victoria
MB	2257	New South Wales
MH	2826	New South Wales
MH	4300	Queensland
ML	4115	Queensland
MO	2760	New South Wales
MW	5700	South Australia
MA	2558	New South Wales
MB	6170	Western Australia
MB	2774	New South Wales
MB	4740	Queensland
MB	4503	Queensland
MB	5550	South Australia
MC	5096	South Australia
MC	3047	Victoria
MC	3555	Victoria
MC	2133	New South Wales
MD	3337	Victoria
MD	2099	New South Wales
MD	2285	New South Wales
MF	4034	Queensland
MG	4109	Queensland
MH	3072	Victoria
MH	6030	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

MJ	3556	Victoria
ML	3040	Victoria
MM	2630	New South Wales
MM	4509	Queensland
MM	6153	Western Australia
MM	5501	South Australia
MM	4019	Queensland
MM	5038	South Australia
MM	3673	Victoria
MO	2761	New South Wales
MO	4210	Queensland
MP	5162	South Australia
MP	3824	Victoria
MP	3931	Victoria
MP	6321	Western Australia
MT	3630	Victoria
MT	5540	South Australia
MT	4342	Queensland
MV	4209	Queensland
MW	4670	Queensland
MA	3340	Victoria
MD	4740	Queensland
MM	2340	New South Wales
MS	2580	New South Wales
MS	836	Northern Territory
MV	3754	Victoria
MA	6173	Western Australia
MB	3011	Victoria
MC	4560	Queensland
MC	6171	Western Australia
MG	6110	Western Australia
MK	2576	New South Wales
MK	2224	New South Wales
MO	6330	Western Australia
MS	7248	Tasmania
MA	2170	New South Wales
MA	2170	New South Wales
MC	6110	Western Australia
MR	4227	Queensland
MS	4213	Queensland
MD	6026	Western Australia
MB	3909	Victoria
MM	2190	New South Wales
MC	4521	Queensland
MT	2160	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

MQ	4019	Queensland
MM	4701	Queensland
MO	2148	New South Wales
MP	4300	Queensland
MS	4210	Queensland
MB	4215	Queensland
MK	6156	Western Australia
MP	5070	South Australia
MB	3199	Victoria
MH	4650	Queensland
MM	2283	New South Wales
ME	3550	Victoria
MJ	2230	New South Wales
MM	4122	Queensland
MG	6172	Western Australia
MN	4217	Queensland
MO	2259	New South Wales
MH	2324	New South Wales
MH	4850	Queensland
MB	4118	Queensland
MC	4000	Queensland
MR	3174	Victoria
MS	3031	Victoria
MT	4122	Queensland
MK	6109	Western Australia
MG	2540	New South Wales
MS	4570	Queensland
MB	6281	Western Australia
MJ	4343	Queensland
MM	4161	Queensland
MS	3840	Victoria
MV	2526	New South Wales
MB	4714	Queensland
MH	3020	Victoria
MV	6233	Western Australia
NM	2147	New South Wales
NM	5118	South Australia
NR	6233	Western Australia
NB	2750	New South Wales
NM	2448	New South Wales
NM	810	Northern Territory
NN	2234	New South Wales
NP	6450	Western Australia
NM	2197	New South Wales
NN	2484	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

NA	2452	New South Wales
NB	6170	Western Australia
NS	4211	Queensland
NW	2326	New South Wales
NC	2763	New South Wales
NC	4216	Queensland
NH	6210	Western Australia
NM	3977	Victoria
NN	3301	Victoria
NW	4670	Queensland
NC	4210	Queensland
NH	2285	New South Wales
NV	4210	Queensland
NW	6030	Western Australia
NH	2282	New South Wales
NC	6233	Western Australia
NG	2229	New South Wales
NG	5064	South Australia
NL	2148	New South Wales
NV	4550	Queensland
NZ	3763	Victoria
NK	4127	Queensland
NS	5066	South Australia
NT	4570	Queensland
NH	3030	Victoria
NB	2518	New South Wales
NE	6107	Western Australia
NM	4216	Queensland
NO	2572	New South Wales
NO	4132	Queensland
NR	5065	South Australia
NT	6168	Western Australia
NM	3678	Victoria
ND	3030	Victoria
NM	3158	Victoria
NK	4650	Queensland
NW	4069	Queensland
NG	2505	New South Wales
NB	6208	Western Australia
NB	4012	Queensland
NC	6110	Western Australia
NC	5252	South Australia
NG	3505	Victoria
NP	5118	South Australia
NW	3472	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

ND	5162	South Australia
NC	2712	New South Wales
ND	2170	New South Wales
NM	4670	Queensland
NJ	2747	New South Wales
NL	4300	Queensland
ND	2810	New South Wales
NW	4300	Queensland
NM	4551	Queensland
NK	4157	Queensland
NC	4107	Queensland
NH	6158	Western Australia
NJ	2229	New South Wales
NP	4116	Queensland
NT	2486	New South Wales
NM	4560	Queensland
NH	4814	Queensland
NB	3132	Victoria
NM	4740	Queensland
NM	4504	Queensland
NA	2538	New South Wales
NG	3187	Victoria
NL	2745	New South Wales
NM	2770	New South Wales
NM	2126	New South Wales
NW	4215	Queensland
NS	2324	New South Wales
ND	3941	Victoria
NE	3145	Victoria
NM	2560	New South Wales
NN	2600	Australian Capital Territory
NP	4877	Queensland
NY	4560	Queensland
NB	2335	New South Wales
NB	5343	South Australia
NB	3840	Victoria
NC	3064	Victoria
ND	4711	Queensland
NH	4421	Queensland
NH	4164	Queensland
NM	4125	Queensland
NS	5652	South Australia
NF	4567	Queensland
NC	4121	Queensland
NH	2027	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

NL	4212	Queensland
NB	3218	Victoria
NS	2343	New South Wales
NG	4655	Queensland
NH	3179	Victoria
NW	4226	Queensland
NG	2036	New South Wales
NF	2541	New South Wales
NG	3182	Victoria
NB	3197	Victoria
NL	2530	New South Wales
NL	4114	Queensland
NM	3089	Victoria
NN	6401	Western Australia
NP	3816	Victoria
NS	4655	Queensland
NS	6324	Western Australia
NS	4212	Queensland
NW	4340	Queensland
NJ	4310	Queensland
NK	4350	Queensland
NL	2040	New South Wales
NT	6123	Western Australia
NW	2720	New South Wales
NA	4701	Queensland
NB	4165	Queensland
NC	4343	Queensland
NF	4870	Queensland
NC	3363	Victoria
NK	4509	Queensland
NB	6167	Western Australia
NG	3196	Victoria
NA	2768	New South Wales
NM	2650	New South Wales
NP	4350	Queensland
NM	6026	Western Australia
NH	6060	Western Australia
NT	2430	New South Wales
NH	4670	Queensland
NA	4109	Queensland
NB	4121	Queensland
ND	4209	Queensland
NH	3072	Victoria
NR	6107	Western Australia
NW	2327	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

NW	4051	Queensland
NB	5095	South Australia
NB	6166	Western Australia
OL	3465	Victoria
OB	3860	Victoria
OS	7250	Tasmania
OJ	4285	Queensland
ON	4130	Queensland
OS	2477	New South Wales
OF	4350	Queensland
OT	4212	Queensland
OM	4217	Queensland
OM	4504	Queensland
OC	3127	Victoria
PH	2325	New South Wales
PT	6743	Western Australia
PT	4300	Queensland
PN	4309	Queensland
PV	6504	Western Australia
PC	7249	Tasmania
PF	3797	Victoria
PG	2153	New South Wales
PH	2567	New South Wales
PL	2820	New South Wales
PP	6111	Western Australia
PT	3219	Victoria
PV	3666	Victoria
PW	3179	Victoria
PB	2232	New South Wales
PB	4300	Queensland
PC	4059	Queensland
PG	4217	Queensland
PH	2444	New South Wales
PH	4575	Queensland
PJ	4556	Queensland
PK	4223	Queensland
PL	2170	New South Wales
PM	6025	Western Australia
PM	4814	Queensland
PM	7175	Tasmania
PP	4235	Queensland
PR	4655	Queensland
PR	4670	Queensland
PS	5212	South Australia
PS	6390	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

PS	4807	Queensland
PW	2287	New South Wales
PK	3150	Victoria
PF	3463	Victoria
PK	2484	New South Wales
PA	4810	Queensland
PB	810	Northern Territory
PB	4701	Queensland
PD	2430	New South Wales
PD	7250	Tasmania
PE	2460	New South Wales
PF	4551	Queensland
PG	6108	Western Australia
PJ	4077	Queensland
PK	4580	Queensland
PL	4133	Queensland
PM	5114	South Australia
PP	2262	New South Wales
PR	7023	Tasmania
PR	2287	New South Wales
PR	3844	Victoria
PS	3660	Victoria
PS	4123	Queensland
PT	4550	Queensland
PW	4223	Queensland
PW	4575	Queensland
PA	4152	Queensland
PC	2170	New South Wales
PC	2485	New South Wales
PC	3030	Victoria
PE	3934	Victoria
PG	4115	Queensland
PG	3812	Victoria
PG	2145	New South Wales
PM	3083	Victoria
PM	2337	New South Wales
PM	4680	Queensland
PM	4215	Queensland
PS	2795	New South Wales
PH	6112	Western Australia
PA	2153	New South Wales
PB	3781	Victoria
PB	2125	New South Wales
PB	2305	New South Wales
PB	6056	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

PB	3909	Victoria
PC	4818	Queensland
PC	3284	Victoria
PD	4879	Queensland
PD	2261	New South Wales
PD	3064	Victoria
PE	7248	Tasmania
PF	5008	South Australia
PF	6027	Western Australia
PG	4701	Queensland
PG	4878	Queensland
PG	4053	Queensland
PH	4352	Queensland
PK	4213	Queensland
PL	4128	Queensland
PM	3216	Victoria
PM	2720	New South Wales
PM	3550	Victoria
PM	6036	Western Australia
PM	4228	Queensland
PM	3193	Victoria
PM	4510	Queensland
PM	4570	Queensland
PP	2250	New South Wales
PP	2747	New South Wales
PR	7171	Tasmania
PR	5351	South Australia
PR	2460	New South Wales
PS	2795	New South Wales
PS	2830	New South Wales
PS	2747	New South Wales
PT	3805	Victoria
PV	2280	New South Wales
PV	5013	South Australia
PW	6210	Western Australia
PW	2765	New South Wales
PW	6438	Western Australia
PW	3555	Victoria
PW	2230	New South Wales
PW	5606	South Australia
PW	4114	Queensland
PW	4280	Queensland
PW	6065	Western Australia
PW	2795	New South Wales
PZ	2100	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

PG	6210	Western Australia
PH	2444	New South Wales
PH	2575	New South Wales
PM	5108	South Australia
PS	3730	Victoria
PB	2264	New South Wales
PE	6027	Western Australia
PF	4818	Queensland
PF	5353	South Australia
PF	2333	New South Wales
PG	4868	Queensland
PN	4209	Queensland
PW	2536	New South Wales
PZ	2218	New South Wales
PT	2020	New South Wales
PR	820	Northern Territory
PP	3030	Victoria
PD	3815	Victoria
PL	4153	Queensland
PP	4505	Queensland
PP	3103	Victoria
PM	2540	New South Wales
PB	4560	Queensland
PO	2484	New South Wales
PP	2261	New South Wales
PS	2286	New South Wales
PA	3215	Victoria
PL	6029	Western Australia
PC	6168	Western Australia
PS	4575	Queensland
PW	5093	South Australia
PN	3450	Victoria
PA	4885	Queensland
PA	3621	Victoria
PA	6071	Western Australia
PA	2192	New South Wales
PA	4068	Queensland
PB	4505	Queensland
PB	4503	Queensland
PB	2295	New South Wales
PB	4053	Queensland
PB	4507	Queensland
PB	6055	Western Australia
PB	2322	New South Wales
PB	5097	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

PB	2452	New South Wales
PB	4127	Queensland
PC	3214	Victoria
PC	2340	New South Wales
PC	2713	New South Wales
PC	4507	Queensland
PC	2300	New South Wales
PC	2290	New South Wales
PC	3038	Victoria
PC	4878	Queensland
PC	4207	Queensland
PC	2776	New South Wales
PD	4280	Queensland
PD	4133	Queensland
PD	2441	New South Wales
PE	4034	Queensland
PE	5558	South Australia
PE	4401	Queensland
PF	4133	Queensland
PF	4880	Queensland
PF	4275	Queensland
PF	3214	Victoria
PF	6156	Western Australia
PF	4215	Queensland
PF	4207	Queensland
PF	3133	Victoria
PG	3392	Victoria
PG	5039	South Australia
PG	2571	New South Wales
PG	3222	Victoria
PH	2480	New South Wales
PH	4570	Queensland
PH	4112	Queensland
PH	4113	Queensland
PH	5112	South Australia
PH	2652	New South Wales
PH	4311	Queensland
PJ	5491	South Australia
PK	2000	New South Wales
PK	3831	Victoria
PK	4816	Queensland
PK	4865	Queensland
PK	7000	Tasmania
PL	3199	Victoria
PL	4503	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

PL	2035	New South Wales
PM	4575	Queensland
PM	4127	Queensland
PM	3550	Victoria
PM	5063	South Australia
PM	6111	Western Australia
PM	2785	New South Wales
PM	6430	Western Australia
PM	3194	Victoria
PM	4019	Queensland
PN	6156	Western Australia
PN	4214	Queensland
PO	2579	New South Wales
PO	4873	Queensland
PO	2763	New South Wales
PO	2502	New South Wales
PP	4220	Queensland
PP	4216	Queensland
PR	4218	Queensland
PR	2114	New South Wales
PR	2114	New South Wales
PR	4173	Queensland
PR	2213	New South Wales
PR	4017	Queensland
PS	5173	South Australia
PS	4507	Queensland
PS	2289	New South Wales
PS	4127	Queensland
PS	4207	Queensland
PS	4510	Queensland
PS	4075	Queensland
PS	4301	Queensland
PS	3025	Victoria
PT	3796	Victoria
PT	5290	South Australia
PT	3804	Victoria
PT	3804	Victoria
PT	2750	New South Wales
PT	3099	Victoria
PW	4650	Queensland
PW	4870	Queensland
PW	2101	New South Wales
PW	2536	New South Wales
PW	6027	Western Australia
PW	2071	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

PW	2750	New South Wales
PW	2162	New South Wales
PV	4142	Queensland
PA	2540	New South Wales
PD	2756	New South Wales
PF	6230	Western Australia
PG	4509	Queensland
PG	2527	New South Wales
PH	4560	Queensland
PM	2026	New South Wales
PP	6530	Western Australia
PR	2749	New South Wales
PS	2261	New South Wales
PW	4562	Queensland
PW	2319	New South Wales
PW	6208	Western Australia
PB	2868	New South Wales
PD	4388	Queensland
PE	4074	Queensland
PE	2756	New South Wales
PG	4352	Queensland
PH	6168	Western Australia
PJ	4217	Queensland
PK	3810	Victoria
PM	3831	Victoria
PM	4012	Queensland
PR	2760	New South Wales
PS	4226	Queensland
PW	4076	Queensland
PH	4226	Queensland
PA	6169	Western Australia
PM	6530	Western Australia
PA	6728	Western Australia
PA	2444	New South Wales
PC	2316	New South Wales
PC	2257	New South Wales
PD	6330	Western Australia
PE	6110	Western Australia
PG	4815	Queensland
PH	4214	Queensland
PK	4660	Queensland
PP	4214	Queensland
PR	3818	Victoria
PR	4035	Queensland
PS	4217	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

PW	2536	New South Wales
PS	6164	Western Australia
PS	2761	New South Wales
PS	6110	Western Australia
PC	3088	Victoria
PP	4557	Queensland
PS	5107	South Australia
PM	3121	Victoria
PB	5290	South Australia
PT	6027	Western Australia
QS	6016	Western Australia
RC	3150	Victoria
RD	4551	Queensland
RD	4551	Queensland
RM	2340	New South Wales
RR	4305	Queensland
RW	5700	South Australia
RW	4215	Queensland
RB	2765	New South Wales
RM	5173	South Australia
RM	5485	South Australia
RN	5162	South Australia
RO	3168	Victoria
RP	3816	Victoria
RR	5038	South Australia
RS	2117	New South Wales
RT	2489	New South Wales
RW	4157	Queensland
RW	6324	Western Australia
RW	2752	New South Wales
RP	6069	Western Australia
RT	2486	New South Wales
RW	2641	New South Wales
RK	4305	Queensland
RH	4556	Queensland
RS	2450	New South Wales
RM	5096	South Australia
RS	2148	New South Wales
RJ	6164	Western Australia
RS	3059	Victoria
RC	4564	Queensland
RC	2000	New South Wales
RE	5016	South Australia
RF	3218	Victoria
RF	3134	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

RH	7270	Tasmania
RJ	4226	Queensland
RL	4508	Queensland
RL	3464	Victoria
RM	4034	Queensland
RP	2320	New South Wales
RP	3971	Victoria
RP	2325	New South Wales
RP	6110	Western Australia
RR	4102	Queensland
RS	2337	New South Wales
RT	6025	Western Australia
RT	6123	Western Australia
RS	5108	South Australia
RB	6124	Western Australia
RF	3219	Victoria
RG	4053	Queensland
RH	6166	Western Australia
RL	2430	New South Wales
RL	2640	New South Wales
RM	4110	Queensland
RP	2869	New South Wales
RS	4555	Queensland
RS	4615	Queensland
RW	3101	Victoria
RW	3028	Victoria
RY	4714	Queensland
RC	3177	Victoria
RA	4573	Queensland
RB	2761	New South Wales
RB	2281	New South Wales
RB	3024	Victoria
RB	4312	Queensland
RB	5114	South Australia
RH	2257	New South Wales
RH	5265	South Australia
RL	2640	New South Wales
RM	5234	South Australia
RM	3130	Victoria
RP	2830	New South Wales
RP	3043	Victoria
RP	2340	New South Wales
RR	3199	Victoria
RS	4650	Queensland
RW	3465	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

RP	6215	Western Australia
RA	2526	New South Wales
RB	6239	Western Australia
RM	2480	New South Wales
RS	4059	Queensland
RP	2280	New South Wales
RG	4208	Queensland
RK	4205	Queensland
RB	4701	Queensland
RG	5268	South Australia
RN	6000	Western Australia
RM	6230	Western Australia
RB	2226	New South Wales
RL	4506	Queensland
RB	2557	New South Wales
RL	6029	Western Australia
RN	3808	Victoria
RP	4510	Queensland
RS	2759	New South Wales
RW	6059	Western Australia
RW	5113	South Australia
RR	2564	New South Wales
RG	6023	Western Australia
RF	4510	Queensland
RC	4211	Queensland
RD	3550	Victoria
RH	6027	Western Australia
RW	2287	New South Wales
RG	6100	Western Australia
RM	3749	Victoria
RH	4503	Queensland
RJ	6056	Western Australia
RH	3030	Victoria
RB	4112	Queensland
RD	3170	Victoria
RG	4119	Queensland
RH	3737	Victoria
RH	4551	Queensland
RJ	4129	Queensland
RK	4211	Queensland
RM	2265	New South Wales
RM	4119	Queensland
RM	6530	Western Australia
RM	2303	New South Wales
RP	2204	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

RP	4519	Queensland
RF	4312	Queensland
RW	4152	Queensland
RA	2580	New South Wales
RA	3825	Victoria
RB	2777	New South Wales
RB	4510	Queensland
RB	4165	Queensland
RB	5000	South Australia
RB	6502	Western Australia
RC	6064	Western Australia
RC	4213	Queensland
RC	4817	Queensland
RD	4750	Queensland
RD	6169	Western Australia
RF	3913	Victoria
RG	2480	New South Wales
RH	3030	Victoria
RH	2430	New South Wales
RH	6012	Western Australia
RH	2750	New South Wales
RH	4878	Queensland
RI	4680	Queensland
RL	6064	Western Australia
RM	3352	Victoria
RO	3802	Victoria
RP	2745	New South Wales
RR	3806	Victoria
RR	2324	New South Wales
RS	6330	Western Australia
RS	3153	Victoria
RS	6027	Western Australia
RT	4815	Queensland
RV	2216	New South Wales
RV	2749	New South Wales
RW	4510	Queensland
RW	2839	New South Wales
RE	3630	Victoria
RB	3134	Victoria
RC	2156	New South Wales
RG	6028	Western Australia
RJ	2800	New South Wales
RK	4869	Queensland
RR	3825	Victoria
RM	3352	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

RP	3465	Victoria
RT	3977	Victoria
RT	6148	Western Australia
RL	2230	New South Wales
RS	3977	Victoria
RT	2176	New South Wales
RB	3220	Victoria
RB	6285	Western Australia
RE	4655	Queensland
RH	2102	New South Wales
RK	4228	Queensland
RM	2289	New South Wales
RP	4304	Queensland
RP	6207	Western Australia
RS	4128	Queensland
RS	3155	Victoria
RT	6280	Western Australia
RT	2429	New South Wales
RU	4800	Queensland
RA	3162	Victoria
RA	7019	Tasmania
RA	4870	Queensland
RB	4011	Queensland
RB	2569	New South Wales
RB	5583	South Australia
RB	6110	Western Australia
RB	5158	South Australia
RB	2560	New South Wales
RB	2360	New South Wales
RB	4207	Queensland
RC	5118	South Australia
RC	6743	Western Australia
RC	3068	Victoria
RC	3277	Victoria
RD	2427	New South Wales
RD	6084	Western Australia
RD	2257	New South Wales
RD	2011	New South Wales
RE	2874	New South Wales
RF	5097	South Australia
RG	4814	Queensland
RG	2527	New South Wales
RH	2441	New South Wales
RH	2913	Australian Capital Territory
RH	3677	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

RH	5606	South Australia
RH	4509	Queensland
RH	5031	South Australia
RH	4811	Queensland
RK	5074	South Australia
RL	4559	Queensland
RL	4011	Queensland
RL	2541	New South Wales
RM	4211	Queensland
RM	2681	New South Wales
RM	3764	Victoria
RM	3020	Victoria
RM	2770	New South Wales
RM	2820	New South Wales
RM	5253	South Australia
RO	4128	Queensland
RO	4510	Queensland
RP	2770	New South Wales
RP	6057	Western Australia
RP	2323	New South Wales
RP	4178	Queensland
RR	2571	New South Wales
RR	3551	Victoria
RR	5253	South Australia
RR	5169	South Australia
RS	4558	Queensland
RS	3352	Victoria
RS	4101	Queensland
RS	4861	Queensland
RS	3082	Victoria
RS	2428	New South Wales
RS	2400	New South Wales
RT	4507	Queensland
RT	4510	Queensland
RW	4670	Queensland
RW	3612	Victoria
RW	3393	Victoria
RY	4184	Queensland
RB	4567	Queensland
RB	2574	New South Wales
RH	870	Northern Territory
RS	2092	New South Wales
RT	5092	South Australia
RT	6025	Western Australia
RB	3442	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

RC	2465	New South Wales
RC	3977	Victoria
RC	4214	Queensland
RD	2750	New South Wales
RD	4740	Queensland
RF	4701	Queensland
RG	3809	Victoria
RG	5251	South Australia
RH	4212	Queensland
RH	4670	Queensland
RH	3429	Victoria
RH	4741	Queensland
RJ	3138	Victoria
RL	3782	Victoria
RM	2583	New South Wales
RM	2282	New South Wales
RM	2570	New South Wales
RM	4215	Queensland
RR	2558	New South Wales
RR	2576	New South Wales
RS	2795	New South Wales
RS	4122	Queensland
RT	4505	Queensland
RW	4500	Queensland
RW	7303	Tasmania
RW	2745	New South Wales
RY	4215	Queensland
RM	4226	Queensland
RF	6014	Western Australia
RA	4303	Queensland
RF	4160	Queensland
RH	4555	Queensland
RH	2773	New South Wales
RM	2294	New South Wales
RM	2460	New South Wales
RS	4123	Queensland
RT	4213	Queensland
RD	4702	Queensland
RH	4301	Queensland
RE	3284	Victoria
RG	3976	Victoria
RJ	4220	Queensland
RP	3550	Victoria
RG	3910	Victoria
RB	5554	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

RB	2794	New South Wales
RC	4510	Queensland
RC	2450	New South Wales
RF	4226	Queensland
RK	2560	New South Wales
RM	4871	Queensland
RM	3163	Victoria
RM	2577	New South Wales
RP	5108	South Australia
RR	2106	New South Wales
RT	2021	New South Wales
RV	4740	Queensland
RW	4655	Queensland
RC	2615	Australian Capital Territory
RD	6174	Western Australia
RC	2122	New South Wales
RT	7011	Tasmania
RK	3192	Victoria
RK	3814	Victoria
RA	2155	New South Wales
RG	5098	South Australia
RC	4514	Queensland
RF	4811	Queensland
RF	5108	South Australia
RG	4214	Queensland
RG	4207	Queensland
RI	4701	Queensland
RJ	3199	Victoria
RL	5167	South Australia
RM	2226	New South Wales
RM	4130	Queensland
RS	4740	Queensland
RS	3765	Victoria
RV	4034	Queensland
RJ	4075	Queensland
RA	2261	New South Wales
RC	5575	South Australia
RH	4670	Queensland
RL	4031	Queensland
RR	4556	Queensland
RV	4214	Queensland
RW	6009	Western Australia
RG	2152	New South Wales
RB	1495	New South Wales
RM	2089	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

RS	3131	Victoria
RB	2763	New South Wales
RD	2745	New South Wales
RP	4208	Queensland
RB	3172	Victoria
RL	7250	Tasmania
RS	6230	Western Australia
RM	2774	New South Wales
RT	2261	New South Wales
RB	3260	Victoria
RD	6072	Western Australia
RH	6149	Western Australia
RM	2073	New South Wales
RM	4125	Queensland
RN	2080	New South Wales
RP	4154	Queensland
RP	4805	Queensland
RS	6152	Western Australia
RT	4575	Queensland
RR	3517	Victoria
RC	5112	South Australia
RM	4122	Queensland
RM	3241	Victoria
RC	2642	New South Wales
RH	6233	Western Australia
RB	4306	Queensland
RC	2191	New South Wales
RE	4740	Queensland
RF	6167	Western Australia
RI	4818	Queensland
RM	2210	New South Wales
RM	4152	Queensland
RR	2112	New South Wales
RS	6112	Western Australia
RS	6210	Western Australia
RW	2850	New South Wales
RW	4160	Queensland
RW	4802	Queensland
RJ	4701	Queensland
RR	2905	Australian Capital Territory
RS	4370	Queensland
RW	4509	Queensland
RW	4510	Queensland
RP	3280	Victoria
RB	4030	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

RR	4506	Queensland
RS	3831	Victoria
RT	6031	Western Australia
RC	7140	Tasmania
RA	3875	Victoria
RB	3844	Victoria
RH	3691	Victoria
RH	4814	Queensland
RK	6530	Western Australia
RK	6530	Western Australia
RL	4655	Queensland
RP	4163	Queensland
RR	4740	Queensland
RS	3550	Victoria
RS	3931	Victoria
RC	4215	Queensland
RG	7183	Tasmania
RK	2171	New South Wales
RM	4053	Queensland
RT	2155	New South Wales
RJ	2089	New South Wales
RK	6007	Western Australia
RL	2560	New South Wales
RL	4560	Queensland
RM	4740	Queensland
RP	2575	New South Wales
RP	6066	Western Australia
RR	5169	South Australia
RT	4280	Queensland
RT	3060	Victoria
SA	2710	New South Wales
SE	2320	New South Wales
SY	4069	Queensland
SV	4825	Queensland
SF	4151	Queensland
SD	3939	Victoria
SC	3765	Victoria
SD	5109	South Australia
SG	4505	Queensland
SH	5096	South Australia
SM	4067	Queensland
SM	2290	New South Wales
SP	7306	Tasmania
SS	4702	Queensland
SW	6031	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

SB	5204	South Australia
SD	4740	Queensland
SM	4880	Queensland
SP	3174	Victoria
SP	3977	Victoria
SS	5090	South Australia
SB	4605	Queensland
SG	3551	Victoria
SK	5210	South Australia
SL	4818	Queensland
SM	2590	New South Wales
SS	3690	Victoria
SO	4869	Queensland
SL	4505	Queensland
SF	6280	Western Australia
SM	2761	New South Wales
SR	2566	New South Wales
SS	2176	New South Wales
SS	5069	South Australia
SC	7212	Tasmania
SA	6027	Western Australia
SB	4738	Queensland
SB	4215	Queensland
SB	2795	New South Wales
SB	4701	Queensland
SC	5118	South Australia
SC	6062	Western Australia
SD	5020	South Australia
SD	2749	New South Wales
SF	4570	Queensland
SG	2304	New South Wales
SG	6215	Western Australia
SG	2214	New South Wales
SJ	4556	Queensland
SH	3216	Victoria
SJ	2429	New South Wales
SL	4152	Queensland
SM	3818	Victoria
SM	6100	Western Australia
SP	2262	New South Wales
SP	3825	Victoria
SR	6104	Western Australia
SS	5044	South Australia
SS	2705	New South Wales
SS	4575	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

SS	5609	South Australia
ST	2064	New South Wales
ST	4510	Queensland
SC	4350	Queensland
SL	2849	New South Wales
SS	5114	South Australia
SW	4740	Queensland
SB	2290	New South Wales
SB	5092	South Australia
SR	7009	Tasmania
SR	2607	Australian Capital Territory
SS	2574	New South Wales
ST	4811	Queensland
SP	4870	Queensland
SK	4075	Queensland
SV	2170	New South Wales
SY	3109	Victoria
ST	5725	South Australia
SG	4555	Queensland
SA	4211	Queensland
SA	2280	New South Wales
SA	4217	Queensland
SB	2768	New South Wales
SB	4310	Queensland
SC	5112	South Australia
SC	2088	New South Wales
SD	3199	Victoria
SD	3658	Victoria
SE	4740	Queensland
SE	4799	Queensland
SF	2571	New South Wales
SG	3282	Victoria
SG	2486	New South Wales
SG	2340	New South Wales
SG	6210	Western Australia
SH	3082	Victoria
SH	6153	Western Australia
SJ	2768	New South Wales
SJ	3636	Victoria
SL	4550	Queensland
SL	2750	New South Wales
SM	4340	Queensland
SM	4744	Queensland
SM	2318	New South Wales
SM	4077	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

SN	6155	Western Australia
SP	2518	New South Wales
SS	2285	New South Wales
SS	2101	New South Wales
ST	2870	New South Wales
SW	5074	South Australia
SC	2261	New South Wales
SD	4503	Queensland
SF	2101	New South Wales
SH	4670	Queensland
SM	2250	New South Wales
SM	4037	Queensland
SV	4825	Queensland
SW	2060	New South Wales
SW	4209	Queensland
SF	3125	Victoria
ST	4557	Queensland
SW	2539	New South Wales
SG	3910	Victoria
SN	4655	Queensland
SW	2323	New South Wales
SA	6110	Western Australia
SB	4000	Queensland
SA	7305	Tasmania
SC	2529	New South Wales
SG	5169	South Australia
SH	3764	Victoria
SJ	2483	New South Wales
SK	4860	Queensland
SK	6106	Western Australia
SM	2320	New South Wales
SM	4818	Queensland
SO	4005	Queensland
SS	3064	Victoria
SS	4455	Queensland
SS	4570	Queensland
ST	4382	Queensland
SW	839	Northern Territory
SO	4829	Queensland
SC	2776	New South Wales
SL	5167	South Australia
ST	4886	Queensland
SW	4740	Queensland
SS	2848	New South Wales
SH	7019	Tasmania



Stand tall. Fight hard.

bernardgaynor.com.au

SA	6027	Western Australia
SB	2474	New South Wales
SC	6027	Western Australia
SD	4869	Queensland
SD	2770	New South Wales
SD	2430	New South Wales
SG	2484	New South Wales
SJ	2750	New South Wales
SM	3551	Victoria
SM	2178	New South Wales
SO	3995	Victoria
SP	3084	Victoria
SP	2207	New South Wales
SP	2250	New South Wales
SR	2224	New South Wales
SR	4802	Queensland
SS	2444	New South Wales
SS	4506	Queensland
SS	4869	Queensland
SS	5085	South Australia
SS	2738	New South Wales
SS	4119	Queensland
SU	3134	Victoria
SW	2611	Australian Capital Territory
SF	5602	South Australia
SB	2644	New South Wales
SH	6057	Western Australia
SS	2282	New South Wales
ST	5092	South Australia
SB	2481	New South Wales
SB	4209	Queensland
SG	4563	Queensland
SM	6060	Western Australia
SS	3064	Victoria
SW	4680	Queensland
SP	4074	Queensland
SB	6000	Western Australia
SL	4860	Queensland
SC	4214	Queensland
SS	4053	Queensland
ST	4670	Queensland
SJ	4610	Queensland
SR	4124	Queensland
SA	4511	Queensland
SD	4868	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

SS	2263	New South Wales
SB	4305	Queensland
SW	3814	Victoria
SP	6057	Western Australia
SL	4209	Queensland
SC	2153	New South Wales
SC	2759	New South Wales
SF	4701	Queensland
SH	6065	Western Australia
SH	4510	Queensland
SH	2747	New South Wales
SJ	6163	Western Australia
SL	3337	Victoria
SM	6110	Western Australia
SM	2536	New South Wales
SM	4350	Queensland
SR	5161	South Australia
SC	4212	Queensland
SL	4510	Queensland
SP	2528	New South Wales
SI	2207	New South Wales
SO	4211	Queensland
SM	4111	Queensland
SH	3672	Victoria
SL	2170	New South Wales
SD	6073	Western Australia
SE	4556	Queensland
SG	6066	Western Australia
SH	6168	Western Australia
SK	3805	Victoria
SL	3152	Victoria
SM	4178	Queensland
SM	3500	Victoria
SM	4213	Queensland
SM	4034	Queensland
SM	2452	New South Wales
SP	3219	Victoria
SR	4470	Queensland
SS	2480	New South Wales
SW	6147	Western Australia
SC	4504	Queensland
SK	6027	Western Australia
SS	4109	Queensland
SV	3429	Victoria
SS	5035	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

SY	6156	Western Australia
SO	4817	Queensland
SC	7320	Tasmania
SG	6027	Western Australia
SP	2500	New South Wales
SW	3815	Victoria
SC	6069	Western Australia
SL	4343	Queensland
SK	3011	Victoria
SM	5092	South Australia
SW	4211	Queensland
SA	4228	Queensland
SP	4754	Queensland
ST	2360	New South Wales
SB	3030	Victoria
SE	3055	Victoria
SG	3070	Victoria
SJ	2196	New South Wales
SF	6021	Western Australia
SN	6230	Western Australia
SK	3162	Victoria
SK	4301	Queensland
SP	4610	Queensland
SW	4740	Queensland
SS	2170	New South Wales
SR	4207	Queensland
SM	4343	Queensland
SG	2022	New South Wales
SG	870	Northern Territory
SP	3138	Victoria
SW	4280	Queensland
SO	4557	Queensland
SR	5074	South Australia
SG	3977	Victoria
SB	2151	New South Wales
SB	3810	Victoria
SB	2190	New South Wales
SC	4550	Queensland
SD	2212	New South Wales
SH	2640	New South Wales
SM	2536	New South Wales
SM	6076	Western Australia
SM	4125	Queensland
SR	2602	Australian Capital Territory
SW	3011	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

SB	2440	New South Wales
SB	6081	Western Australia
SB	4362	Queensland
SC	6107	Western Australia
SC	820	Northern Territory
SC	2570	New South Wales
SD	2115	New South Wales
SD	4700	Queensland
SD	3888	Victoria
SD	6330	Western Australia
SD	6147	Western Australia
SG	2178	New South Wales
SG	4455	Queensland
SG	3871	Victoria
SG	2287	New South Wales
SG	2233	New South Wales
SG	6062	Western Australia
SG	2880	New South Wales
SH	4878	Queensland
SH	TS252RL	Queensland
SH	3072	Victoria
SJ	6232	Western Australia
SJ	4504	Queensland
SK	4562	Queensland
SK	2540	New South Wales
SM	3429	Victoria
SM	3810	Victoria
SP	3012	Victoria
SP	4701	Queensland
SP	6725	Western Australia
SR	4575	Queensland
SR	3040	Victoria
SR	3177	Victoria
SR	4275	Queensland
SS	2261	New South Wales
SS	2573	New South Wales
SS	6026	Western Australia
SS	3156	Victoria
ST	2565	New South Wales
SW	6163	Western Australia
SW	3698	Victoria
SW	3199	Victoria
ST	2176	New South Wales
SA	5355	South Australia
SB	4221	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

SC	4740	Queensland
SC	5115	South Australia
SD	2526	New South Wales
SD	6258	Western Australia
SH	5255	South Australia
SH	5047	South Australia
SH	4870	Queensland
SH	5159	South Australia
SJ	6063	Western Australia
SK	3088	Victoria
SK	4305	Queensland
SK	4659	Queensland
SL	4343	Queensland
SM	4207	Queensland
SM	2324	New South Wales
SM	5234	South Australia
SM	3556	Victoria
SM	3082	Victoria
SO	2795	New South Wales
SR	3977	Victoria
SV	3812	Victoria
SW	4053	Queensland
SY	7000	Tasmania
SA	4214	Queensland
SB	4740	Queensland
SB	4312	Queensland
SB	4215	Queensland
SC	4301	Queensland
SD	3825	Victoria
SG	2460	New South Wales
SG	830	Northern Territory
SJ	3557	Victoria
SM	4350	Queensland
SO	2319	New South Wales
SP	6027	Western Australia
SS	2478	New South Wales
SS	2470	New South Wales
ST	5253	South Australia
SM	4220	Queensland
SC	4343	Queensland
SD	2177	New South Wales
SD	2483	New South Wales
SG	2285	New South Wales
SK	4551	Queensland
SB	5074	South Australia



Stand tall. Fight hard.

bernardgaynor.com.au

SB	6077	Western Australia
SC	3337	Victoria
SD	6430	Western Australia
SH	2138	New South Wales
SK	4650	Queensland
SM	2354	New South Wales
SP	6125	Western Australia
ST	3123	Victoria
SB	2573	New South Wales
SB	2590	New South Wales
SB	2820	New South Wales
SC	3550	Victoria
SC	2318	New South Wales
SC	2259	New South Wales
SC	4570	Queensland
SE	3805	Victoria
SG	3823	Victoria
SI	4561	Queensland
SK	2450	New South Wales
SM	3219	Victoria
SM	4558	Queensland
SM	3825	Victoria
SM	4165	Queensland
SM	3465	Victoria
SN	4870	Queensland
ST	4677	Queensland
SW	4220	Queensland
SW	2646	New South Wales
SS	2646	New South Wales
SA	2163	New South Wales
SA	4313	Queensland
SB	4575	Queensland
SC	4870	Queensland
SD	2582	New South Wales
SD	2760	New South Wales
SF	4572	Queensland
SF	2539	New South Wales
SF	4879	Queensland
SG	2430	New South Wales
SG	2480	New South Wales
SH	4562	Queensland
SH	3796	Victoria
SH	2650	New South Wales
SH	2783	New South Wales
SI	2486	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

SJ	2560	New South Wales
SK	2790	New South Wales
SL	2850	New South Wales
SL	6233	Western Australia
SL	4503	Queensland
SL	5330	South Australia
SM	6401	Western Australia
SM	3635	Victoria
SM	4223	Queensland
SM	4215	Queensland
SM	4213	Queensland
SO	840	Northern Territory
SP	4207	Queensland
SP	4702	Queensland
SP	3505	Victoria
SS	4812	Queensland
SS	4655	Queensland
SW	2778	New South Wales
SW	4519	Queensland
SV	2753	New South Wales
SW	4550	Queensland
SG	4655	Queensland
ST	3037	Victoria
SC	810	Northern Territory
SR	3125	Victoria
SD	2617	Australian Capital Territory
SO	6156	Western Australia
SC	2009	New South Wales
SD	6041	Western Australia
SE	3550	Victoria
SG	6111	Western Australia
SH	3730	Victoria
SM	7250	Tasmania
SP	4560	Queensland
SR	2575	New South Wales
SS	4124	Queensland
SS	2295	New South Wales
ST	4226	Queensland
SM	2795	New South Wales
SB	2216	New South Wales
SL	4213	Queensland
SP	2324	New South Wales
SK	4216	Queensland
SR	3356	Victoria
SH	4160	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

SC	4214	Queensland
SW	3099	Victoria
SA	4215	Queensland
SB	3166	Victoria
SB	3166	Victoria
SP	4133	Queensland
SR	4702	Queensland
SS	2259	New South Wales
SW	6024	Western Australia
TS	6005	Western Australia
TH	6056	Western Australia
TS	2749	New South Wales
TJ	4720	Queensland
TK	6743	Western Australia
TM	6030	Western Australia
TW	3078	Victoria
TC	4051	Queensland
TM	3551	Victoria
TO	4720	Queensland
TO	6566	Western Australia
TP	2170	New South Wales
TP	4606	Queensland
TB	4818	Queensland
TD	6714	Western Australia
TH	4060	Queensland
TL	3936	Victoria
TM	4078	Queensland
TP	2761	New South Wales
TS	2870	New South Wales
TB	4805	Queensland
TC	3984	Victoria
TC	5271	South Australia
TJ	5010	South Australia
TM	4074	Queensland
TM	4207	Queensland
TN	4207	Queensland
TS	4127	Queensland
TW	4346	Queensland
TW	2750	New South Wales
TB	6051	Western Australia
TJ	4508	Queensland
TM	2022	New South Wales
TE	4870	Queensland
TL	2220	New South Wales
TC	2280	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

TG	3770	Victoria
TK	3130	Victoria
TP	4300	Queensland
TQ	4680	Queensland
TB	4519	Queensland
TJ	6234	Western Australia
TT	4655	Queensland
TM	6230	Western Australia
TD	2444	New South Wales
TP	4580	Queensland
TP	4670	Queensland
TD	4061	Queensland
TG	2760	New South Wales
TH	4605	Queensland
TM	4066	Queensland
TP	4215	Queensland
TR	2500	New South Wales
TC	4871	Queensland
TM	4170	Queensland
TS	4221	Queensland
TO	2321	New South Wales
TP	7250	Tasmania
TR	4074	Queensland
TH	4615	Queensland
TL	4159	Queensland
TB	2460	New South Wales
TB	4228	Queensland
TB	2225	New South Wales
TB	2477	New South Wales
TC	6064	Western Australia
TC	3909	Victoria
TC	2913	Australian Capital Territory
TD	4223	Queensland
TK	2153	New South Wales
TK	4500	Queensland
TM	3915	Victoria
TN	2650	New South Wales
TO	6284	Western Australia
TW	4105	Queensland
TW	6168	Western Australia
TW	2640	New South Wales
TC	3351	Victoria
TD	4670	Queensland
TM	5075	South Australia
TC	6536	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

TD	2749	New South Wales
TH	5116	South Australia
TM	4670	Queensland
TR	4720	Queensland
TW	6030	Western Australia
TY	6050	Western Australia
TA	4132	Queensland
TC	5000	South Australia
TG	3812	Victoria
TA	4872	Queensland
TB	6151	Western Australia
TL	4567	Queensland
TM	5158	South Australia
TN	4563	Queensland
TG	2218	New South Wales
TB	5000	South Australia
TJ	3030	Victoria
TP	3179	Victoria
TS	3124	Victoria
TA	3820	Victoria
TB	4310	Queensland
TB	2233	New South Wales
TE	2134	New South Wales
TF	6030	Western Australia
TG	5163	South Australia
TH	2464	New South Wales
TJ	6728	Western Australia
TK	4701	Queensland
TL	3805	Victoria
TM	4214	Queensland
TM	4305	Queensland
TM	5126	South Australia
TN	3400	Victoria
TP	4221	Queensland
TR	2251	New South Wales
TS	2233	New South Wales
TW	4680	Queensland
TA	6714	Western Australia
TI	2317	New South Wales
TM	6725	Western Australia
TP	4877	Queensland
TW	6065	Western Australia
TB	3088	Victoria
TD	3956	Victoria
TM	6450	Western Australia



Stand tall. Fight hard.

bernardgaynor.com.au

TR	6109	Western Australia
TK	3000	Victoria
TS	3831	Victoria
TH	4074	Queensland
TR	2259	New South Wales
TG	4677	Queensland
TM	3458	Victoria
TP	4856	Queensland
TR	4702	Queensland
TS	2573	New South Wales
TP	2640	New South Wales
TD	4557	Queensland
TS	2049	New South Wales
TA	3910	Victoria
TA	4878	Queensland
TA	4179	Queensland
TA	2145	New South Wales
TB	4812	Queensland
TB	2145	New South Wales
TD	3677	Victoria
TD	6169	Western Australia
TD	4164	Queensland
TF	5118	South Australia
TH	2582	New South Wales
TH	4350	Queensland
TH	4817	Queensland
TM	4208	Queensland
TS	4509	Queensland
TS	2287	New South Wales
TT	4272	Queensland
TW	3815	Victoria
TW	4400	Queensland
TY	6798	Western Australia
TH	4670	Queensland
TH	7310	Tasmania
TB	4519	Queensland
TB	4510	Queensland
TB	2570	New South Wales
TC	2800	New South Wales
TD	4207	Queensland
TD	4350	Queensland
TH	2162	New South Wales
TH	2211	New South Wales
TH	4305	Queensland
TJ	4670	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

TK	4106	Queensland
TM	2770	New South Wales
TP	4119	Queensland
TR	2285	New South Wales
TS	2528	New South Wales
TT	3123	Victoria
TK	4869	Queensland
TM	2282	New South Wales
TT	4744	Queensland
TB	4216	Queensland
TC	5161	South Australia
TF	4207	Queensland
TN	2046	New South Wales
TP	3021	Victoria
TP	3705	Victoria
TS	7307	Tasmania
TS	3124	Victoria
TW	4065	Queensland
TD	3802	Victoria
TV	2154	New South Wales
TD	2529	New South Wales
TM	6112	Western Australia
TM	2154	New South Wales
TT	2000	New South Wales
TA	2156	New South Wales
TB	5433	South Australia
TC	2229	New South Wales
TG	6175	Western Australia
TG	3385	Victoria
TH	4173	Queensland
TK	2176	New South Wales
TL	5107	South Australia
TM	3815	Victoria
TN	4226	Queensland
TT	3810	Victoria
TT	2655	New South Wales
TC	2161	New South Wales
TJ	6233	Western Australia
TW	4165	Queensland
TL	3805	Victoria
TP	4130	Queensland
TC	2560	New South Wales
TR	4350	Queensland
TA	4132	Queensland
TB	4215	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

TB	4223	Queensland
TC	4306	Queensland
TG	2259	New South Wales
TH	4570	Queensland
TH	3690	Victoria
TT	2570	New South Wales
TL	7250	Tasmania
TK	5255	South Australia
TW	4285	Queensland
TS	5700	South Australia
TS	2847	New South Wales
UF	5162	South Australia
UB	4581	Queensland
UC	2575	New South Wales
UD	4810	Queensland
UW	4078	Queensland
VA	4740	Queensland
VM	5064	South Australia
VP	4553	Queensland
VB	2575	New South Wales
VC	4421	Queensland
VN	5158	South Australia
VO	2607	Australian Capital Territory
VR	3136	Victoria
VS	5108	South Australia
VB	4215	Queensland
VH	6065	Western Australia
VM	3770	Victoria
VB	4070	Queensland
VB	4179	Queensland
VE	2000	New South Wales
VM	3174	Victoria
VM	2530	New South Wales
VA	4035	Queensland
VR	4503	Queensland
VT	3023	Victoria
VM	4165	Queensland
VG	2340	New South Wales
VT	2171	New South Wales
VB	6124	Western Australia
VB	4680	Queensland
VC	4817	Queensland
VD	4212	Queensland
VG	4218	Queensland
VG	3551	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

VH	2234	New South Wales
VJ	2470	New South Wales
VL	3250	Victoria
VM	7330	Tasmania
VS	2294	New South Wales
VS	5605	South Australia
VT	2262	New South Wales
VG	3840	Victoria
VV	2747	New South Wales
VB	7117	Tasmania
VE	4680	Queensland
VT	4575	Queensland
VM	4341	Queensland
VP	4671	Queensland
VS	4472	Queensland
VB	2650	New South Wales
VZ	3037	Victoria
VB	810	Northern Territory
VL	3149	Victoria
VR	4401	Queensland
VD	4210	Queensland
VA	4509	Queensland
VL	5011	South Australia
VS	2478	New South Wales
VS	3810	Victoria
VJ	2038	New South Wales
VR	2340	New South Wales
VG	2206	New South Wales
WB	6109	Western Australia
WM	2466	New South Wales
WJ	6168	Western Australia
WB	3200	Victoria
WB	2913	Australian Capital Territory
WC	7320	Tasmania
WH	2484	New South Wales
WM	2171	New South Wales
WN	2153	New South Wales
WR	2770	New South Wales
WS	4670	Queensland
WT	2221	New South Wales
WT	2019	New South Wales
WW	4814	Queensland
WJ	4152	Queensland
WL	2502	New South Wales
WR	2323	New South Wales



Stand tall. Fight hard.

bernardgaynor.com.au

WB	6280	Western Australia
WB	2259	New South Wales
WB	2281	New South Wales
WB	4710	Queensland
WD	6155	Western Australia
WG	3030	Victoria
WG	2800	New South Wales
WG	4165	Queensland
WH	5223	South Australia
WJ	2766	New South Wales
WK	2566	New South Wales
WL	2564	New South Wales
WM	6516	Western Australia
WN	3174	Victoria
WN	2280	New South Wales
WP	6100	Western Australia
WP	4655	Queensland
WP	6210	Western Australia
WP	3840	Victoria
WP	2021	New South Wales
WR	4817	Queensland
WW	3995	Victoria
WW	2155	New South Wales
WW	2032	New South Wales
WM	4581	Queensland
WB	2170	New South Wales
WB	4227	Queensland
WB	4500	Queensland
WB	3804	Victoria
WB	2470	New South Wales
WB	2871	New South Wales
WD	3280	Victoria
WD	2293	New South Wales
WD	2232	New South Wales
WE	4112	Queensland
WF	4213	Queensland
WH	3644	Victoria
WH	2286	New South Wales
WH	4211	Queensland
WJ	4880	Queensland
WL	2371	New South Wales
WM	5540	South Australia
WN	4861	Queensland
WO	4132	Queensland
WR	4735	Queensland



Stand tall. Fight hard.

bernardgaynor.com.au

WS	3132	Victoria
WS	3082	Victoria
WW	3030	Victoria
WW	4865	Queensland
WR	4879	Queensland
WW	4068	Queensland
WA	5096	South Australia
WH	4020	Queensland
WD	4211	Queensland
WA	3152	Victoria
WH	2572	New South Wales
WA	3249	Victoria
WA	2485	New South Wales
WA	4556	Queensland
WA	6230	Western Australia
WB	2640	New South Wales
WB	2480	New South Wales
WB	4352	Queensland
WC	6102	Western Australia
WE	5066	South Australia
WF	3888	Victoria
WF	4740	Queensland
WG	3805	Victoria
WG	4720	Queensland
WG	4556	Queensland
WG	4157	Queensland
WH	4306	Queensland
WH	4129	Queensland
WH	4670	Queensland
WH	4805	Queensland
WM	3825	Victoria
WM	3550	Victoria
WM	2000	New South Wales
WM	3084	Victoria
WM	2340	New South Wales
WP	4557	Queensland
WR	4560	Queensland
WS	2446	New South Wales
WS	4868	Queensland
WS	2317	New South Wales
WS	6169	Western Australia
WT	4065	Queensland
WW	2100	New South Wales
WW	4817	Queensland
WK	3814	Victoria



Stand tall. Fight hard.

bernardgaynor.com.au

WA	4211	Queensland
WC	6510	Western Australia
WN	4077	Queensland
WW	6450	Western Australia
WF	4132	Queensland
WM	2618	Australian Capital Territory
WB	2537	New South Wales
YS	3109	Victoria
YH	2077	New South Wales
YV	2577	New South Wales
YK	4209	Queensland
YM	2484	New South Wales
YP	810	Northern Territory
YW	2530	New South Wales
ZN	4127	Queensland
ZM	6065	Western Australia
ZM	4560	Queensland
ZS	2340	New South Wales

Initials	Country
JV	Canada
LC	Canada
FH	Cyprus
MS	Germany
RO	Ireland
AB	New Zealand
JG	New Zealand
JS	New Zealand
NF	New Zealand
RP	New Zealand
RB	New Zealand
RC	New Zealand
RC	New Zealand
RT	New Zealand
KP	Poland
WP	Singapore
WP	South Africa
JD	Spain
AM	United Kingdom
CD	United Kingdom
CS	United Kingdom
CB	United Kingdom
DL	United Kingdom
DS	United Kingdom
EB	United Kingdom



Stand tall. Fight hard.

bernardgaynor.com.au

EM	United Kingdom
FH	United Kingdom
JS	United Kingdom
JB	United Kingdom
KM	United Kingdom
LC	United Kingdom
LH	United Kingdom
MS	United Kingdom
MH	United Kingdom
NM	United Kingdom
NH	United Kingdom
WM	United Kingdom
ZF	United Kingdom
AS	United States of America
BR	United States of America
CM	United States of America
JL	United States of America
JM	United States of America
LK	United States of America
TD	United States of America
HW	Zimbabwe



Stand tall. Fight hard.

bernardgaynor.com.au