

2. Potential solutions regarding the tiering of year ends with any specific considerations for the not for profit sector

We have no further points to make in addition to the discussions during the hearing and the information in the regulation section of our submission.

3. Number of people referred to the relevant authority for breach of ethical standards over the last five to ten years

We have not made any referrals to the relevant authority for breach of ethical standards in recent times.

4. Workplace concerns

In response to the discussions held around workplace concerns raised by Senator O'Neill, we have a number of policies and procedures in place to manage these risks and to ensure our staff feel comfortable about raising matters around breaches of ethical standards. Areas covered by our policies and procedures include:

- A whistleblowing policy
- A bullying, discrimination, harassment, sexual harassment and victimisation policy
- Complaints and dispute resolution processes that are communicated and available to our clients
- Ongoing performance evaluation processes for all partners and staff.

5. Concerns of objections to the use of digital financial reporting

We have no specific concerns or objections on the use of digital financial reporting.

6. Recommendations that would be positive across the entire sector

Our submission included suggested actions on the areas that we believe could have most impact and influence in respect of audit quality:

- The scope of the financial statement audit (the Product)
- Non-audit services
- The role of others in audit quality, including those charged with governance
- Changes in regulation
- The competition in the market.

If you have any further questions, please do not hesitate to contact me.

BDO Australia Ltd



Tim Kendall
National Audit Leader