



SEAFOOD INDUSTRY AUSTRALIA
2023-2024
MEMBERSHIP
INFORMATION





LETTER FROM SEAFOOD INDUSTRY AUSTRALIA CHAIR

Dear Prospective Member,

On behalf of the Seafood Industry Australia board, I am pleased to provide you with information on becoming a member of your national industry peak-body.

Seafood Industry Australia (SIA) was designed through a consultation process with the seafood industry to be a strategic, national peak-body that represents wild catch, aquaculture and post-harvest sectors. We are the only peak industry body that represents the entire Australian seafood industry from catch to plate, and we are the voice of industry.

We strive to promote, protect and develop the Australian seafood industry both domestically and internationally. We provide the Australian seafood industry with a united and respected voice which is critical to ensuring our industry is heard by consumers, Government and other stakeholders alike.

SIA exists for our members and because of our members, to produce outcomes that are real, measurable and valued by industry. We leverage our members and their organisations to achieve scale and influence for industry, while maximising operational efficiency. SIA considers every membership dollar received as a dollar invested in the future.

We have a strong Board of Directors who are committed to working towards outcomes aligned with our members' priorities. The first meeting of the inaugural board of directors was held in March 2017. From here, we developed SIA's constitution, and SIA was incorporated on May 12, 2017. I am confident the governance policies of SIA will provide industry with a national peak-body that has the integrity and responsiveness sought by members.

I'd like to acknowledge the many people and organisations who worked together to bring SIA to life, and to support us in our initial years. Our thanks to all involved in the Industry Forums, Taskforce, Implementation Group, the Director Selection Committee and to the National Seafood Industry Alliance. Without you, SIA would not have become a reality.

The support of the Federal Government, the Department of Agriculture and Water Resources, Australian Fisheries Management Authority, Australian Maritime Safety Authority and Fisheries Research and Development Corporation, has been unfailing. We acknowledge their commitment to working with us to achieve better outcomes for the entire Australian seafood industry.

The time has come for the Australian seafood industry to acknowledge and be acknowledged for our contribution to Australian society in providing healthy, clean, sustainable, high-quality seafood, and real jobs in regional Australia and our capital cities.

Our strength comes from our unity, and from working together on issues which are critical to the growth and development of our industry. To do this effectively we need the continued involvement and support of the entire Australian seafood industry. To that end, I invite you to review our membership information and confirm your support for SIA by completing the Membership Application, so that we can move forward on the national issues of priority to seafood businesses, while defending, promoting and growing the Australian seafood industry both domestically and internationally.

CLAYTON NELSON
Chair of Seafood Industry Australia



BACKGROUND

In mid-2015, the National Seafood Industry Alliance received funding from the Australian Government for a project to develop a national peak representative body for the seafood industry. This project involved a structured and intensive process led by industry.

It included:

- desktop research, connecting with many industry people and organisations (through a web presence, regional visits and communications/ engagement strategy) and targeted industry consultations;
- a national Industry Forum held in Adelaide in March 2016, which was attended by Australian business leaders and opened by the Assistant Minister for Agriculture and Water Resources, Senator the Hon Anne Ruston. Here, industry leaders committed to the development of a national peak body;
- a Leadership Taskforce (Taskforce) was formed at the Industry Forum, including nine seafood business leaders. The purpose of the Taskforce was to consider options and develop the recommended structural and funding models for consideration at a second Industry Forum in July 2016. It met six times between 11 April and 30 June 2016, with members actively involved between meetings in subcommittees to develop ideas and options;
- an industry Forum in July 2016, where industry leaders considered the Taskforce report and agreed on the proposed vision, mission, structure and funding model;
- the second Industry Forum agreed to form and task an Implementation Group led by Veronica Papacosta to engage and consult with the wider industry between August and December 2016;
- the Implementation Group worked towards a target of \$500,000 as a minimum pledged membership threshold to indicate broad industry support. The target was achieved and exceeded by the target deadline of December 15, 2016;
- a Board Selection Committee, consisting of two original Taskforce members and the project manager Brian Ramsay, was formed to consider the protem directors nominations submitted from pledged members. The inaugural board of SIA was then selected through this process; and
- SIA was incorporated on May 12, 2017.

MISSION & VISION

“To build a strong organisation with an engaged membership base across the Australian seafood industry and be recognised by the government and industry as the national peak body”

MISSION to Promote, Protect and Develop the Australian seafood industry
VISION to be United, Effective and Respected.

STRATEGIC POLICY

“SIA has been designed to be a unified and unifying voice for the Australian seafood industry. Communication and interaction with members and stakeholders is central to SIA operations”

[SIA's strategic plan \(Strategic Plan\)](#) and setting of specific projects has been formed as a result of member consultation, in conjunction with the board of directors and our CEO.

Our key priority areas are:

1. Community perception/social licence;
2. Country of origin labelling in foodservice;
3. Biosecurity;
4. Resource allocation and access;
5. Mental health;
6. Safety;
7. Oil and gas exploration – seismic and
8. Maintaining the fuel tax credit scheme;
9. Market Access and Trade;
10. Labour and Training; and
11. Events.



OBJECTIVES

The primary objectives of SIA as set out in its constitution are as follows:

- be the national peak-body for the Australian seafood industry;
- represent and further the interests of the Australian seafood industry, with respect to both national and international issues affecting our Members;
- work to increase the value of the Australian seafood industry;
- actively promote the good reputation of the Australian seafood industry;
- create and maintain an Australian seafood industry that is regarded by its participants and recognised by Members and others to be unified, effective and respected;
- foster understanding and unity within the diverse Australian seafood industry;
- inform and influence government and regulators. Work with government at all levels to ensure the interests of the Australian seafood industry and Members are fully represented with respect to the design and implementation of public policy;
- be prepared for and responsive to current and emerging issues that have a national and sectorial significance for the Australian seafood industry;
- advocate and encourage sustainable practices within the Australian seafood industry and the environment;
- provide advisory forums for all Members to engage with SIA in its capacity as the peak-body for the Australian seafood industry;
- promote improved communication, education and technology transfer to the Australian seafood industry through state associations, sectorial bodies and other appropriate avenues; and
- do all such things as are incidental or conducive to the attainment of all or any objects of the Company set out above.

A copy of the SIA constitution is available on request.

MEMBERS ADVISORY FORUM

“Our Members’ Advisory Forums are one of the keys to long-term success for SIA.”

A full Members’ Advisory Forum that is open to all members will be held annually, in conjunction with the Annual General Meeting (AGM). These Advisory Forums will provide the opportunity for Members to voice their thoughts on key issues facing their individual sectors and the larger Australian seafood industry. This advice and comment will assist SIA to prioritise actions and the establishment of policies.

In addition, SIA will hold a Members’ Advisory Forum the day prior to each quarterly board meeting. The location of each Board meeting will rotate between Australian capital cities.



CORPORATE STRUCTURE

SIA has been incorporated as a company limited by guarantee.

A company limited by guarantee is a form of public company typically used for non-profit organisations. Like all other companies, a company limited by guarantee is a separate legal entity and is subject to regulation under the Corporations Act 2001 (Cth) and by the Australian Securities and Investments Commission (ASIC). Accordingly, the company can be sued, enter into contracts or hold assets in its own name.

Unlike a typical company, a company limited by guarantee does not have shares. Instead, a member guarantees the obligations of the company in the event of a winding up, up to a capped amount of \$10.00.

In addition, each member must pay an annual membership fee as detailed in this Membership information at page 9. These fees are payable for each year of membership from acceptance of your initial application for membership until you resign as a member.

SIA members are also entitled to attend all AGMs and receive a copy of the Company's audited annual reports.

BOARD & GOVERNANCE STRUCTURE

"SIA is different from the traditional 'representative' approach to board structure and governance. It is designed as a strategic and skill-based board to provide maximum flexibility and responsiveness to achieve outcomes for its members."

Board size and voting

The board of SIA will have of a minimum of four directors and a maximum of seven. Each director will have a vote on all matters considered by the board and where equal votes are cast in favour and against, the Chairperson will have a casting vote.

Board renewal and rotation

A director will hold office for a term of three years and be restricted to a maximum of two terms (being a total of six years). The initial board of seven directors will begin a rotation process from the second AGM with two directors retiring in order to provide an opportunity for new persons to be considered for appointment to the board.

A Selection Committee will be responsible for the selection of directors based on a skills matrix to be determined by the SIA board from time to time. The Selection Committee will consist of a director (acting as chair of the committee) and four SIA members, appointed by the SIA board. All SIA members will be invited to nominate candidates for appointment as directors to fill any vacancies that may arise over the course of the year and/or as part of the rotation process. The Selection Committee will determine whether those candidates (along with any other candidates identified by the Selection Committee) possess the requisite skills and expertise to fill the vacancies on the board. Following their deliberation, the Selection Committee will make two nominations for each vacancy on the board and the election of new directors by the members will occur at the next AGM.

Board fees and meetings

The directors may be paid a fixed fee per annum for their services as a director. SIA intends to hold four board meetings per year – one face-to-face and three via tele or video conference. The use of teleconference board meetings will allow SIA to minimise travel costs. Locations of face-to-face board meetings will be moved around Australia and a Members' Advisory Forum will be held prior to the in person board meetings. SIA proposes to adopt a Board code of conduct (Code of Conduct) that all board members will be bound to adhere to.



MEMBERSHIP STRUCTURE

Voting Members

In pursuing its primary objectives, SIA's focus will be to engage in direct membership with businesses and associations on a tiered membership structure, based on the size and scale of a business or association.

The fees payable for obtaining a Voting Membership will be linked to the annual revenue generated by the applicant's business. Each member will have one vote allocated for every \$1,000 in annual membership fees paid.

Non-voting Members

In order to ensure the fair representation of view across the industry beyond those of large scale influence SIA will seek to encourage individual persons, or other small scale businesses, to become a Non-voting Member.

The primary forum for their participation and voice will be at the Members Advisory Forum and participation in the AGM.

RIGHTS OF MEMBERS

Members will have the following key rights:

- Annual General Meetings - All members can attend and participate in the AGM, however only voting members will be eligible to vote on AGM matters as per the membership structure.
- Members Advisory Forum - All members will have the right to equally participate in the Members Advisory Forum which will advise and assist in SIA's strategic direction. Where possible a Members Advisory Forum will be held in conjunction with the timing of SIA board meetings including the AGM.
- Director nominations – all members have the right to nominate candidates for election to the board of directors in accordance with the Selection Committee process outlined on page 5.
- Communications – members will receive regular updates on SIA's progress and outcomes via e-newsletter.
- Governance – members are entitled to attend all AGMs and receive a copy of the Company's audited annual reports as outlined on page 4.



SIA DIRECTORS

Seafood Industry Australia has a strategic and skills based board to provide maximum flexibility and responsiveness to achieve outcomes for its members.



CLAYTON
NELSON

Chair

Clayton was appointed to the SIA Board in October 2020. He is the General Manager – Policy and External Affairs at Austral Fisheries. Clayton has been involved in the Australian fishing industry since 1980. He has extensive experience in the seafood industry, with roles including Skippering prawning vessels, partner and Executive Director of ASX listed Deep Sea Fisheries Ltd, and Director of Operations for Tiger Fisheries. In 2008, Clayton launched Jamadan Marine Services to provide consultancy services to the Australian fishing industry. In 2011, he established a small boutique fishing company to fish for Rottneest Island Scallops out of Fremantle, WA. Clayton was a Director of the Western Australian Fishing Industry Council from 2011 – 2017 and also served as Chairman in 2017. Clayton has played a significant role in establishing Austral's newest fishing operation in the Timor Reef Fishery.

Throughout 40 years of hands on experience in the Seafood Industry, Clayton has been active in roles from operations, catching, marketing and business development in primarily the Wildcatch sector. Industry representation in both state and commonwealth sectors has built networks throughout Australia based on trust, reputation and integrity. Clayton is currently Vice Chair of the Commonwealth Fisheries association and sits on the National Agricultural Labour Advisory Committee.



CATHERINE
SAYER

Deputy Chair

Catherine's first appointment in the seafood industry was in 1999 as the Chair of the South Australian Prawn Fishery Management Committee (FMC). She then went onto Chair the Northern Zone Rock Lobster FMC before being appointed the inaugural Independent Chair of the South Australian Rock Lobster Advisory Council. Catherine has served on the Fisheries Council of SA as well as chairing various management plans and reviews.

Catherine joins the SIA board, bringing her experience as CEO of Food South Australia, where she was responsible for establishing the organisation, bringing multiple stakeholders together – members, industry, government and media.

In addition to her director role at SIA, she is currently Chair of the Tropical Tuna Management Advisory Committee, KIN Premium Australian Seafood and the Marine Fishers Association (SA) and a member of the South Australian Aquaculture Tenure Allocation Board.



BRYAN
SKEPPER

Director

Bryan was appointed to the SIA Board in October 2020.

Bryan has worked in the seafood industry since 1973 and over this time has amassed a long list of accomplishments, the most significant of which was driving the realisation of Sydney Fish Market's (SFM) vision to build a new \$750million facility, funding for which was approved by the NSW Government in 2019.

Bryan retired from his position as General Manager at SFM in September 2019, but still maintains an active involvement in the Australian Seafood Industry. He is chair of NSW Seafood Industry Council, a former director of the Australian Seafood Co-operative Research Centre, and former company secretary of OceanWatch Australia.

Bryan was awarded the Industry Ambassador Award at the National Seafood Industry Awards in 2019.

Bryan holds professional qualifications in accounting, human resource management and environmental auditing.



KYRI TOUMAZOS

Director

As the General Manager of South Australia's most vertically integrated seafood business with a worldwide distribution network, I have involvement across harvesting, processing, wholesaling, exporting, retailing and distribution. In this capacity I have identified strategic export market opportunities, created a product offering that resonates with key overseas markets, built and leveraged strong relationships, and created a supply chain in a highly regulated and restrictive operating environment. This experience has taught me the importance and value of building sustainable supply chains and has emboldened me to pursue innovative and sustainable ways of distinguishing Australian seafood on the international stage. I have a sophisticated understanding of Commercial Fishing Fleet operations management, vessel maintenance and onboard safety procedures across both Commonwealth and State jurisdictions. I understand the commercial drivers of this asset class and what is required to run commercial fishing fleets economically, safely, sustainably and in compliance with prevailing Acts and regulations.



STEPHANIE KAPAROS

Director

Stephanie has more than 10 years of seafood industry experience and has served in senior executive roles in the post-harvest sector, including CEO of Clamms Seafood, a market-leading Seafood Processor, Distributor and Wholesaler. Her experience in her roles as well as her MBA degree, allows her to bring a wealth of practical experience in operations, finance, team building, leadership, project management, marketing, technology, innovation, sales, governance, advisory and risk minimisation. Stephanie has successfully led and managed leadership teams and provided advisory to Directors, setting strategic direction and providing the resources and support required for successful and efficient structure and operations. In addition to her P&L, strategy, marketing, e-commerce and business background, Stephanie has extensive regulatory experience with numerous agencies and regulatory bodies in Victoria and Australia.



STEPHANIE MARGRAIN

Director

I am passionate about the seafood industry, and I strongly believe that it needs a peak body so I am motivated to join the board to contribute to the success of SIA and subsequently our industry. I am a graduate of the Australian Institute of Company Directors, I have a Bachelor of Communications and have been in marketing/communications roles at Sydney Fish Market (SFM) for nine years. My tenure has coincided with the most pivotal time in our company's history as we sought to secure support and government funding for SFM's redevelopment. These challenges have refined my skills in government and stakeholder relations, community engagement and media management. I also possess skills in strategy and change leadership. SFM's unique ownership structure has required me to understand and equally represent the interests of both harvest and postharvest stakeholders.



MARK RYAN

Director

Mark is the Managing Director and CEO of the Tassal Group Ltd, a publicly listed salmon production company that is Australia's largest seafood and aquaculture business.

Tassal is a vertically integrated business based in Tasmania, with an organisational focus on environmental sustainability and stakeholder engagement. In 2015, Tassal expanded its footprint and business offerings through the acquisition of De Costi Seafoods.

Mark has more than 30 years of experience in strategy, finance and operational matters across many industries, with experience gained through PriceWaterhouseCoopers, Arthur Andersen and KordaMentha. Mark currently sits on four additional boards, including the Tasmanian Salmonid Growers Association and the Tasmanian Development Board.



MEMBERSHIP FEES

The payment of membership fee is on an annual basis as set out in the membership categories table below:

MEMBER CATEGORIES	ANNUAL REVENUE	ANNUAL FEE
Voting members		
Largest business	>\$50mil	\$23,000 + GST
Large business	\$5mil - \$50 mil	\$11,500 + GST
Medium business	\$1mil - \$5 mil	\$2,300 + GST
Small business	<\$1mil	\$1,150 + GST
Large association/ industry sector	\$150k - \$1mil	\$5,750 + GST
Small association/ industry sector	<\$150k	\$2,300 + GST
Non-voting members		
Individual member	N/A	\$230 + GST
Affiliated/ allied small business		\$1,150 + GST
Affiliated/ allied large business		\$11,500 + GST

Membership fees can be paid with electronic funds transfer or cheque. A tax invoice will be issued for payment once your membership application is received.

Any prospective SIA members who join after the start of the financial year will be invoiced at a pro-rata rate of the annual fee for the remainder of the year.

Please complete and return this form to SIA via email to info@seafoodindustryaustralia.com.au, indicating your membership category and details.

APPLICATION FOR MEMBERSHIP

I _____ of _____ organisation/
business(if applicable) hereby confirm my/our application to join Seafood Industry Australia Limited
(Company), the national peak body for the Australian seafood industry as described in the
Membership information.

I/we:

- Commit to join Seafood Industry Australia from acceptance of application until June 30, 2023.
- Will make payment of the membership fee.
- Agree to be bound by the Constitution of the Company.
- Agree to have our name and/or business name listed on SIA's website and associated marketing materials.

NAME (Director/ CEO / Authorised Signatory)

SIGNATURE



MEMBERSHIP DETAILS FORM

SURNAME	
FIRST NAME	
COMPANY NAME	
ABN	
INDUSTRY SECTOR (please circle)	Wild catch Aquaculture Post-harvest
MEMBERSHIP CATEGORY (please write your category from table on page 9)	
BUSINESS / ORGANISATION MAIN INTEREST (please provide a brief description of your main business and your organisation's interests and activities)	
BUSINESS ADDRESS	
POSTAL ADDRESS	
STATE	
MOBILE NUMBER	
EMAIL	
FAX	
WEBSITE	



ADDITIONAL CONTACTS

You may nominate additional persons in your business or organisation to be kept up to date with SIA's communication. Please advise us if you would like more contacts added.

Name:

Contact Number:

Email:

Name:

Contact Number:

Email:

Name:

Contact Number:

Email:

Name:

Contact Number:

Email:

PAYMENT METHOD

Cheque Enclosed

Bank Transfer

Account Name: Seafood Industry

Australia BSB# 062-595

AC# 1051-6819

Please email the membership application form to

info@seafoodindustryaustralia.com.au A tax invoice will be provided to you once your application is received.

For more information please visit www.seafoodindustryaustralia.com.au/join-sia



DISCLAIMER

Although SIA has endeavoured to provide Industry Participants with all material information regarding the decision of membership of SIA, neither SIA, nor any of its directors, officers and advisers, make or give any representation, warranty or guarantee, whether express or implied, that the information contained in this Membership Information document, or otherwise supplied to an Industry Participant, is complete or accurate. Each Industry Participant must make their own assessment of whether it is appropriate for it to subscribe for membership of SIA.

This Membership Information document is not a disclosure document for the purposes of the Corporations Act 2001 (Cth).

SIA and its directors, officers and advisers disclaim, to the fullest extent permitted by law, all liability, direct or indirect (whether or not arising out of the negligence or fault of any of them), for any loss or damage suffered by any Industry Participant, or other person, arising out of, or in connection with, any use of or reliance upon any information contained in this Membership Information document.

This Membership information was originally released on Monday, June 5, 2017, and this version is up to date as of 2023-24 year.