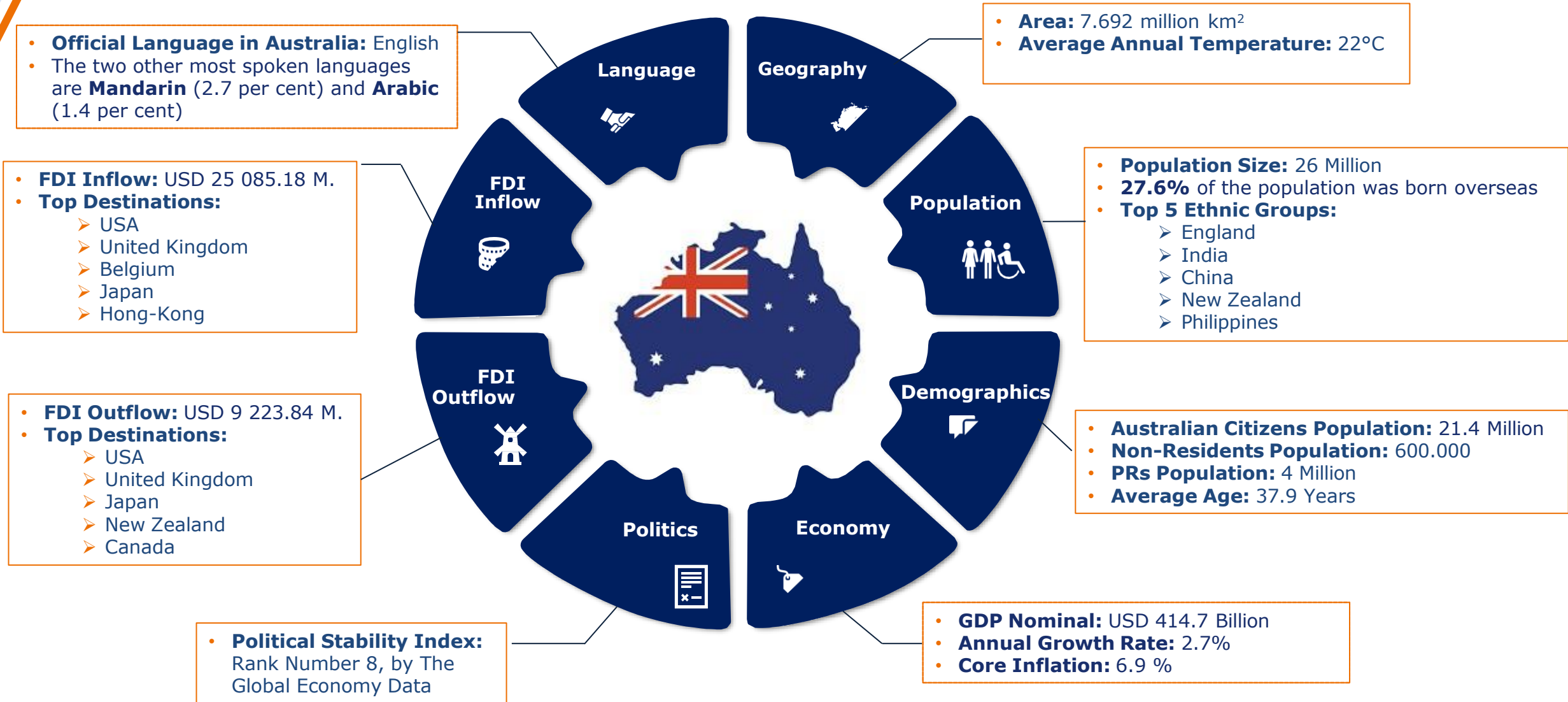


# A. Country Environment

## AUSTRALIA



# A. Country Environment

## AUSTRALIA

### Important Rankings



**Rank 9th**

Ease of Doing Business



**Rank 7th**

Quality of Life Index



**Rank 11th**

Corruption Perception Index



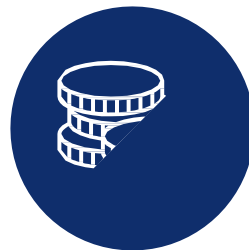
**Rank 8th**

Economic Freedom Index

### Economic Strengths



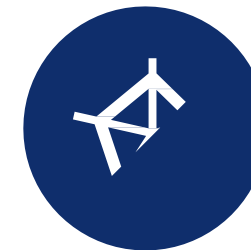
Natural Resources: Minerals, oil, natural gas, coal, and agricultural products



Developed Financial System



Skilled Labor Force: Support the growth of key industries such as technology, healthcare, and finance



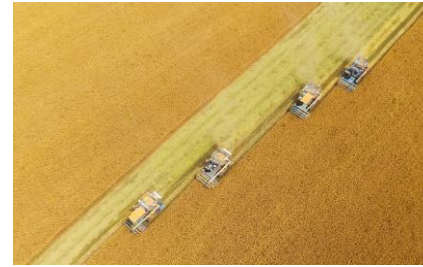
Strong Trading Partnerships: Like China, Japan, and the United States

# B. Key Industries

## AUSTRALIA



**Sector:** Mining  
**Type:** Goods Producing Industry  
**Employee Contribution:** 246,100  
**Percentage to Nominal GDP:** 9.5%  
**Key Products:** Coal, Iron ore, Gold, copper, Zinc, nickel and Uranium.



**Sector:** Agriculture  
**Type:** Goods producing  
**Percentage to Nominal GDP:** 2.3%  
**Employee Contribution:** 262,900  
**Key Services:** livestock, crops, and horticultural products



**Sector:** Tourism  
**Type:** Service  
**Percentage to Nominal GDP:** 3.1%  
**Employee Contribution:** 666,100  
**Key numbers:** Australia welcomes around 9.4 million visitors, spending AUD 45.5 billion.



**Sector:** Energy  
**Type:** Goods Producing / Service  
**Percentage to Nominal GDP:** 6.1%  
**Employee Contribution:** Coal, natural gas, petroleum, and renewable energy (solar, wind, and hydro power)  
**Key Services:** SaaS, Systems Design & Integration, and Workstations



**Sector:** Construction  
**Type:** Service  
**Percentage to Nominal GDP:** 8.2%  
**Employee Contribution:** 1,200,000+  
**Key Services:** Residential and non-residential buildings, roads and bridges, and mining and industrial projects.



**Sector:** Health Care  
**Type:** Service  
**Percentage to Nominal GDP:** 9.5%  
**Employee Contribution:** 1,700,000  
**Key Area:** Medical and surgical procedures, pharmaceuticals, diagnostic tests, and aged care services.

# B. Key Industries

## AUSTRALIA

### Emerging Industries & Technologies in Australia

#### Sector

#### Emerging Technologies



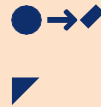
**Mining**



Resource  
Extraction



Geological  
Exploration



Mining Process



**Tourism**



Hospitality



Attractions



Marketing



**Construction**



Infrastructure



Management



Green Building

#### Sector

#### Emerging Technologies



**Agriculture**



Irrigation



Livestock



sustainability



**Energy**



Renewable  
Energy



Carbon Capturing  
Technology



Rare Earth  
Mining



**Health Care**



Telehealth



MedTech



Biotechnology

# C. Company Set Up

## AUSTRALIA



**Submit application**  
through the Australian  
Securities and Investments  
Commission (ASIC)



**Minimum paid-up capital**  
required for registration:  
No minimum capital  
requirements



**Must have an  
Australian registered address**



### Type of companies

Commercial activities can be carried out through:

- **Proprietary Limited Company (Pty Ltd)**
- Sole Trader
- Partnership
- Trust
- Public Company Limited by Shares

Commercial activities **cannot** be carried out if it's a:

- Representative office



### Documents Required for Set up

- **Business name** Registration
- **Registered address** in Australia and **nominate a state/territory**
- Decide if your company will be **limited or unlimited**
- Business activities **description**
- Particulars of **directors**
- Particulars of **shareholders**
- Particulars of the **company secretary**
- **Constitution** of the company
- **Australian Business Number (ABN)** Registration with the Australian Taxation Office (ATO)
- **Tax File Number (TFN)** Application
- **Passport copy and overseas residence proof** for foreigners
- **Certificate of incorporation** and constitution of the parent company in its home country
- **Notarized version** is required for non-English documents.
- **Board resolution** confirming the decision to incorporate the company in Australia
- **Licenses and Permits**, depending on the type of business

# D. Human Resource Requirements

## AUSTRALIA



### Labor Rights

- Labor laws and regulations are governed by the **Fair Work Act 2009**: Minimum wage, working hours, workplace health and safety...
- The **National Employment Standards (NES)**: It includes 10 minimum employment entitlements that employers must provide to their employees.



### Termination

- Under Australian law, employees can be terminated for a **valid, operational reason**. Employers must provide a written notice of termination.
- Employees who have been employed for more **than 12 months** have the right to pursue an unfair dismissal claim.



### Non-Competition Clause

- Restrictive clauses such as **non-competition clauses** are valid for the duration of the employment contract.
- **Non-competition clauses** must therefore be limited in time and space to protect the legitimate interests of the business.



### Salary

- As of 1 July 2022, the National Minimum Wage is \$21.38 per hour or **\$812.60 per week**.
- The **National Minimum Wage** applies to employees not covered by an award or registered agreement. Each year, the **Fair Work Commission** reviews both National Minimum Wage and minimum pay rates under awards.



### Foreign visa

- **The Temporary Skill Shortage (TSS) Visa (subclass 417)**, allows employers to sponsor overseas workers to work in Australia on a temporary basis.
- **Business Innovation and Investment (Provisional) Visa (subclass 188)**, is made for people who want to own and manage a business in Australia or make an investment in the country.

# F. Challenges and Opportunities

## AUSTRALIA

9th  
In the world  
for doing  
business

11th  
in Corruption  
Perception  
Index



### Location

Australia's strategic location in the Asia-Pacific, stable environment, advanced infrastructure, and highly skilled workforce make it the **9th easiest country to do business**. Two-thirds of Australia's exports go to Asia, making it a vital trade partner and attractive destination for businesses seeking to expand globally.



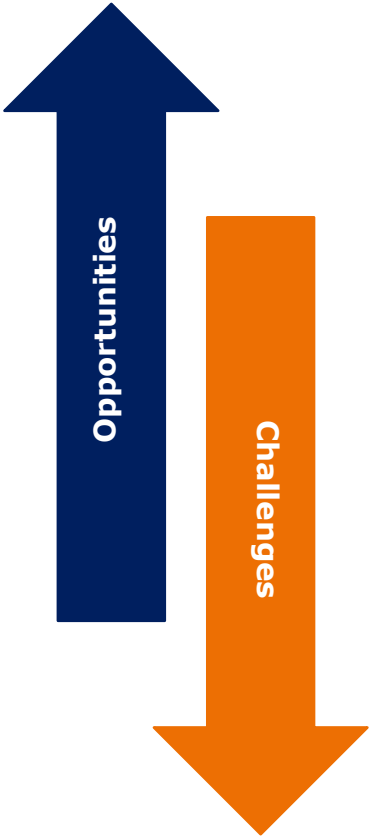
### Tax

Australia's tax system is simple, transparent, and structured, with a competitive **corporate tax rate of 30%**. Tax incentives and concessions support businesses and investment in key sectors, such as research and development, while ensuring that the government can provide essential services and infrastructure.



### Skilled Workforce

Australia's highly skilled, diverse, and flexible workforce, with a strong **focus on education and innovation**, makes it an attractive destination for businesses seeking a motivated talent pool.



### International Dependency

Australia's open and liberalized economy is heavily **reliant on exports**, which makes it susceptible to the economic conditions of its main trading partners and the global economy at large.



### Ageing Population

Like all highly industrialized countries, **Australia** is facing an **ageing population** and "soft" growth, forcing demand for healthcare, services and business opportunity to rise.



### Work Permits

**Work permits are required** for foreign workers in Australia and obtaining them can be a complex process, but the government offers visa programs to support businesses in attracting skilled workers.

# Australia



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