

TASMANIAN SURVEY OF BUSINESS EXPECTATIONS

2025 QUARTER 2

The TCCI is pleased to present the results of the Tasmanian Survey of Business Expectations (TSBE) quarter two for 2025.

The TSBE is Tasmania's longest running survey of business expectations. The survey is conducted quarterly and captures the general sentiment of business confidence and their expectations for that period.

AUSTRALIAN AND TASMANIAN ECONOMIC PERFORMANCE

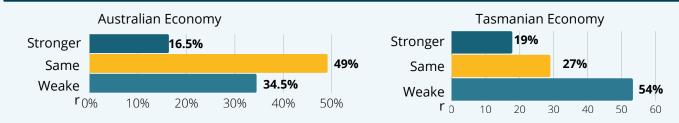
Australian Economy

In the latest survey, 49% of respondents expect the Australian economy to remain the same over the next 12 months, compared to 35% in 2025 Q1, showing a clear increase in stability perceptions. Meanwhile, 34.5% anticipate a weaker performance, down from 48.5% in 2025 Q1, indicating a more optimistic outlook. The proportion expecting a stronger economy was 16.5%, unchanged from the previous quarter.

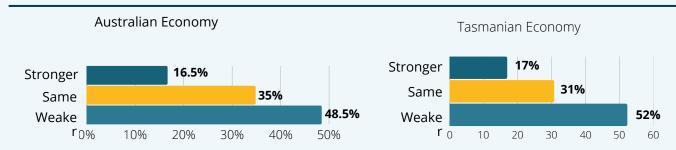
Tasmanian Economy

Perceptions of the Tasmanian economy also suggest a slight improvement. In the current survey, 54% believe the economy will weaken, compared to 52% in 2025 Q1— a small increase in pessimism. Those expecting the economy to remain the same declined to 27%, down from 31% previously. Meanwhile, 19% of respondents anticipate a stronger performance, compared to 17% in 2025 Q1, showing a modest rise in confidence.

PERFORMANCE EXPECTATIONS OF ECONOMIES OVER THE NEXT 12 MONTHS IN COMPARISON TO THE LAST 12 MONTHS



2024 QUARTER 1 PERFORMANCE EXPECTATION OF ECONOMIES



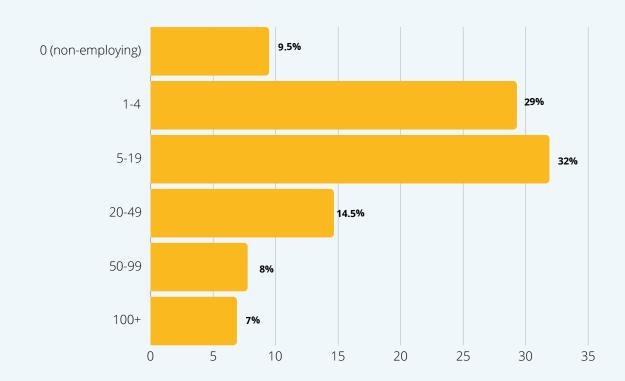
BUSINESS SIZE BY NUMBER OF EMPLOYEES

The majority of survey respondents operate as small businesses. 32% reported employing between 5–19 people, making this the largest group represented. A further 29% have between 1–4 employees, highlighting the prevalence of micro-businesses.

In contrast, 14.5% of respondents employ 20–49 staff, while only 8% fall into the 50–99 employee range. Large organisations with 100+ employees account for just 7% of responses. Notably, 9.5% of respondents are non-employing businesses, reflecting the presence of sole traders within the survey.

This distribution demonstrates that over 60% of respondents employ fewer than 20 people, underlining the strong representation of small enterprises within the business community.

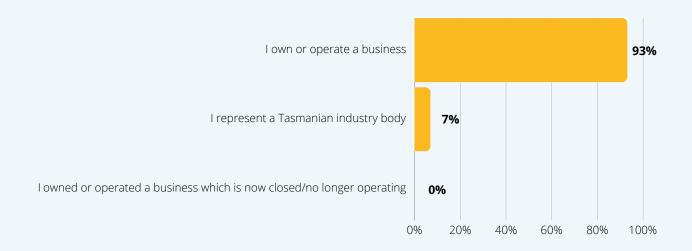
Number of Employees in Business



RESPONDENT CLASSIFICATION: WHICH OPTION BEST DESCRIBES YOU?

The vast majority of survey participants (93%) identified as business owners or operators within Tasmania. A small proportion (7%) represented a Tasmanian industry body.

None of the respondents indicated that they previously owned or operated a business that is now closed or no longer operating. This highlights that the survey results primarily reflect the perspectives of current and active business operators engaged in the Tasmanian economy.



WHICH INDUSTRY BEST DESCRIBES YOUR BUSINESS

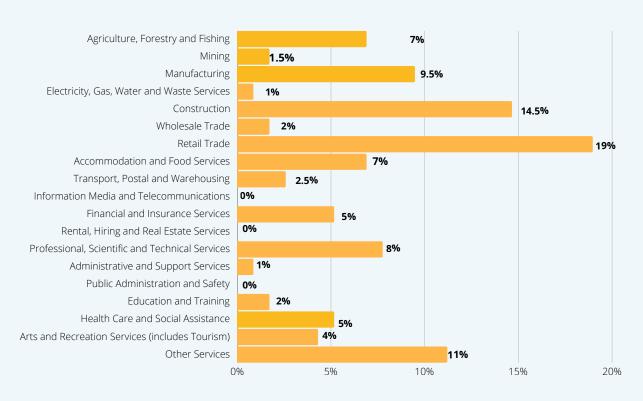
The highest proportion of respondents identified Retail Trade (19%) as their main business activity, followed by Construction (14.5%) and Other Services (11%).

Manufacturing (9.5%) and Professional, Scientific and Technical Services (8%) also represented notable shares, while both Accommodation and Food Services (7%) and Agriculture, Forestry and Fishing (7%) featured prominently among respondents.

Smaller proportions came from sectors such as Health Care and Social Assistance (5%), Financial and Insurance Services (5%), and Arts and Recreation Services, including Tourism (4%).

Several sectors, including Information Media and Telecommunications, Rental, Hiring and Real Estate Services, and Public Administration and Safety, recorded no responses.

RESPONDENTS BY INDUSTRY SECTOR



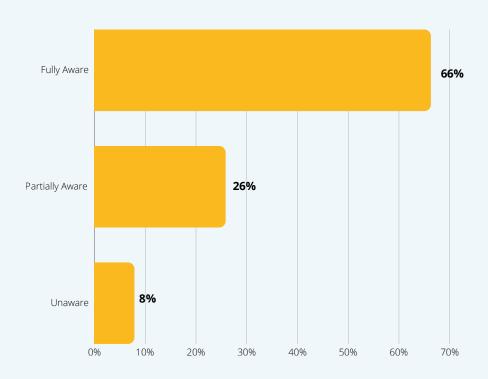


AWARENESS OF EMPLOYERS' POSITIVE DUTY TO PREVENT WORKPLACE SEXUAL HARASSMENT AND DISCRIMINATION

The majority of survey respondents reported being familiar with their legal obligations under the positive duty. 66% indicated they were fully aware of their responsibilities, while a further 26% were partially aware.

Only 8% of respondents reported being unaware of the requirement, highlighting that although most businesses recognise their legal duty, there remains a small but important gap in awareness.

This suggests that while general understanding is strong, there may still be a need for ongoing education and targeted guidance to ensure all employers fully understand and implement their obligations.



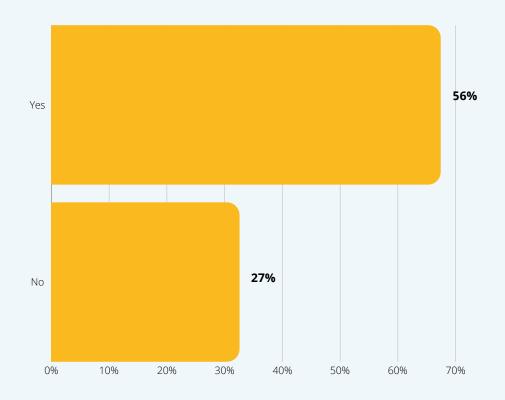


TASMANIAN SURVEY OF BUSINESS EXPECTATIONS

BUSINESS ACTIONS TO MEET POSITIVE DUTY OBLIGATIONS

The results show that 56% of businesses reported taking proactive steps towards compliance, while 27% indicated they had not yet acted.

This highlights that although most businesses are aware of their obligations, a significant proportion have not yet implemented measures, suggesting there is still work to be done to translate awareness into action.

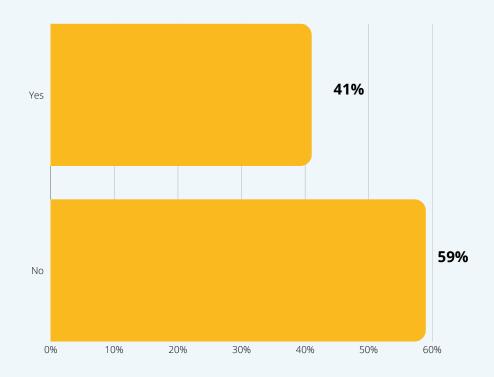


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PLANNED ACTIONS TO MEET POSITIVE DUTY OBLIGATIONS IN THE NEXT 12 MONTHS

The results indicate that 41% of businesses plan to take action within the next year, while a larger share of 59% reported no plans to implement changes.

This highlights a concerning trend—although some businesses intend to move towards compliance, the majority of those who have not yet acted do not foresee taking steps in the near future. This may suggest a need for greater awareness, support, and practical guidance to encourage businesses to translate their legal obligations into meaningful workplace action.

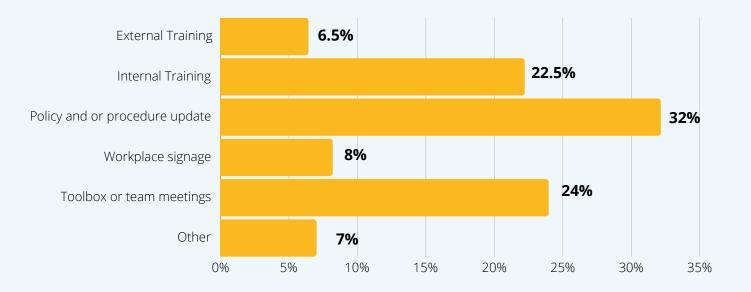


ACTIONS TAKEN OR PLANNED TO MEET POSITIVE DUTY OBLIGATIONS

The most common response was updating policies or procedures (32%). This indicates that many businesses are prioritising formalising their compliance obligations through documented frameworks.

Other frequently reported actions included toolbox or team meetings (24%) and internal training (22.5%), showing that businesses are also focusing on staff engagement and awareness-building.

Less common measures included workplace signage (8%), external training (6.5%), and other actions (7%).

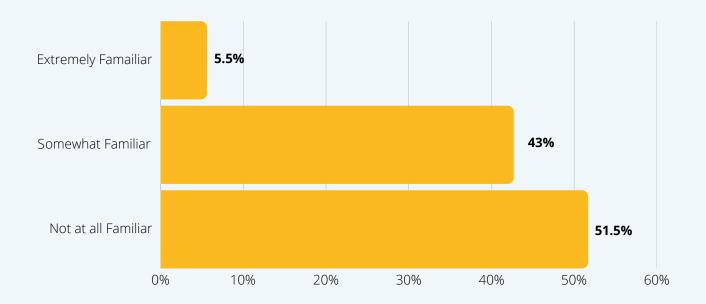


FAMILIARITY WITH THE SEVEN STANDARDS FRAMEWORK IN THE WORKPLACE

The survey results show that overall familiarity with the Seven Standards Framework is relatively limited among respondents. More than half (51.5%) reported being not at all familiar with the framework, suggesting a significant knowledge gap.

Meanwhile, 43% indicated they were somewhat familiar, showing that while some awareness exists, it is often incomplete or limited in application. Only a very small proportion (5.5%) described themselves as extremely familiar, demonstrating that deep understanding and confident application of the framework in workplaces is rare.

These results highlight the need for greater education, awareness, and practical guidance to support businesses in understanding and implementing the Seven Standards Framework effectively.



EXTERNAL SUPPORT IDENTIFIED BY BUSINESSES

If external support were available to meet your positive duty, what would your business need or find most useful?

01. Policies and Procedures

- Policy templates
- Ready to go Policy
- Draft Policies
- Review what we have in place; interview each employee to find their knowledge of the Act; to see their impression of where the Co is failing; advise Co on how to fix shortfalls

02. Training and Education

- Short online videos
- · Generic training with behaviours identified
- On-site training
- Teams session would be good
- Online course
- Courses
- Government broad-based rollouts of simple 30-minute or less packages, including video and audio, testing in multiple-choice to ensure all workers are familiar with expectations and requirements of not only society but workplace golden standards.

03. Resources and Support

- Resources such as signage
- A TCCI Officer to attend a team meeting and make a presentation
- We engaged appropriate consultants.

04. No or Limited Need Identified

- No / Maybe
- Yes
- Business operations too small (3 staff, including myself, totalling 2.0 FTE) to warrant perceived investment in policy and compliance efforts.
- Even with the best practices and procedures, some people will always whinge. I just minimise employing people and won't employ people who are likely to be squealers.