

# Modern Slavery Statement for Financial Year 2020

**Possability Group Ltd**

Possability

24 January 2022

# Contents

1. About this Statement .....	3
2. Our entity's structure, operations and supply chain .....	4
3. Modern slavery risks .....	4
4. Actions taken to address modern slavery risks .....	4
5. Assessing effectiveness .....	5
6. Future steps .....	5
7. Board approval .....	5

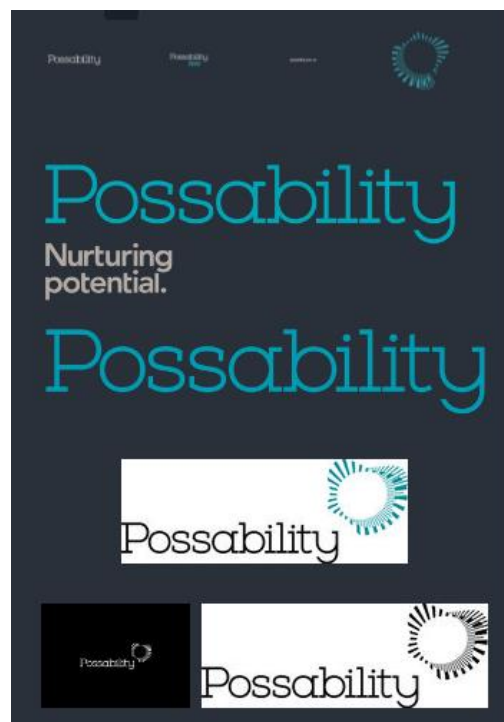
## 1. About this Statement

This Statement is made by Possability Group Ltd (Possability) (ABN 58 638 044 327) to meet our reporting requirements under the *Modern Slavery Act 2018 (Cth)* (*Modern Slavery Act*). It applies to our financial year 1 July 2019 – 30 June 2020. Possability has recognised that it has passed the A\$100 million revenue threshold for the first time in the aforementioned financial year and was obligated to report. This Statement is our inaugural Statement.

**Possability did not commence a program of modern slavery risk management during this reporting period. On Australian Border Force's advice, we submit this delayed first Statement in order to demonstrate compliance.** For a more detailed description of our intentions to address modern slavery risk, please see *Possability Group Ltd – Modern Slavery Statement for Financial Year 2021*.

Possability Group Ltd's known brands and logos:

- Oak Possability
- Possability
- Oakdale Enterprises
- Oakdale
- Oak Tasmania
- Possability Group
- Optia Limited
- Possability Queensland Limited
- Possability Regional Limited
- Vic Regional



## 2. Our entity's structure, operations and supply chain

Possability is a values-driven disability services provider supporting 1,100 people with disability in Victoria, Tasmania and Queensland. Our ways of working are guided by the principles of our Practice Framework, with the unique pursuit of 'a good life' at the apex.

How we support people:

- We support people to live in their own home. Living independently looks different for everyone and some prefer to live on their own and others prefer to share. We also support people in short and medium stays and to build their confidence as they trial moving out of their family home.
- We offer employment and training for people looking to join the workforce, including school leavers. We support people to build the right skills and to find and keep great jobs in the community at award wage. We also provide supported employment opportunities and are building relationships with commercial partners to increase workforce opportunities in traditional disability support enterprises.
- We provide services that support people to build or maintain their social and community connections.
- Our Positive Behaviour Support services are about partnering with people to improve their quality of life, enrich their relationships and minimise or eliminate restrictive practices.
- We support children in out-of-home care and short-term accommodation (respite). We provide specialist support in a nurturing and safe environment under a trauma-informed and attachment-informed model.

**Possability has not yet considered its structure and operations through the lens of modern slavery risk management.**

Our primary activities include national services, corporate services, board and governance, and treasury services. Possability has 10 subsidiaries, however four of these are currently dormant (Possability Western Australia Ltd, Possability New South Wales Ltd, Possability South Australia Ltd and Oakdale Employment Ltd). None of our associated entities triggered independent reporting requirements in the 2020 financial year.

**Possability has not yet mapped its supply chain for the purposes of modern slavery reporting.**

## 3. Modern slavery risks

**Possability did not conduct a modern slavery risk identification process during this reporting period.**

## 4. Actions taken to address modern slavery risks

**In this reporting period, Possability did not implement systems and controls to specifically understand, identify and manage modern slavery risk.**

## 5. Assessing effectiveness

In the reporting period, Possability did not commence a program of work to assess the effectiveness of measures to evaluate and address modern slavery risks.

## 6. Future steps

For a more detailed description of our intentions to address modern slavery risk, please see *Possability Group Ltd – Modern Slavery Statement for Financial Year 2021*.

We look forward to outlining our intentions to enhance our modern slavery response in our next Statement.

## 7. Board approval

This Statement was included in the meeting papers for the Possability Board Meeting of 20 December 2021. The item was moved by Sue Ham, and Seconded by Craig White. The Possability Group Board approved the Statement for signing and noted the activity required to remain compliant with the Act.



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**David Morris**

Board Chair, Possability Group.

20 December 2021