

**Modern Slavery Statement
For Financial Year 2022**

Possability Group Ltd

Possability

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About this statement

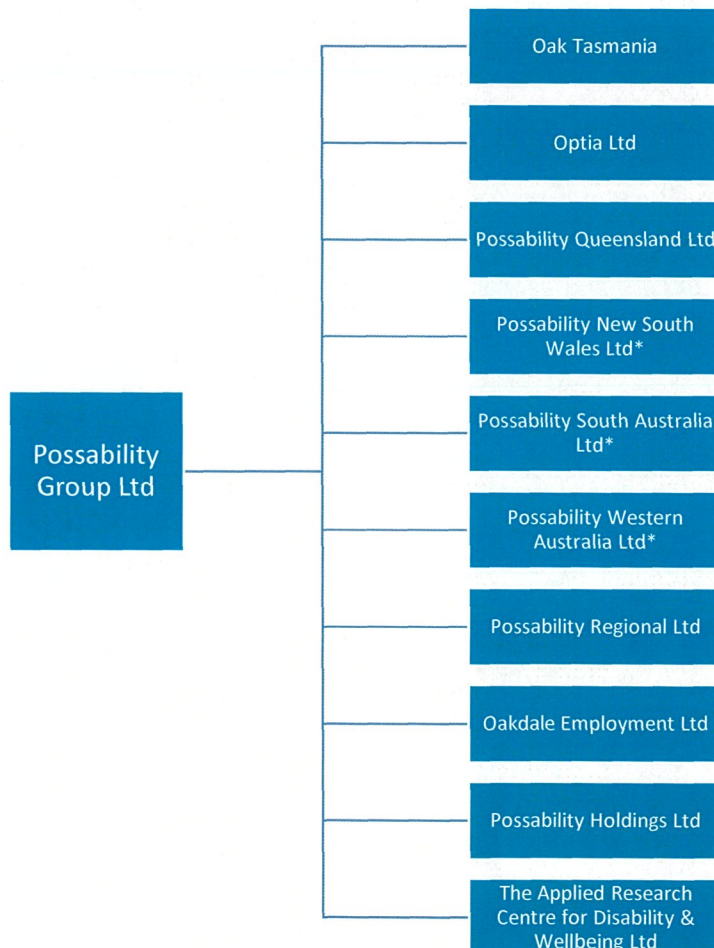
This Statement is made by Possability Group Ltd (Possability) (ABN 58 638 044 327) to meet our reporting requirements under the Modern Slavery Act 2018 (Cth) (Modern Slavery Act). It applies to our financial year 1 July 2021 – 30 June 2022.

We acknowledge that there may be areas of modern slavery risk in our operations and supply chain. This statement provides for a continuous improvement approach to address the risks of modern slavery within our operations and supply chain.

Possability is deeply committed to international human rights standards – these are embedded in our approach to valuing and promoting independence for our clients. We intend for our modern slavery risk management approach to be similarly guided by human rights principles and over time built into our organisation’s response to risk of harm to people.

Our entity’s structure, operations and supply chain

Possability’s group structure is represented below:



*These entities are not yet operational and exist in name only.

Possability Group Ltd's known brands and trading names:

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

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. Our operations and how we support people have not materially changed since the last reporting period.

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.

Our governance framework

Possability is governed by a Board that appoints the Chief Executive Officer (CEO). The CEO may delegate key functions to an Executive Leadership Team (Executive). The Board sets the strategic direction and overall policy framework within which the Executive manage effective operational oversight of services of support and related business activities. The Executive provides leadership and support to operational managers and oversees effective business systems to ensure Possability delivers the best possible support and services to our participants and clients. Possability's governance arrangements are set out in the Constitution and all Board, Executive and staff members are required to meet the standards of conduct and behaviour as outlined in the Code of Conduct handbook. The Board of Possability takes a progressive approach to its governance role with responsibilities set out in the Board Charter and inductions of all Board members conducted by the Company Secretary. The Board is assisted by Board committees, which include members of the Board

with attendance by various Executive (as set out below). Roles and responsibilities of Board committees are outlined in the committee terms of reference.



The operational application of the strategic plan is supported by a Governance Framework, Risk Framework and Policy Framework.

Modern slavery risks

Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls.

Possability conducted a review of operational suppliers that indicated the risk of modern slavery practices existing would lie deep within the supply chains.

Our assessment of the likelihood of modern slavery practices existing was determined following a review of suppliers based on operational expenditure and identification of high risk areas. No actual or suspected instances of modern slavery were identified during the review, with the many suppliers operating within Australia under their own modern slavery governance practices.

Actions taken to address modern slavery risks

Possability adopts a continuous improvement approach to the review and update of its policies, procedures and frameworks to ensure relevance and currency of practice.

Previous actions, that remain in place include:

- Code of conduct
- Policies and practices
- Training
- Safeguarding children and young people
- Supplier engagement and management
- Whistle-blower procedures.

In addition to the practices outlined in our previous Modern Slavery Statement, Possability conducted a review of all suppliers with annual spend of greater than \$15,000. The organisational review of our supply chains considered the following factors for potential of increased risk, with a combination of two or more factors deemed to have increased the risk potential:

- Total supplier spend \$
- Product and service provided
- Vulnerable populations
- Business models
- Country of origin (geographical location)

Where the risk factors were 2 or above, further work was conducted reviewing the businesses' modern slavery practices via publicly available information.

Awareness training has been conducted with the members of the procurement team and the Executive of Possability.

Assessing effectiveness

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

Future steps

We acknowledge that assessing and addressing modern slavery risks is an ongoing process. We have commenced our journey in formalising and operationalising a comprehensive modern slavery risk management framework – and are committed to enhancing our modern slavery response.

To continue our modern slavery response, we plan to take the following steps in financial year 2023:

1. Conduct a survey of businesses meeting our definition of high risk to further understand their modern slavery response.
2. Ongoing review of annual spend by vendor and subsequent follow up of their modern slavery response
3. Conducting an awareness training refresher for all Procurement team members
4. Development of a Modern Slavery Policy statement for the organization that combines our existing learnings with future organisational goals
5. Develop a mechanism to review the effectiveness of modern slavery practices within Possability.

In acknowledging that we are early on in our modern slavery journey we wanted to signal our commitment through our full transparency and encourage dialogue with our stakeholders.

We look forward to outlining the steps taken to enhance our modern slavery response in our next Statement.

Board approval

This statement has been made on behalf of Possability Group Ltd "Possability". This statement covers all entities owned or controlled by Possability Group Ltd under ABN 58 638 044 327. This statement provides an overview of the steps taken by Possability during the financial year ending 30 June 2022 to address modern slavery risks in its operations and supply chain. This statement is approved by Possability's Board on 19 December 2022.

A handwritten signature in black ink, consisting of several loops and a horizontal line at the end, positioned above the name Tony Pearson.

Tony Pearson

Board Chair, Possability Group Ltd

19 December 2022