

PossabilityGroup

MODERN SLAVERY STATEMENT - 2025

01 July 2024 – 30 June 2025



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About this statement

This Statement is issued by Possability Group Ltd (ABN 58 638 044 327) in accordance with the reporting requirements of the Modern Slavery Act 2018 (Cth) for the financial year 1 July 2024 to 30 June 2025.

Possability Group Ltd acknowledges that the risk of modern slavery can exist within both our direct operations and our broader supply chain. This Statement outlines our ongoing commitment to strengthening the systems and processes that help us identify, manage, and mitigate these risks. We are committed to continuous improvement and to embedding robust safeguards that protect the people we support, the people we employ, and those who work within our supply chain.

We uphold a strong organisational stance against all forms of modern slavery and human trafficking. This includes clear expectations that our suppliers, contractors, and business partners operate ethically and uphold human rights in line with internationally recognised standards. These expectations reflect our organisational values and our core purpose—supporting the independence, safety, and wellbeing of people with disability and children and young people in care. Human rights considerations remain central to how we design and strengthen our modern slavery risk management framework, ensuring that these protections become increasingly integrated into our broader governance and safeguarding systems.

We will continue to review and enhance our supply chain oversight and internal control mechanisms to ensure alignment with our legal, ethical, and organisational responsibilities. This includes ongoing monitoring, supplier engagement, and structured due diligence.

Ultimate accountability for compliance with the Modern Slavery Act rests with our Board and Senior Management Teams. They are responsible for ensuring the organisation maintains effective governance systems and that all workers—employees, contractors, directors, volunteers, suppliers, and third-party partners—demonstrate a shared commitment to preventing, identifying, and reporting modern slavery risks.

Preventing, detecting, and responding to modern slavery is a collective responsibility. Every individual working for or on behalf of Possability Group Ltd has a role in ensuring that our operations and supply chains remain free from exploitation and that our practices reflect our commitment to protecting human rights.

Our entity's structure, operations, and supply chain

Possability Group Ltd is a values-driven disability services organisation that supports approximately 3,000 people with disability, as well as children and young people in Out-of-Home Care across Australia. Our work is guided by our Practice Framework, which places the pursuit of a “good life” at its centre and shapes how we partner with individuals to support their goals, wellbeing, and independence. Our service delivery model and operational footprint have remained materially consistent with the previous reporting period.

Possability Group Ltd's organisational structure is outlined below.



How we support people

We assist people to live as independently as possible in ways that reflect their individual preferences and life goals. This includes support for people living alone, sharing with others, or accessing short- or medium-term accommodation. We also help individuals build confidence and daily living skills before transitioning out of the family home.

We deliver employment pathways, skills development and training programs for school leavers and jobseekers. Our supports include assistance to gain and maintain open employment at award wages, as well as opportunities for supported employment within disability-related enterprises.

Our programs promote social inclusion, connection, and meaningful community engagement. We support people to build relationships, participate in activities they value, and actively contribute to their communities.

We support children and young people in both residential and respite settings through therapeutic, trauma-informed and attachment-informed care. Our programs prioritise safety, stability, and developmental needs, recognising the importance of trusted relationships and consistent support.

Our Out-of-Home Care work operates at the intersection of vulnerability, risk and safeguarding. This reinforces our deep organisational commitment to ensuring every vulnerable person is seen, heard, and treated with dignity and respect.

Our supply chains

Our supply chains include a broad range of goods and services that support the delivery of our operations and services, including:

- Property and facility management
- Information and communication technology
- Professional services
- Medical and care equipment
- Recruitment and labour hire
- Training and development services

We have continued to consolidate and streamline our supplier base to strengthen oversight, enhance due diligence, and reduce potential modern slavery risks across our procurement activities.

Our governance framework

Possability Group Ltd is governed by an experienced Board of Directors, which holds ultimate responsibility for the organisation's strategic direction, governance oversight and long-term sustainability. The Board appoints the Chief Executive Officer (CEO), who is accountable for leading the organisation and implementing the Board's strategic priorities. The CEO delegates day-to-day operational and corporate functions to the Executive Leadership Team (Executive), which is responsible for ensuring effective service delivery, organisational performance, and continuous improvement across all areas of the business.

The Board sets the overarching strategic direction and establishes the policy framework within which the Executives operate. In turn, the Executives lead service operations, corporate functions and organisational capability, ensuring alignment with organisational values, legislative requirements and contemporary practice standards. Governance arrangements for the Board and Executives are set out in the organisation's Constitution, and all Directors, Executives and employees are required to comply with the standards and behavioural expectations articulated in the Code of Conduct.

The Board maintains a contemporary and forward-looking governance approach, supported by a Board Charter that clearly defines its responsibilities, decision-making authority and performance expectations. All Directors undertake a formal induction led by the Company Secretary to ensure they understand their duties, governance obligations and the organisational context. The Board is further supported by specialised committees—each operating under its own Terms of Reference—which provide focused oversight of key governance areas, including finance, risk, service quality and practice.

The organisation's strategic plan is embedded in a suite of interconnected governance and assurance frameworks, including the Governance Framework, Risk Management Framework, Policy Framework, and Human Rights and Safeguarding Framework. Together, these frameworks guide organisational decision-making and ensure accountability, integrity and transparency. They also reinforce Possability Group Ltd's commitment to safeguarding the rights, safety and wellbeing of the people we support and to delivering high-quality, person-centred services across all operations.

Modern slavery risks

Although Possability Group Ltd operates exclusively within Australia, our supply chain extends across multiple tiers and includes several overseas providers. This multi-layered structure increases the potential for indirect exposure to modern slavery practices, particularly through complex procurement pathways where visibility and oversight are more challenging.

Our initial analysis indicates that certain parts of our operations and supply chain may present elevated modern slavery risks, especially where:

- goods or services are procured from regions with insufficient labour protections
- temporary, migrant or low-skilled labour is utilised
- outsourced services—such as cleaning, maintenance or facilities management—may rely on vulnerable workforces

Our continuing reviews show that, where risks may exist, they are most likely to occur deep within multi-tiered supply chains, rather than within direct supplier relationships. This highlights the importance of ongoing due diligence, supplier engagement and progressive strengthening of internal controls.

Our risk assessment approach considers a range of factors, including supplier expenditure, procurement categories, industry-specific risk indicators and geographic exposure. Possability Group Ltd applies a continuous improvement model across our governance, procurement, and safeguarding systems to ensure that our policies, procedures and frameworks remain current and effective.

Actions taken to address modern slavery risks

During this reporting period, we made substantial progress in enhancing our approach to identifying and managing modern slavery risks, including:

Supplier Due Diligence

Strengthened due diligence processes for both new and existing suppliers, incorporating formal risk assessments, updated procurement controls and contractual obligations to prevent modern slavery.

Training and Awareness

Expanded mandatory training to include comprehensive modern slavery modules for all staff, with enhanced learning for procurement, human resources and management personnel.

Whistleblower Mechanisms

Strengthened our whistleblower framework to provide clear, confidential reporting channels and ensure protections for individuals raising concerns about potential misconduct or exploitation.

Governance, Safeguarding and Workforce Controls

Our safeguarding and compliance approach is reinforced through:

- specialist expertise in workplace relations, health and safety, and regulatory compliance
- mandatory identity, police and work-rights checks for all employees, volunteers, directors and contractors
- strong governance structures, including Board-level and committee oversight of safeguarding, risk and compliance

We also made significant progress in consolidating our vendor base to improve oversight and reduce exposure to higher-risk suppliers. Modern slavery considerations were embedded as a key factor in decision-making, risk assessment and procurement planning.

Assessing effectiveness

Throughout the reporting year, we undertook the following activities to support the effectiveness of our modern slavery response:

- monitored supplier compliance through audits, questionnaires and regular performance reviews
- tracked staff training completion, evaluated feedback and updated training content
- reviewed incident reports, concerns and whistleblower disclosures relating to potential exploitation risks
- engaged with key stakeholders—including suppliers, sector partners, regulators and internal teams—to refine approaches and strengthen safeguards

These insights have informed the ongoing development of our organisation-wide modern slavery strategy.

Future steps

Possability Group Ltd acknowledges that addressing modern slavery requires ongoing vigilance, accountability and collaboration. We have commenced the development of a formalised and comprehensive Modern Slavery Risk Management Framework, which will further systematise our controls and strengthen consistency across operations.

During the 2025–2026 financial year, we intend to:

- further embed modern slavery considerations into procurement and contract management processes
- enhance supplier engagement, capability-building and ongoing monitoring
- continue refining our risk assessment methodologies and tools
- advocate for stronger industry standards and contribute to sector-wide collaboration

We remain committed to ongoing transparency, continuous improvement and ethical practice as we continue to advance our modern slavery response.

Board Recommendation

This Modern Slavery Statement is unanimously endorsed and adopted by the Board of Directors and approved for submission to the Australian Government Attorney General's Modern Slavery Statement Register.

Signed,



Mr. Brian Meltzer
Chairman, Possability Group Ltd



Mr. Peter Turner
Managing Director & CEO, Possability Group Ltd