

My Place WA Ltd

Modern Slavery Statement 2023/2024

MODERN SLAVERY ACT STATEMENT 2023/2024

My Place WA Ltd ABN 80 784 853 864 (**My Place**) has prepared this statement in accordance with the requirements of the *Australian Modern Slavery Act 2018* (Cth). This statement demonstrates what actions My Place has taken to identify, address and manage modern slavery risks that may arise in the services that My Place has provided directly and through the supply chain for the financial year ending on 30 June 2024.

My Place is:

- committed to reducing the risk of modern slavery in My Place's network and supply chain;
- focused on working alongside its community to ensure the marginalised in our society are not left behind;
- intent to reduce the likelihood of modern slavery occurring within My Place's services or supply chain; and
- being diligent in reviewing internal processes to ensure that in My Place's service delivery, My Place does not adversely impact others.

This statement was approved by the Board of My Place WA Ltd on 13 December 2024.



Dr Greg Lewis
Chair of My Place WA Ltd

ABOUT MY PLACE

My Place

My Place is a National Disability Insurance Scheme registered, not-for-profit provider of individualised and flexible supports to people with disability and their families. My Place was established in 1996.

My Place supports around 400 people with disability to live in their own homes, or remain in their family home, and become valued and contributing members of their community.

My Place does not provide any group home, day centre or other congregate care services.

My Place applies a person-centred approach in the delivery of its services and supports. My Place's values are:

- **Autonomy** Promotion of independent thought and action through exploring, choosing and creating.
- **Individuality** Acknowledging and respecting our unique needs and desires.
- **Equality** Promotion and protection of equal rights and opportunities for all.
- **Accomplishment** Personal success, growth and fulfilment.
- **Security** Stability of desired lifestyle and confidence about the future.
- **Humanity** Commitment to enhancing the well-being of all.

My Place WA Ltd

My Place is a not-for-profit entity registered with the Australian Charities and Not-for-profits Commission (**ACNC**), with its corporate office located at 17 York Street, Subiaco, Western Australia. My Place's services are delivered exclusively in Western Australia in the Perth metropolitan area, the South West and the Lower Great Southern regions.

My Place has operated in its current constituted form since 2019 when it commenced operating as a company limited by guarantee pursuant to the *Corporations Act 2001* and continued its registration as a Public Benevolent Institution with the ACNC. Prior to becoming My Place WA Ltd, My Place was an association incorporated in Western Australia under the name My Place Foundation Inc.

My Place's services

In 2023 to 2024, My Place assisted over 400 people with disability, their families, significant others and allies in Western Australia through the following services:

- **Shared Management** In Shared Management, My Place supports a person with disability and their families to be employers, to recruit, engage and supervise their own supports. My Place provides guidance on how to be a good employer, guidance on training requirements, delivers a payroll administration service and support in accessing and using the NDIS.
- **Shared Co-ordination** In Shared Co-ordination, My Place supports a person with disability and their families to be employers. My Place's co-ordinator works alongside the person with disability and their family to recruit, engage and supervise their team, including managing their schedule of support. My Place also provides guidance on how to be a good employer

and training requirements, supports the delivery of the payroll administration service and provides support in accessing and using the NDIS.

- **Provider Managed** Provider Managed is a fully co-ordinated service approach in which My Place employs and supervises employees who provide direct care support to a person with disability. My Place manages the person's day-to-day supports. My Place also supports the person and their family in accessing and using the NDIS.
- **Family Services** My Place holds a contract with the Western Australian Department of Communities to provide Out of Home Care Services to children and young people with disability who under the care of the Minister for Child Protection.
- **My WorkPlace** My WorkPlace is a service available to people with disability who want to build their capacity for work and secure meaningful employment in the open workforce. This may include support to learn new skills through work experience or to explore different employment options such as paid work, volunteering or starting and running a microbusiness.
- **My Studio** My Studio is an arts service, which provides support for artists with disability to be matched to arts mentors, to find studio space in their community, to connect to mainstream arts organisations through producers and mentors, and to participate in the arts and cultural life of Australia.

During 2023 to 2024, these services were provided by more than 400 My Place staff and approximately 1,200 affiliated personnel, which includes personnel employed directly by people with disability or their family, homesharers, foster carers and job coaches.

THE RISKS OF MODERN SLAVERY

My Place's supply chain

My Place has undertaken a risk review of the supply chain linked to My Place's services. Most of My Place's major direct suppliers are based in Western Australia. My Place has reviewed the various industries My Place currently receive products and services from and has rated them in terms of modern slavery risk.

Rating	Industry
High	Goods and items purchased from international online shopping websites.
Medium	IT equipment; security services; temporary staff agencies; stationery supplies; gardening and landscape services; catering; medical supplies; property maintenance.
Low	Administration and IT services; property management; cleaning services; motor vehicles; waste management; professional accounting and legal services; utilities.

My Place has also given consideration of the possibility that direct suppliers could employ people from vulnerable populations. My Place closely monitors who the major direct suppliers are and My Place's engagement with them.

My Place is conscious that beyond its direct suppliers and within the second and subsequent tiers of the supply chain that there is a risk of modern slavery occurring. My Place is continuing to evolve its response to review and address the risk of modern slavery deep in My Place's supply chain.

My Place's employment practices

My Place acknowledges that there is a risk that My Place could be linked to modern slavery within My Place's services due to the engagement of staff and through the provision of a payroll service to a large number of private employers and their personnel. The provision of the payroll service enables people with disability and their families to be household employers in the Western Australian industrial relations system.

My Place considers the risk of modern slavery within the My Place employed staff and within staff employed directly by people with disability or their family to be low. This is due to disciplined employment and payroll practices and a high concentration of workers within areas that are governed by State and Federal employment laws.

Further, all employed staff are paid at or above the minimum award rate or the rate set in the relevant minimum conditions legislation. A new staff member cannot be onboarded into the payroll system at a below rate or paid below the minimum wage and wages levels are continuously monitored. My Place's payroll system and service is also independently audited for accuracy and compliance.

ACTIONS TO ADDRESS THE RISKS OF MODERN SLAVERY

My Place's operations

During the 2023/2024 financial year My Place undertook the following activities to embed modern slavery considerations into My Place's practices.

- **Knowledge and learning** My Place has taken significant steps to learn more about modern slavery practices, how to identify the risks and to understand My Place's obligations under the *Modern Slavery Act*.
- **Modern Slavery Policy** In early 2024, My Place Board endorsed a Policy focusing on the risks of Modern Slavery and My Place's procedures in response to a possible risk.
- **Training** My Place organisational staff attended training to broaden their understanding of Modern Slavery. At the training they were given practical guidance on how to identify possible Modern Slavery practices. My Place's Board also undertook Modern Slavery training on identifying Modern Slavery Practices and on My Place's obligations under the *Modern Slavery Act*.
- **Service Agreement** My Place has updated its service agreement to reference its Modern Slavery obligations.
- **Supplier Code of Conduct** My Place has introduced a Code of Conduct for suppliers and continues to review potential suppliers.
- **Reporting** A report is provided to the Corporate Executive and the Audit and Governance Committee on My Place's actions with respect to modern slavery on a six-monthly basis, with an annual report made to the Board.

Major suppliers

My Place has commenced a dialogue with its major suppliers on their need to account for modern slavery risks within their business (including their suppliers) and a process for review. This will be done through the Supplier Code of Conduct and is a part of the supplier selection and the supplier review process.

PLAN TO ADDRESS THE RISKS OF MODERN SLAVERY

My Place's response plan

2023/2024	2024/2025	2025/2026	2026/2027
Establishing frameworks	Implementation	Review and monitoring	Enhance to meet legislated review
<ul style="list-style-type: none">▪ Profile My Place and its major suppliers to assess the modern slavery risk.▪ Policy update to address modern slavery risks.▪ Develop and promote My Place's stance on modern slavery through the annual modern slavery statement.▪ Facilitate Board training on what is modern slavery and the compliance obligations under the modern slavery legislation.▪ Conduct training of key organisational staff to be aware of and understand what is modern slavery.	<ul style="list-style-type: none">▪ Engage with preferred suppliers through ongoing supplier reviews and introduce other material suppliers into this review process▪ Ensure all relevant preferred and major suppliers have provided Modern Slavery statements.▪ Begin the process of assessing suppliers when going to market.▪ Training and discussing with other providers and peak industry bodies.	<ul style="list-style-type: none">▪ Engage with industry peer groups and other providers▪ Expand modern slavery risk assessments beyond the supplier and look at the supplier's supply chain.▪ Develop an ongoing training awareness program so that key staff understand the risks of Modern Slavery and My Place's obligations.▪ Implement any changes recommended by the legislated review of Modern Slavery Legislation (if complete and in effect).	<ul style="list-style-type: none">▪ Continue peer group engagement▪ Consider with the Board enhanced supply chain auditing.▪ Roll out training on Procurement including Modern Slavery to key stakeholders in My Place.▪ Review and schedule the future years of My Place's response.

CONCLUSION

My Place is taking action to mitigate the risks of modern slavery. The key action items in this year have been review of My Place's supply chains and education of the Board and organisational staff.

Over the coming years, My Place will continue in its role to support the eradication of modern slavery.

ENDS