



MODERN SLAVERY STATEMENT - 2024

01 July 2023 – 30 June 2024

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About this statement

This Statement is made by Possability Group Ltd (ABN 58 638 044 327) to meet our reporting requirements under the *Modern Slavery Act 2018* (Cth) (*Modern Slavery Act*). It applies to the financial year 1 July 2023 – 30 June 2024.

Possability Group Ltd recognises that modern slavery risks may exist within both our operations and our supply chain. This Statement reflects our commitment to a continuous improvement approach to identifying, managing, and mitigating these risks.

We maintain a strong commitment to preventing modern slavery and human trafficking across all areas of our organisation, and we expect the same of our suppliers and business partners. Our approach is guided by international human rights standards, which align with our broader organisational values and our focus on supporting the independence and wellbeing of the people we serve. We aim to ensure that our modern slavery risk management framework is informed by these principles and that, over time, it becomes embedded in our broader approach to safeguarding people from harm.

Possability Group Ltd will continue to review its supply chains and internal and external operations on an ongoing basis to ensure compliance with our legal, ethical, and organisational responsibilities.

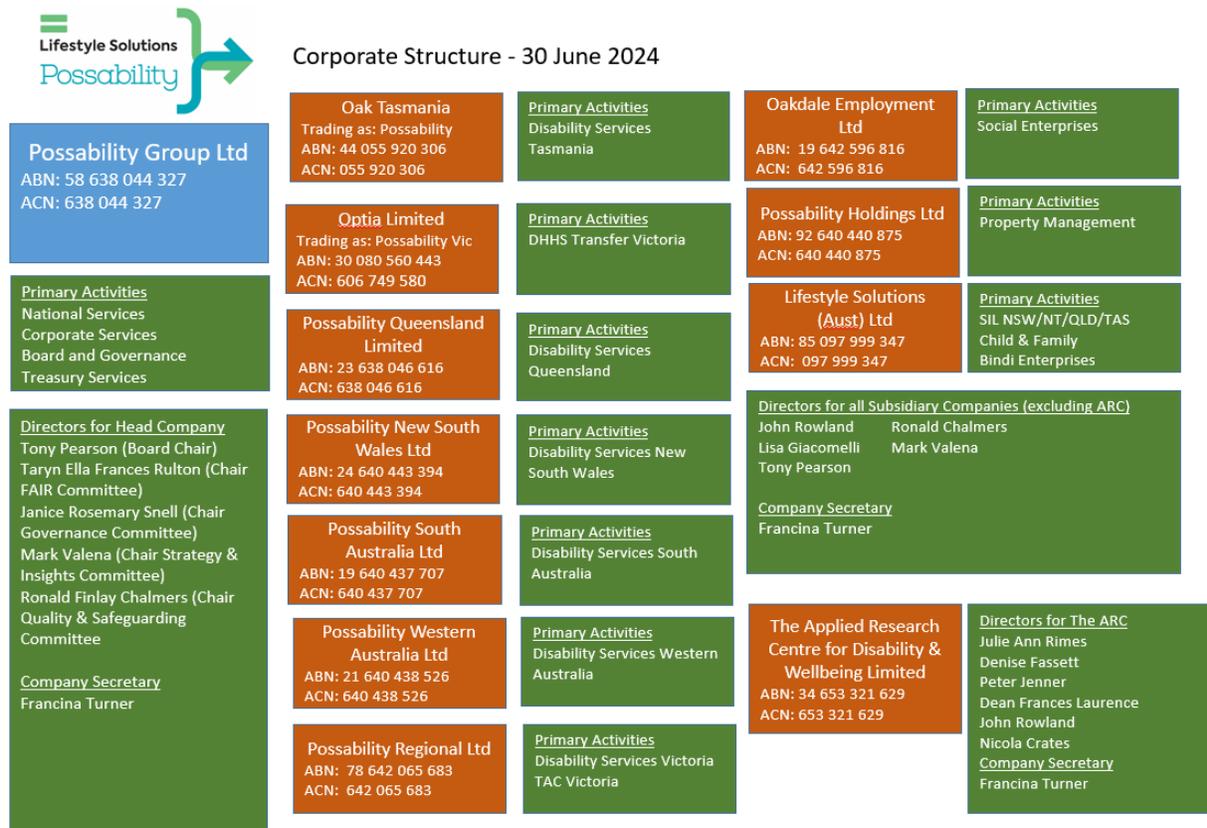
The Board and Senior Management Teams of Possability Group Ltd hold ultimate responsibility for ensuring organisational compliance with these obligations, and for ensuring that all individuals working for or on behalf of the organisation uphold these commitments.

Preventing, detecting, and reporting modern slavery in any part of our operations or supply chain is a shared responsibility. This includes all employees, contractors, suppliers, directors, and third-party partners acting on our behalf.

Our entity's structure, operations, and supply chain

Possability Group Ltd is a values-led disability services organisation supporting 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. Our service delivery model and operational footprint have remained materially consistent with the previous reporting period.

Possability Group Ltd's structure is represented below.



How we support people:

- **Home and Living Supports:** We assist people to live independently in ways that reflect their personal preferences—whether living alone, sharing with others, or accessing short- or medium-term accommodation. We also support individuals seeking to build confidence before transitioning out of the family home.
- **Employment and Training:** We provide employment pathways, training and skill-building opportunities for school leavers and jobseekers. This includes support to gain and sustain open employment at award wages, as well as supported employment opportunities in disability-related enterprises.
- **Community and Social Participation:** Our services promote social inclusion, relationship-building and meaningful participation in community life.
- **Positive Behaviour Support:** We partner with people to enhance their quality of life, strengthen relationships and minimise or eliminate restrictive practices through evidence-based behaviour support.
- **Out-of-Home Care and Respite:** We support children and young people through therapeutic, trauma-informed and attachment-informed care in both residential and respite settings.

- **Understanding Vulnerability:** Our Out-of-Home Care services operate at the intersection of vulnerability, risk and safeguarding. This work reinforces our deep organisational culture of ensuring that vulnerable people are seen, heard and treated with dignity and respect.

Our governance framework

Possability Group Ltd is governed by a Board which appoints the Chief Executive Officer (CEO). The CEO delegates key functions to the Executive Leadership Team (Executive), which provides operational oversight and ensures effective service delivery and business performance.

The Board sets strategic direction and establishes the overarching policy framework, within which the Executive leads service operations, corporate functions and organisational capability. Governance arrangements are set out in the Constitution, and all Board members, Executives and staff are expected to adhere to the standards outlined in the Code of Conduct.

The Board maintains a progressive and contemporary governance approach, with responsibilities defined in the Board Charter. Induction of all Board members is undertaken by the Company Secretary. The Board is supported by specialised committees whose roles and responsibilities are articulated in their respective Terms of Reference.

The strategic plan is operationalised through a robust Governance Framework, Risk Framework, Policy Framework and Human Rights and Safeguarding Framework, which collectively promote accountability, integrity and the protection of the people we support.

Modern slavery risks

Although Possability Group Ltd operates exclusively within Australia, our supply chain includes overseas suppliers and extends across multiple tiers. This complexity increases the risk that we may be directly linked to modern slavery practices through our procurement relationships.

Our efforts to fully understand the nature and extent of these risks are ongoing. Initial reviews of key operational suppliers indicate that modern slavery risks—where present—are most likely to arise deep within multi-tiered supply chains.

Our risk assessment approach considers supplier expenditure, procurement categories and industry-based risk indicators to determine the likelihood of modern slavery exposure.

Actions taken to address modern slavery risks

Possability Group Ltd applies a continuous improvement approach to its policies, procedures and frameworks to ensure relevance, compliance and currency.

Key actions already implemented and maintained include:

- Code of Conduct
- Organisational policies and practice frameworks
- Staff training and induction

- Safeguarding of adults with disability, children and young people
- Supplier engagement and management
- Whistleblower protections

Modern slavery training has been embedded into the induction program for all new employees.

As part of a whole-of-organisation process to consolidate suppliers, we significantly reduced the number of vendors (by over 1,000). During this process, modern slavery risk considerations informed our decisions about supplier continuation or discontinuation.

We continue to strengthen our supplier due-diligence processes and will not engage or transact with any supplier where we identify concerns relating to modern slavery.

We have enhanced our contractual assurance processes and introduced modern slavery-specific provisions requiring suppliers to:

- confirm that modern slavery does not exist in their operations.
- confirm, to the best of their knowledge, that modern slavery does not exist in their supply chain.
- notify us of any modern slavery issues identified.
- maintain their own processes to ensure these commitments are met

Non-compliance with these provisions may result in contract termination.

Possability Group Ltd has partnered with large, reputable organisations to manage procurement in higher-risk categories, with their modern slavery controls assessed during selection.

Our Whistleblower Policy provides a confidential avenue for reporting concerns, including those relating to modern slavery, and is regularly reviewed and endorsed by the governing body.

We maintain a strong commitment to ethical governance and safeguarding, supported through:

- workforce expertise in workplace relations, safety and regulatory compliance.
- mandatory identity verification, police checks and work-rights checks for all employees, directors and volunteers.
- robust governance and compliance mechanisms, including safeguarding oversight at Board and committee levels.

Assessing effectiveness

During the reporting year, we made significant progress in reducing and consolidating our vendor base, with modern slavery considerations incorporated as a key metric. High-risk suppliers and industries were identified, and systems were implemented to increase oversight and measurement of effectiveness.

Future steps

We acknowledge that addressing modern slavery risk is an ongoing responsibility. We have commenced the development of a formalised and comprehensive modern slavery risk management framework and remain committed to strengthening our response.

During the 2024-2025 financial year, we plan to:

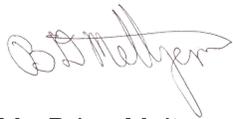
1. Continue our annual review of vendor spend and assess supplier responses to modern slavery requirements.
2. Provide refresher training on modern slavery awareness for procurement personnel.
3. Develop a mechanism for evaluating the effectiveness of our modern slavery controls.

We are committed to transparency, continuous improvement and collaboration with stakeholders as we progress our modern slavery response. We look forward to reporting further progress in our next Statement.

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