



2024-2025

Annual Report

Creating employment opportunities for people with disability in WA for more than 65 years.



Ribbon cutting at the official opening of Good Sammy Leederville

Our values

Good Sammy Enterprises is a for-purpose organisation creating employment opportunities for Western Australians with disability.

Everything we do is motivated by this purpose, and has been since we were founded in 1958.

Brave



We have a go, courageously push boundaries and explore all possibilities to make a positive impact.

Safe



We make safety a priority, ensuring a secure environment for our clients, employees and stakeholders.

Good



We are committed to doing the right thing in all aspects of our work, helping our clients and community with kindness and compassion.

Empowered



We empower our employees and partners to reach their fullest potential, providing them with the tools and support needed to thrive.

[Our people say it best - click here](#)



Uniting Church in Australia
Western Australia

Good Sammy Enterprises is a proud agency of the Uniting Church.

Lived Experience of Disability Statement

Staff member Nadia reading the Lived Experience Statement at the Gosnells store opening

In 2025, Good Sammy proudly launched our Statement of Lived Experience of Disability, codesigned with our Lived Experience and Happiness Advisory Committee and many other people with disability across the organisation. It reflects our purpose and commitment to empowering people with disability to be seen, heard, and valued.

“This statement represents a defining moment in Good Sammy’s history,”
Kane Blackman.

[Hear the statement from our people - click here](#)

At Good Sammy, we acknowledge people with disability and respect their experiences.

We believe everyone is equal.

We are thankful for the people at Good Sammy, and for those who love and care for people with disability.

Everyone’s disability is different. Sometimes it can be seen, and sometimes it can’t.

We see the whole person - not just the disability.

We know people with disability work hard: to reach goals, to face unfair treatment, and to stay strong every day - even when others don’t understand.

We celebrate inclusion, independence, and joy.

We support people to grow at their own pace and to feel they truly belong - at work, in the community, and in life.

Together, we can live, learn, and achieve great things.

Chair's Message

What a great privilege it is to be part of the good work being done by Good Sammy this past year. I am just reaching the end of my second year as Board Chair and I continue to be amazed at the joy and energy emanating from the workplaces I visit and volunteer in as part of getting to know the organisation.

The year past has been one of laying the foundations for Good Sammy to have a bigger impact than we've ever had before – more people with disability in jobs they love or training to get those jobs, more donated items saved from landfill, more partnerships with organisations that want to be part of something good in their communities, and more innovative ways to look after our people and our planet.



A highlight of the past year has been the refurbishment of our head office and the creation of new and accessible training facilities at Canning Vale. Staff have been involved in designing these spaces and are delighted with the outcome.

One of the things people love about coming to work is doing something that is making a difference. They also love belonging to a team and the relationships they form with their colleagues and customers. These two elements of meaningful work are also the basis for the many partnerships that support our mission.

Our vision is to transform workplaces and society through disability employment. The words of Mother Teresa reflect the reality that each of us has a unique and important role in bringing about that change.

'I can do things you cannot, you can do things I cannot; together we can do great things.'

Bless you all.

Fiona Payne
Board Chair

CEO's Message

I am honoured to present the performance highlights for the 2024-25 Financial Year.

This year, Good Sammy continued to significantly expand its social enterprise activities to enhance its social, environmental and financial impact.

We opened seven new retail stores at a 15% growth rate bringing our footprint in Western Australia to 31 stores, 850 employees and 1.2 million customers. This increased visibility of Good Sammy in the community is a direct response to the demand for affordable, quality second-hand goods and impactful employment for people with disability. Our impact was recognised as a finalist in the 2025 Chamber of Commerce and Industry WA Diversity and Inclusion Awards.



Our container recycling enterprise also grew strongly, recycling 57 million containers in 2024-25 through organic growth and the acquisition of a Containers for Change business in Lancelin and Jurien Bay. As the largest for-purpose social enterprise in the State's Containers for Change Scheme, we were proud to receive awards for Social Impact, Continuous Improvement, and Outstanding Network Employee.

At our Canning Vale headquarters, we completed the largest capital project in our history. This delivered new and expanded training, work and break facilities that reflect the inclusive workplace we aspire to be. The pride among our team in their new accessible environment has been remarkable.

Our focus to provide a wider breadth and depth of quality services that generate employment opportunities and pathways for people with disability at scale will continue. This is underpinned by another set of strong annual financial results.

I want to acknowledge the whole Good Sammy team who contribute so much to steward this iconic Western Australian charity and make a difference in the lives of so many people each and every day.

Thank you.

Kane Blackman
Chief Executive Officer

Statistics

Every number tells a story

850 employees...

404

people with disability employed

47.5%

workforce with a disability



363

people with disability (including employees) completing or completed a traineeship, training or Academy program



27

people with disability supported to obtain employment outside of Good Sammy



191

volunteers

57

corporate and school volunteering groups



Colin and David sorting donations in the Good Sammy Warehouse



7 new retail stores

31 total retail stores

1.2m retail customers served

4.1m 

items purchased from our retail stores

6m 

kilograms of donated textiles and household items processed



57m containers recycled

589

container recycling points in the community



14,600 tonnes of CO₂ saved



Xavier from our Canning Vale Containers for Change depot

Financial highlights

Continued growth

Revenue up 18% to

\$40.6m

Strong balance sheet

Equity

\$29.4m

Capital investment

\$5.5m

in new work sites and equipment to create new jobs and improve workplaces

Final result

Total surplus

\$457k

Grant acquittals

Channel 7 Telethon Trust Work experience and training for high school students with disability

City of Subiaco Disability awareness training and sustainability projects

City of Vincent Sustainable pop up event

Department of Communities Supported employment options

Westfield Equipment for our Property Care social enterprise

Our audited financial statements are available on the Australian Charities and Not-for-profits Commission website: acnc.gov.au

Good Sammy's ESG Impact

As WA's largest social enterprise, our vision is to transform workplaces and society through disability employment while championing the circular economy by turning waste into opportunity.

Environment

- **14,600 tonnes of CO₂ saved** through sale of reusable goods, equal to planting 600,000 trees! [Charitable Reuse Australia 2025 National Reuse Impact Datasets](#)
- **80% of all processed items returned to circular economy**
- Committed to Net Zero by 2040
- Fourth Carbon Footprint completed measuring Scope 1, 2 and 3
- Partnerships to reuse, recycle or repurpose materials, metals, mattresses, books, furniture and more

Social

- **Inclusion:** Jobs and training for people with disability through Good Sammy Enterprises' diverse operations and employment partners
- **Affordability:** Addressing the cost of living crisis with low cost goods through our WA network of retail stores
- **Awareness:** Disability awareness and inclusion training, supporting employers with job carving, and professional expertise on inclusion strategies

Governance

- **WA's largest social enterprise**
- Certified Social Enterprise through Social Traders and Clothing Reuse Export Accreditation Scheme
- Consumer Reference Group: Lived Experience and Happiness Advisory Committee
- Registered NDIS provider
- Registered charity with Deductible Gift Recipient status, and Australian Charities and Not-for-profit Commission reporting compliance



A young man with glasses, wearing a dark blue polo shirt, is sitting at a desk in an office. He is looking towards the camera with a slight smile. The desk has a computer monitor, keyboard, and mouse. In the background, other office workers and computer monitors are visible.

Meet Tyler: the teen thriving in open employment

Tyler working in his open employment placement

When Tyler finished school in 2024, he wasn't sure where he would fit in the workforce. With support from Good Sammy, he found a role that is building his skills and his confidence.

During his final year of school, Tyler signed up for a workplace skills traineeship with Good Sammy. The program gave him practical experience, a nationally recognised certificate, and his first taste of real-world work.

"It was pretty convenient," Tyler said with a grin. "Plus, you get paid for it." Armed with his traineeship, Tyler landed a role at financial services company Paywise. His role involves processing receipts and member data, and Tyler approaches the work with focus and energy.

"I like to make it a bit of a game," he explained. "I see how many I can get done in a day. It keeps me focused and makes the time go faster."

Tyler began with a single four-hour shift each week. Over time this grew into three shifts, and earlier this year Paywise recognised his dedication with a permanent role. He now works 16 hours a week and is keen to do more.

And while Tyler is thriving at work, he already has his sights set on the future. He is completing a university readiness program that will open the door to a degree in security studies and international relations.

Tyler's journey highlights what open employment can achieve. With almost 30 people supported into open employment in 2024/25, stories like Tyler's are only the beginning. Inclusive employment works. It benefits individuals, strengthens businesses, and builds a more connected community.



Turning waste into opportunity

Washing and ragging station at Canning Vale

In 2024 Good Sammy launched the Unwearable Textile Recovery Project, an initiative aimed at diverting unwearable clothing from landfill through recycling and repurposing. Funded by the Government of Western Australia and the Waste Authority via the Waste Sorted Infrastructure Grant, the project has equipped Good Sammy with industrial-grade washers, dryers, ragging machines, and a rag baler - enabling the recovery of up to two million kilograms of textiles annually.

The set up prevents vast amounts of unwearable clothing from ending up in landfill - especially during winter when wet donations are common. Garments are now washed, dried, and sorted into categories for resale, export, or rag production.

The ragging process produces three types of cleaning rags - towels for spill absorption, sheets for polishing, and t-shirts for general cleaning - meeting growing demand from commercial partners.

Beyond landfill diversion, the project is creating employment, with up to nine new roles supporting operations. It also strengthens our circular economy efforts by partnering with ThreadUp Australia, where unsellable textiles are recycled into thread or wadding for insulation and fill. Trials are underway to expand market opportunities for these recycled materials.

This initiative exemplifies Good Sammy's commitment to sustainability, innovation, and inclusive employment - transforming waste into impact and creating new value for people and the planet.

The Unwearable Textile Recovery Project is just one of the initiatives we're investing in - to reduce materials going to landfill, and to support our pursuit of net zero emissions.

Moments that mattered

2024

July 2024

Expanded our container recycling network to Jurien Bay, Cervantes, Lancelin, Woodridge, Gingin, Bindoon and Muchea

Took part in the Australian Human Rights Commission IncludeAbility project

August 2024

Good Thanks Cafe won the Community Impact Award at the 2024 WA Aquatic Recreation Industry Awards

The Department of Justice launched their DAIP 2024-2029, developed with assistance from Good Sammy

September 2024

Following a campaign by Good Sammy, the State Government announced extended trading hours in Albany - allowing our Albany retail store to open on Sundays from 2025

October 2024

Opened Leederville and Halls Head retail stores

Launched the Good Club digital loyalty program

Commenced the Canning Vale Building Transformation thanks to Lotterywest

Our Northam retail store won a 2024 Volunteer Employer Recognition Award

November 2024

Launched DRIVE in partnership with the Road Safety Commission

Celebrated our 2024 Good Sammy Training Academy graduates with Beyond Bank

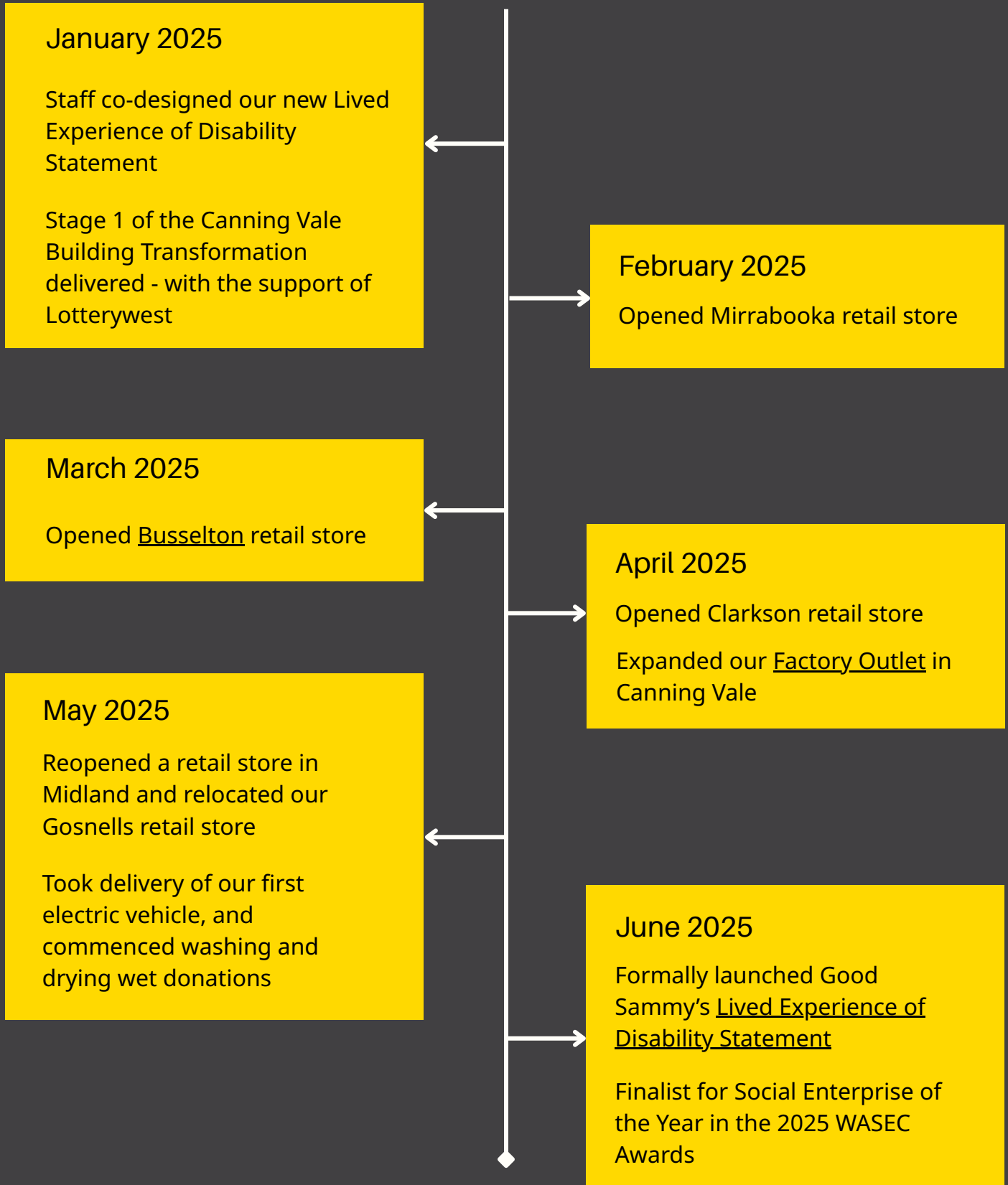
December 2024

Introduced Good Sammy gift cards

Celebrated International Day of People with Disability

Moments that mattered

2025



Our work is made possible by valued partners

- Beyond Bank
- Bull Motor Bodies
- Centurion
- City of Canning
- City of Vincent
- Curtin University
- Department of Communities
- Department of Energy, Mines, Industry Regulation and Safety
- Department of Social Services
- Department of Water and Environmental Regulation
- Lotterywest
- Paul Ramsay Foundation
- Paywise
- RAC WA
- Remondis
- Road Safety Commission
- SHAPE Australia
- Stan Perron Charitable Foundation
- ThreadUp Australia
- The Orange Card
- WA Return Recycle Renew Limited
- Western Power

Strategic memberships

Our memberships with leading industry bodies and advocacy organisations in 2024-25 reflect our commitment to collaboration, innovation, and sector leadership.

- Australian Disability Network
- Chamber of Commerce and Industry of Western Australia
- Charitable Reuse Australia
- Circular Textile Working Group WA
- Developmental Disability WA
- National Disability Services
- Philanthropy Australia
- Seamless
- Social Traders
- Volunteering WA
- WA Social Enterprise Council
- Waste Management and Resource Recovery Association



Corporate volunteering in action: a powerful partnership

In 2024, Good Sammy proudly launched a corporate volunteering partnership with RAC WA, creating meaningful opportunities for staff to contribute to social and environmental impact.

During the 2024/25 financial year, a total of 190 RAC WA employees volunteered their time. Collectively, they've contributed over 1,520 hours of invaluable hands-on support in sorting donations and preparing textiles for recycling.

Their efforts have significantly advanced our circular economy initiatives while fostering purpose-driven collaboration and community engagement.



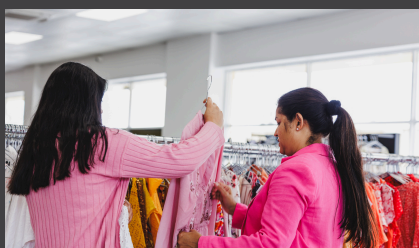
"Our people come away feeling inspired, and with a deeper understanding of how they can contribute to inclusive employment and build sustainable habits, both at work and home,"

Will Golsby, RAC General Manager, External Relations and Communications.

This partnership is one of many ways Good Sammy works with organisations to create shared value through corporate volunteering.

Good Sammy Enterprises - more than an op shop

At Good Sammy, our enterprises are not just business assets - they're real-world training grounds that deliver employment, skill-building and long-term opportunities for people with disability. Our footprint spans metropolitan Perth and regionally into Albany, Busselton, Bunbury and Geraldton.



Op Shops
30+ across WA



Containers for Change
5 depots + 1000 collection points across WA



Academy Programs
and Certified Traineeships



Gardening & Property Care



Logistics & Warehousing



Employment Services



Catering



Ecommerce

Celebrating our values in action

Each year we honour an Employee and Volunteer of the Year - individuals who consistently embody our values of brave, good, safe and empowered through their exceptional contributions.

Employee of the Year 2024
Judith Sweetman



CEO Kane Blackman with Judith

"Judy shows strength and courage and has a very strong work ethic. She treats everyone as equal and is an absolute pleasure to have on our team."

Volunteer of the Year 2024
Gloria Bauer



CEO Kane Blackman with Gloria and Volunteer Coordinator Karen Andrews

"Gloria is a breath of fresh air and loves a joke or two, and any staff or volunteer just loves the way she interacts with everyone."

Our Board

Fiona Payne, Board Chair

Chris Walker, Deputy Chair

Dom Del Borrello, Board Member and Chair Audit & Risk committee

Ian Thubron, Board Member and Chair People & Safeguarding committee

Tamsin Eldridge, Board Member

Mark Weller, Board Member

Anna Shave, Board Member and Chair Investment committee

Amanda Gell, Board Member

Sarah Jarman, Board Member

Our Executive

Kane Blackman, Chief Executive Officer

Marisa Kouts, Chief People Officer

Manraj Ludher, Chief Financial Officer

Aaron Harding, Chief Operating Officer

Samantha Berglin, Executive Manager – Quality and Safeguarding

Sonia Nolan, Executive Manager – Marketing, Fundraising and Partnerships

