

EMPLOYEE AND INDUSTRIAL RELATIONS

Georgiou is committed to creating a workplace environment where our employees, and persons who work on behalf of Georgiou, can excel.

To embed and support our vision and values, Georgiou works to foster an environment that engenders transparency, honesty, fairness and respect amongst our employees and the clients we serve. We strive to create, develop and lead highly motivated teams and individuals.

To achieve this commitment Georgiou will:

- recruit appropriately competent employees who share Georgiou's vision and values;
- promote ethical, lawful and professional conduct with each other, our clients the community and other stakeholders through leadership and training;
- comply with freedom of association provisions, including ensuring our employees' right to choose whether or not to join a union is respected and that no worker is subject to any form of discrimination as a result of their status as a union member or otherwise;
- comply with the legislative requirements that govern industrial relations;
- foster relationships with industry bodies and our clients in order to access the necessary support, both on and off site, to assist in employee and industrial relations management;
- provide our employees with clear accountabilities, responsibilities, deliverables and necessary support to achieve the required outcomes;
- engage our workforce through proactive and effective consultation and communication;
- address matters arising as a result of an employee grievance or difficulty respectfully and in accordance with Georgiou's procedures;
- operate within a competency-based training framework to ensure our workforce have the required skills and competencies to successfully undertake their role;
- engage subcontractors aligned with Georgiou's employee relations philosophies and values;
- provide our employees, and their immediate family, access to the Employee Assistance Program (EAP) to aid early identification, referral and resolution of personal and work-related challenges; and
- promote gender equity by ensuring that all employees have the opportunity to succeed in their role, differences are valued and our processes are free of gender bias.



John Georgiou
Chief Executive Officer
September 2017

