

EQUAL OPPORTUNITY AND DISCRIMINATION

POLICY

Safety

We are passionate about the health, safety and well-being of our people, the community and the environment.

Teamwork

Together we face and overcome challenges and hold each other accountable by communicating openly with respect and integrity.

Excellence

We strive to excel by continuously learning, developing skills and delivering quality outcomes for our clients.

Pride

We are proud of and celebrate our achievements. We make things happen by creating fun, innovative and collaborative environments where everyone is empowered to be successful.

Georgiou is committed to equal opportunity in employment and a working environment free from unlawful discrimination.

In order to achieve this commitment Georgiou will:

- create a working environment which is free from unlawful discrimination, offensive material or material likely to offend and where all employees are treated with dignity, courtesy and respect;
- implement training and awareness raising strategies to ensure all employees know their rights and responsibilities;
- provide an effective process to handle employee complaints;
- treat all complaints in a sensitive, fair, timely and confidential manner;
- encourage the reporting of behaviours which breach this Policy;
- promote appropriate standards of conduct at all times;
- recruit employees based on genuine merit and suitability for the position without bias or prejudice;
- base internal promotions on performance, skills, experience and ability; and
- ensure the principles of Equal Opportunity are observed and consistently applied.

It is the responsibility of all employees to ensure they do not unlawfully discriminate against employees or other people in the workplace. Employees must be aware that non-compliance with this Policy may result in disciplinary action, which may include dismissal, as well as being subject to possible action under Federal or State equal opportunity laws.

An employee who has a complaint or concern about unlawful discrimination should contact their Line Manager or Human Resources to have the matter resolved.

John Georgiou
Chief Executive Officer
September 2015

