



**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.



**INDIGENOUS RELATIONS**

Georgiou is committed to play its role as an organisation and group of individuals to address the disadvantage and inequity experienced by Aboriginal and Torres Strait Islander peoples through the way we do business and initiatives such as employment and training opportunities.

It is our desire to understand and value Aboriginal and Torres Strait Islander cultures along with respecting the different values and beliefs. Our family-based values and corporate vision of aiming to be the “best people to work with” positions us to come together and work in partnership with Aboriginal and Torres Strait Islander peoples. It is our vision to walk together as equals.

As part of our journey, Georgiou has developed a Reconciliation Action Plan that adopts the following strategies, to create a culturally inclusive workplace:

- engage with members of local Indigenous communities and organisations,
- positively promote the engagement of Indigenous people seeking work,
- provide training and development programs for Indigenous people engaged by Georgiou,
- work closely with Indigenous partners to find their work-ready participants employment opportunities within Georgiou,
- support the development and expansion of Indigenous small business,
- develop systems and procedures to support Indigenous relations,
- promote cross cultural awareness within the business, and
- provide a structured buddy support program for Indigenous employees involving site personnel, supervisors and management.

Georgiou have led the way in the industry by being the first construction company to develop a Reconciliation Action Plan that has been approved and endorsed by Reconciliation Australia.

All Georgiou employees have a responsibility for supporting this Policy.

For further information about this Policy or other Indigenous relations enquiries, please contact the Learning and Development Department.

John Georgiou  
Chief Executive Officer  
December 2015

**POLICY**

