

## INDIGENOUS RELATIONS

Georgiou is committed to playing its role as an organisation 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; and
- promote cross-cultural awareness within the business.

As the first construction company to have their Reconciliation Action Plan approved and endorsed by Reconciliation Australia, Georgiou is leading the way in the Indigenous space.

All employees have a responsibility to support 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  
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