

Diversity & Equal Opportunity

Georgiou appreciates the inherent value of a diverse workforce. Diversity may result from a range of factors: origin, age, gender, race, cultural heritage, lifestyle, education, physical ability, appearance, language or other factors.

In order to create a workplace environment for our employees and people who work on behalf of Georgiou to excel, we actively and flexibly seek to accommodate the unique needs of all employees.

It is the responsibility of all managers to create an environment where:

- There is tolerance of difference and employees are treated fairly and with respect and dignity.
- The ability to contribute and access opportunities is based on merit. Georgiou will adopt and actively encourage those practices and procedures which enable employees to contribute to the best of their ability.
- Inappropriate attitudes or behaviours are confronted. Georgiou will treat any instance of inappropriate behaviour seriously and confront attitudes based on inappropriate stereotypes.

To achieve this commitment, Georgiou will:

- Employ people on the basis they are the best person to perform duties for that position. Where applicants for a position are of equal standing, Georgiou will consider diversity in determining which applicant to appoint to the position.
- Provide equal opportunity in respect to employment and employment conditions including recruitment and selection, training, career advancement and support.
- Address matters arising as a result of grievance or difficulty respectfully and in accordance with Georgiou's procedures.
- Promote and ensure gender equity by ensuring all employees have the opportunity to succeed in their role, differences are valued, and its processes are free of gender bias.
- Ensure no gender pay gap for people in particular roles across the business with the same capability and experience.

A handwritten signature in black ink, appearing to be "G. Georgiou".

Gary Georgiou
Chief Executive Officer
Georgiou Group
September 2023

The Georgiou logo, a stylized arrowhead pointing up and to the right, composed of red, blue, and green segments.

Care.
Integrity.
Excellence.