

Domestic & Family Violence

Domestic and Family Violence (DFV) is a serious issue that affects many people around the world. DFV occurs when one person in a relationship uses violence or abuse to maintain power and control over the other person. This can include behaviour that is physically, sexually, emotionally, psychologically or economically abusive, threatening, coercive or aimed at controlling or dominating the other person through fear.

Georgiou is committed to mitigating the impacts of DFV within our workplace and to providing a safe and supportive working environment for all employees. Georgiou is also committed to connecting employees affected by DFV to available and appropriate support and to working with our employees, partners, and stakeholders to foster a culture of zero tolerance towards DFV.

Georgiou's policy is based on the following principles:

- **Awareness:** Awareness is key to addressing domestic and family violence. Georgiou will take steps to educate our employees and third-party workforce/partners on how to recognise and respond to DFV, including how to identify and support colleagues who may be experiencing it.
- **Support:** DFV has a significant adverse impact on the wellbeing and productivity of anyone subjected to it. Georgiou will support and assist employees who are at risk of or experiencing DFV in accessing available and appropriate support.
- **Safety:** Georgiou is committed to providing a safe and secure workplace for all employees and workers. We will take all necessary steps to ensure the safety of employees and workers who may be at risk of or experiencing DFV.
- **Confidentiality:** Georgiou recognises that DFV is a sensitive issue and is committed to respecting the privacy and confidentiality of anyone who discloses their experiences of DFV. All disclosures will be treated with the strictest confidentiality.
- **Accountability:** Georgiou will not tolerate any form of DFV perpetrated either in the workplace or using company property or resources.

To achieve this Georgiou will:

- Provide education to employees that aims to help identify common signs of DFV in people and how to provide an effective response while also raising awareness of the support available within, but also external to Georgiou for victims of DFV.
- Ensure that all employees and third-party workers are aware of Georgiou's commitment to providing a safe and secure workplace including communicating people's rights and responsibilities in relation to DFV.
- Establish procedures for handling disclosures of DFV.
- Take appropriate disciplinary action against any employee found to be perpetrating any form of DFV at a Georgiou workplace or using Georgiou property or resources.

A handwritten signature in black ink, appearing to read "Gary Georgiou".

Gary Georgiou
Chief Executive Officer
Georgiou Group
September 2023

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

Care.
Integrity.
Excellence.