

Fitness for Work

Georgiou is committed to achieving a safe workplace and reducing the negative impact of the influences and hazards of personal injury, illness, stress, fatigue, alcohol and drug abuse or addiction.

All employees, people who work on behalf of Georgiou and visitors are required to present themselves fit for work at all times. Fit for work means being in a physical, mental and emotional state, which ensures performance does not threaten others' health and safety. Georgiou will support people in managing personal factors that may affect performance and encourage people to communicate with their manager, supervisor and/or human resources representative regarding personal factors. Georgiou will ensure all matters relating to fitness for work are managed confidentially and in accordance with privacy laws.

In regard to drugs and alcohol, workers will:

- Report to work with a blood alcohol concentration (BAC) or breath alcohol concentration (BrAC) of 0%.
- Not perform any tasks whilst under the influence of drugs or alcohol.
- Not possess, use, consume, distribute or sell alcohol, illicit or unprescribed drugs or misuse prescribed medication while performing work for Georgiou.
- Inform their supervisor when they are using prescribed medication that may impair their behaviours or performance.
- Inform their supervisor if their fitness for work is impaired or they suspect another persons' fitness for work is impaired.

Georgiou undertakes drug and alcohol testing at its workplaces to maintain the health and safety of all workers. Georgiou provides fitness for work programs, access to an Employee Assistance Program (EAP) and reference to medical professionals to support workers' wellbeing.

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

Gary Georgiou
Chief Executive Officer
Georgiou Group
September 2023

The logo for Georgiou, featuring a stylized arrow icon in red, blue, and green.

Care.
Integrity.
Excellence.