

Indigenous Relations

Georgiou is committed to playing its role in addressing the disadvantage and inequity experienced by Aboriginal and Torres Strait Islander peoples through the way it does business and initiatives such as employment and training opportunities.

It is Georgiou's desire to understand and value Aboriginal and Torres Strait Islander cultures along with respecting the different values and beliefs. Georgiou's family-based values and corporate vision to be *'the best people to work with'* positions the company to come together and work in partnership with Aboriginal and Torres Strait Islander peoples. It is Georgiou's vision to walk together as equals.

As part of its journey, Georgiou operates with a Innovate 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.

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 shape composed of red, blue, and green segments.

Care.
Integrity.
Excellence.