

DOMESTIC AND 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 exert power and control over another. This abuse can be physical, sexual, emotional, psychological or economical, and may involve threats, coercion or behaviour intended to dominate through fear.

At Georgiou, we are committed to reducing the impacts of DFV within our workplace and fostering a safe and supportive working environment for all employees. We are dedicated to connecting employees affected by DFV with appropriate support services and working collaboratively with our employees, partners, and stakeholders to uphold a culture of zero tolerance towards DFV.

Our policy is founded on the following core principles:

- **Awareness:** Raising awareness is essential to effectively address DFV. 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:** Recognising the significant impact DFV has on wellbeing and productivity, Georgiou will support and assist employees who are at risk of or experiencing DFV in accessing available and appropriate resources.
- **Safety:** We are committed to providing a safe and secure workplace by taking necessary steps to ensure the safety of employees and workers who may be at risk of or affected by DFV.
- **Confidentiality:** Understanding the sensitive nature of DFV, Georgiou will respect 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.



Gary Georgiou
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Georgiou Group
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