

EMPLOYEE AND INDUSTRIAL RELATIONS

To support its vision of being 'the best people to work with', Georgiou strives to foster a workplace built on transparency, honesty, fairness and respect for all employees and clients.

To achieve this commitment, Georgiou will:

- Provide a framework for the conduct of industrial relations that is fair and just, based on legislative requirements.
- Comply with Georgiou Enterprise Agreements and State and Federal Codes and legislation.
- Drive the expectation for all employees to share Georgiou's vision and values.
- Promote ethical, lawful and professional conduct with colleagues, clients, the community and other stakeholders through leadership and training.
- Respect freedom of association provisions, ensuring employees' rights to join or not join a union without discrimination.
- Build relationships with industry bodies and clients to support effective employee and industrial relations management.
- Provide employees with clear accountabilities, responsibilities, and deliverables, while providing the necessary support to achieve the required outcomes.
- Engage the workforce through proactive consultation and open communication.
- Address employee grievances in a timely and respectful manner.
- Operate a competency-based training framework to ensure its workforce has the required skills and knowledge required for their role.
- Align subcontractors with Georgiou's employee relations philosophies.
- Provide employees, and their immediate family, access to the Employee Assistance Program (EAP) to aid early identification, referral and resolution of personal and work-related challenges.
- Comply with whistleblowing legislation in order to ensure safe, ethical and lawful business practices.
- Comply with Human Rights legislation including the Australian Human Rights Commission Act 1986 (Cth), the Charter of Human Rights and Responsibilities Act 2006 (Vic) and the Queensland Human Rights Act 2019.
- Provide an environment where workers can report conduct without fear of intimidation, disadvantage or reprisal.

Georgiou carries out training, in the form of toolboxes, pre-starts and information sessions for employees. Training includes commitment to the principles of the NSW Code of Practice for Procurement: Building and Construction, the New South Wales Industrial Relations Guidelines Building: Construction and Procurement, the Western Australian Code and the Queensland Code.



Gary Georgiou
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Georgiou Group
September 2025