

## DIVERSITY AND EQUAL OPPORTUNITY

Georgiou is committed to creating a workplace environment for our employees and people who work on behalf of Georgiou, which supports our vision to be *“the best people to work with”*.

Georgiou appreciates the value inherent in a diverse workforce. Diversity may result from a range of factors; origin, age, gender, race, cultural heritage, lifestyle, education, physical ability, appearance, language or other factors. We value the differences between people and the contribution these differences make to our business.

We will actively manage diversity, finding ways of utilising the differences which exist, in order to improve our business. This requires that we actively and flexibly seek to accommodate the unique needs of many different employees.

Above all, we are committed to ensuring all employees treated with respect and dignity.

It is the responsibility of all managers to create an environment where:

- There is tolerance of difference. Georgiou will ensure all employees are treated fairly and with respect and dignity.
- The ability to contribute and access opportunities is based on merit. Georgiou will adopt and actively encourage those practices and procedures which enable employees to contribute to the best of their ability.
- Inappropriate attitudes or behaviours are confronted. Georgiou will treat seriously any instance of inappropriate behaviour and confront attitudes based on inappropriate stereotypes.

Georgiou is committed to supporting employees and managers in the achievement of a diverse workplace. Managers are responsible for developing and encouraging a positive environment, where all employees are treated with respect and dignity. Managers must take responsibility for reporting breaches of this policy, and should themselves act in accordance with its spirit.

To achieve this commitment, Georgiou will:

- employ people on the basis that the person to fill a position is the best person to perform the duties for that position. Where applicants for a position are of equal standing, Georgiou will consider diversity in determining which applicant to appoint to the position;
- provide equal opportunity in respect to employment and employment conditions, including recruitment and selection, training, career advancement and support;
- comply with freedom of association provisions, including ensuring our employees right to choose whether or not to join a union is respected and that no employee is subject to any form of discrimination as a result of their status as a union member or otherwise;
- comply with the legislative requirements that govern employment law;
- provide our employees with clear accountabilities, responsibilities, deliverables and necessary support to achieve the required outcomes;
- engage our workforce through proactive and effective consultation and communication;
- address matters arising as a result of grievance or difficulty respectfully and in accordance with Georgiou’s procedures;
- engage subcontractors aligned with Georgiou’s philosophies and values;
- provide our employees, and their immediate family, access to the Employee Assistance Program (EAP); and
- promote gender equity by ensuring all employees have the opportunity to succeed in their role, differences are valued and our processes are free of gender bias.

Employees who believe they are being treated unfairly in terms of diversity or equal opportunity, should contact their Line Manager, Human Resources or a nominated diversity champion.