

FLEXIBLE WORKING POLICY

Georgiou is committed to investing in our people through all aspects of their lives, creating a workplace for our employees and people who work on behalf of Georgiou which embodies our vision to be *“the best people to work with”*.

Flexible work arrangements can assist employees to balance personal needs, while taking into account business needs. However, flexible working arrangements may not always be possible due to operational or other limitations. Managers and employees need to be open to discussing and considering a range of flexible work options.

Under the Fair Work Act 2009 (FW Act), certain employees have the right to request flexible working arrangements from their employer to accommodate their personal circumstances.

Employees who are eligible to make such requests include:

- parents who have the responsibility for the care of a child(ren) of school age or younger;
- carers (within the meaning of the Carer Recognition Act 2010);
- disabled employees;
- those aged 55 or older;
- those experiencing family violence personally; and
- those providing care or support to a family or household member experiencing family violence.

Flexibility is about supporting everyone, regardless of their life situation, to deliver results in the most productive way possible, and helping employees to manage their work commitments and out of work priorities while also meeting role / operational requirements.

To achieve this commitment, Georgiou will:

- ensure all requests for a flexible working arrangement are properly considered, taking into account the criteria while keeping an open mind and not assuming flexibility is not suitable for certain roles;
- provide guidance and support to managers;
- where available, provide opportunities for employees on flexible work arrangements continue to be developed and have access to developmental experiences.
- review the flexible working arrangement with the employee to discuss any issues, if and when they arise.

Employees on flexible working arrangement will be treated no less favourably than any other employee as Georgiou believes flexible working is no barrier to a career at Georgiou.



Rob Monaci
Chief Executive Officer
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