

## WORKPLACE DISCRIMINATION

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

In order to achieve this commitment Georgiou will:

- not discriminate on grounds of age, ethnic or social origin, gender, sexual orientation, politics or religion. Georgiou may make exceptions, however, to favour local employment where local laws provide. Georgiou does not employ forced, bonded or child labour;
- create a working environment free from offensive material or material likely to offend and a workplace where all employees are treated with dignity, courtesy and respect;
- educate employees about acceptable behaviour and workplace rights and responsibilities;
- promptly, effectively and confidentially address complaints;
- encourage the reporting of behaviours which breach this policy;
- promote appropriate standards of conduct at all times;
- recruit employees based on genuine merit and suitability for the position without bias or prejudice; and
- base internal promotions on performance, skills, experience and ability.

It is the responsibility of Georgiou Management to take all reasonable steps to prevent discrimination in our workplace. But everyone in the Georgiou workplace is responsible and accountable for their own actions and behaviour.

This means all employees (including management) must not:

- discriminate against anyone at work;
- victimise anyone involved in a discrimination complaint or investigation; and
- make a vexatious or knowingly false complaint.

All managers must:

- implement this policy and ensure all employees work in an environment free from the threat or risk of discrimination;
- ensure that all employees are aware that discrimination will not be tolerated;
- role model appropriate behaviour at all times; and
- act on any matter brought to their attention in accordance with this policy.

Employees must be aware that non-compliance with this policy may result in disciplinary action, which may include dismissal, as well as being subject to possible action under Federal or state equal opportunity laws.

An employee who has a complaint or concern about unlawful discrimination should contact their Line Manager, Human Resources or nominated diversity champion to have the matter resolved.



**Rob Monaci**  
Chief Executive Officer  
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