



EMPLOYEE AND INDUSTRIAL RELATIONS

To support its vision to be *'the best people to work with'*, Georgiou works to foster an environment which engenders transparency, honesty, fairness and respect amongst all employees and Georgiou's clients.

To achieve this commitment, Georgiou will:

- provide a framework for the conduct of industrial relations in the workplace that is fair and just, based on legislative requirements;
- comply with Georgiou Enterprise Agreements and State and Federal Codes and legislation;
- recruit appropriately competent employees who share Georgiou's vision and values;
- promote ethical, lawful and professional conduct with each other, its clients, the community and other stakeholders through leadership and training;
- comply with freedom of association provisions, including ensuring the employees' right to choose whether or not to join a union is respected and that no worker is subject to any form of discrimination as a result of their status as a union member or otherwise;
- encourage and facilitate a cooperative workplace with equitable, innovative and productive workplace relations;
- foster relationships with industry bodies and clients in order to access the necessary support, both on and off site, to assist in employee and industrial relations management;
- provide employees with clear accountabilities, responsibilities, deliverables and necessary support to achieve the required outcomes;
- engage the workforce through proactive and effective consultation and communication;
- address matters arising as a result of an employee grievance;
- operate within a competency-based training framework to ensure its workforce has the required skills and competencies to successfully undertake their role;
- engage subcontractors aligned 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 challenge;
- comply with whistleblowing legislation in order to ensure Georgiou conducts its business in a manner that is safe, ethical, professional and complies with the law;
- comply with Human Rights legislation including the *Australian Human Rights Commission Act 1986* (Cth) and the *Charter of Human Rights and Responsibilities Act 2006* (Vic); and
- provide an environment where workers are able to report conduct in the knowledge they can act without fear of intimidation, disadvantage or reprisal.

Georgiou carries out training, in the form of toolboxes, pre-starts and information sessions, for all levels of our project management teams from estimating to construction. This training includes commitment to the principles of the Building Code 2016, 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. Georgiou's project managers are responsible for the day-to-day implementation of Georgiou procedures with the assistance of HR representatives.

All employees, and persons who work with Georgiou, have a personal responsibility for implementing this Policy.

Rob Monaci
Chief Executive Officer
Georgiou Group
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