

Flexible Work

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

We recognise the importance of work flexibility and work-life balance practices in maintaining a diverse, adaptive and high performing workforce. However, flexible work arrangements must align with operational requirements and our commitment to deliver outcomes for our clients, stakeholders and the community.

At Georgiou we work together to determine where and how our employees and teams can best work to deliver operation excellence. Our guiding principles are:

- We lead by example; all employees can support and champion flexible work.
- We focus on outcomes and delivery.
- Health and safety is our highest priority.
- We trust our people; everyone is accountable and transparent no matter where or when they work.
- We value face to face interactions, our culture is enhanced and promoted as we interact and work alongside each other on site or in an office environment.

To achieve this commitment Georgiou will:

- Consider all flexible working requests properly, with an open mind and in accordance with the Flexible Work Arrangements Procedure.
- Provide guidance and support to managers and employees.
- Ensure employees on flexible work arrangements can be developed and have access to developmental experiences.
- Review flexibility on a regular basis to ensure we continue to meet the needs of our business and our people.

A handwritten signature in black ink, appearing to be "GG", written over a light blue horizontal line.

Gary Georgiou
Chief Executive Officer
Georgiou Group
September 2023

The Georgiou logo, a stylized arrowhead pointing up and to the right, composed of red, blue, and green segments.

Care.
Integrity.
Excellence.