

# Workplace Discrimination

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

To achieve this commitment, Georgiou will:

- Not discriminate on grounds of age, ethnic or social origin, gender, sexual orientation, gender identity, intersex status, pregnancy, breastfeeding, 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 work 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 that breach this Policy.
- Promote appropriate standards of conduct at all times.
- Base internal promotions on performance, skills, experience and ability.

This means all employees must not:

- Discriminate against anyone at work.
- Victimise anyone involved in a discrimination complaint or investigation or 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 all employees are aware discrimination will not be tolerated and act on any matter brought to their attention in accordance with this Policy.
- Always role model appropriate behaviour.



**Gary Georgiou**  
Chief Executive Officer  
Georgiou Group  
September 2023



**Care.**  
**Integrity.**  
**Excellence.**