



Welcome to the Lotus Program

Empowering and supporting employees affected by Family and Domestic Violence

GS E&C Australia has created the Lotus Program to stand alongside our employees affected by family and domestic violence (FDV).

We know FDV impacts not only individuals, but also their families, communities and workplaces. Through this program, we are committed to providing a safe and compassionate environment where everyone can access the support they need, confidentially and with respect.

The lotus flower symbolises strength and renewal, rising from muddy waters to bloom with resilience. This program embodies that journey, offering resources and support to help employees overcome family and domestic violence and find empowerment and peace.

Whether you're directly experiencing FDV, worried about someone else, or even reflecting on your own behaviour, the Lotus Program is here for you.



How can GS E&C Australia help?

The Lotus Program offers a range of resources designed to meet the diverse needs of our employees affected by FDV:

- **Confidential support portal** - the secure Stopline platform allows you to find information and support at any time, privately and safely. This platform offers anonymous options for seeking information.
- **Raising awareness through training** - a multi-level training program has been developed to increase awareness and improve the way we respond to FDV as an organisation
- **Professional assistance** - we partner with specialists like Protective Group, who provide support with risk assessments, safety planning and assistance for anyone needing secure relocation.

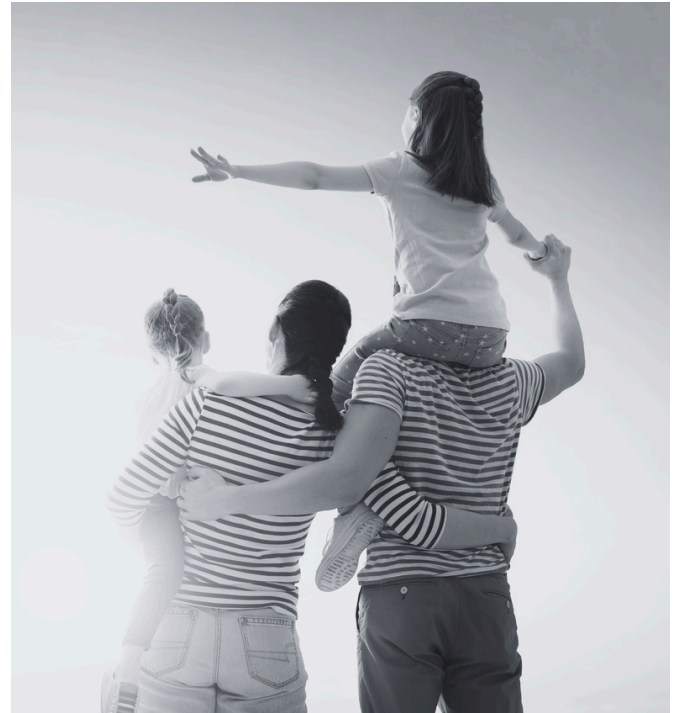


Accessing comprehensive support through the Lotus Program

The Lotus Program offers a variety of services to meet employee's needs, wherever they are in their journey. Our offerings include:

- **Emergency assistance** - this service is for those who need immediate support to leave an unsafe environment. Emergency services include accommodation, replacement phone or bank account set up, and additional leave for up to four weeks beyond statutory FDV leave (case-by-case).
- **Planned assistance for leaving** - for those who need a careful, planned exit, we work with Protective Group to create safe pathways. This option provides safety consultations, risk assessments, and assistance with logistics, all handled with complete confidentiality via methods and times that suit you.
- **Monitoring and stalking concerns** - if you believe you're being monitored, our partners can provide a safety assessment, including sweeps for tracking devices, cameras or other surveillance tools.

- **Support to change harmful behaviours** - the Lotus Program also offers confidential help for employees concerned about their own behaviours. This includes self-assessment tools, guidance on local support groups, time off work to attend relevant programs and workshops aimed at positive change.



How to get help

If you need support, you can access the Lotus Program anytime through the confidential Stopline platform. For your privacy and safety, we recommend using a work computer or a trusted friend's device if you suspect your personal devices might be compromised.

On Stopline, select 'Option D: Lotus Program - Family and Domestic Violence' to explore information and resources, or get help with monitoring and surveillance, planned or emergency exit or evacuation strategies, or behavioural support for those employees seeking to change harmful behaviours.

How to access the Lotus Program through Stopline

QR Code:



Website:

<https://gsenc.stopline.report.com>