

## 1. Version Control

Version	Date	Author	Approved by	Initial
1	22/03/2024	Ali Kader	Nick Some	
2	18/07/2025	R. Ridd	Nick Some	NS

## 2. Purpose:

EcoDynamics is committed to providing a safe and healthy working environment for all employees, contractors, visitors and members of the public who may be impacted by its work. Health and safety is the highest priority and every reasonable effort is taken to eliminate and reduce risks to health and safety to make the workplace a safe environment. EcoDynamics is committed to compliance with all applicable legislation and codes of practice and promoting a culture of safety through consultation, training and continuous improvement. The company recognise that the health and safety of workers is important and our positive duty to prevent safety breaches.

EcoDynamics acknowledges the high-risk environment in which it operates in and supports a proactive and risk managed approach based on safe working and provisions for a focused rehabilitation and return to work where injuries occur. The company values employees' well-being during breaks and encourages a balanced lifestyle.

EcoDynamics fosters a respectful working environment, prohibiting discrimination and harassment. It promotes a smoke-free workplace and emphasizes compliance with the Chain of Responsibility (CoR) for heavy vehicles and its systems certification.

## 3. Application

This Policy applies to all employees, contractors and other workers of ecoDynamics Group and its associated entities (as that term is defined under section 50 AAA of the Corporations Act 2001 (Cth)).

## 4. Objectives and strategies

EcoDynamics will:

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- Provide a safe workplace, free from bullying, discrimination and harassment in all its forms
- Through consultation, seek methods of work that enhance productivity and prevent injuries
- Instil a culture of blame free reporting for data gathering and decision making
- Set measurable goals for continuous improvement
- Foster a safety culture in leadership
- Proactively manage evolving risks
- Create safety awareness
- Provide appropriate PPE and enforce its use
- Promote, support and maintain the mental health and well-being of our employees,
- Refer employees that require support to the ecoDynamics EAP service
- Support rehabilitation services for injured employees, and their prompt return to work
- Ensure fitness for duty before work commencement
- Address drug and alcohol issues
- Mitigate fatigue risks
- Investigate grievances and resolve inappropriate behaviours
- Investigate incidents and implement corrective actions
- Accommodate flexible work arrangements where possible
- Enforce the smoke-free workplace strategy
- Maintain compliance with CoR legislation
- Provide adequate facilities

## 5. Responsibilities

### Employees

- Take reasonable care for their own health and safety and that of others'
- Follow safety procedures and instructions
- Report hazards, incidents, near misses and injuries promptly,
- Participate in safety training and consultation
- Cooperate with the return-to-work process,
- Arrive on time and fit for duty,
- Avoid alcohol and drugs at the workplace,
- Seek medical advice for prescribed medications,

- Refrain from working when fatigued,
- Follow the standards outlined in the policy,
- Follow CoR rules if involved in heavy vehicle driving
- Respect and obey smoking rules where implemented in the workplace.

## Managers

- Provide and maintain safe systems of work, equipment and facilities
- Ensure compliance with OHS legislation and company policy
- Consult with employees on health and safety matters
- Investigate incidents and implement corrective actions

## 6. Communication and Consultation

EcoDynamics will consult with employees in accordance with Part 4 of the OHS Act through:

- OHS Committee and team meetings
- Health and Safety representatives

EcoDynamics will ensure

- all workers receive a copy of this policy during the induction process
- this policy is easily accessible by all members of the business.

## 7. Risk Management

EcoDynamics will:

- Identify hazards and assess risks regularly
- Implement controls using the hierarchy of control
- Review and update risk assessments as needed

## 8. Training and Supervision

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EcoDynamics will provide:

- Induction training for new workers
- Role specific safety training
- Ongoing supervision and support

## 9. Psychological Health

EcoDynamics recognise that health includes mental wellbeing. The company will take steps to identify and manage psychosocial hazards and promote a mentally healthy workplace.

## 10. Policy Review

The ecoDynamics Group may make changes to this policy from time to time within its complete discretion. The policy will be reviewed annually or following significant changes in operations or legislation.

## 11. Related Policies

- Group Anti Discrimination, Harassment and Victimisation Policy
- Code of Conduct

*Please be advised that any amendments to this document require formal authorisation and must be distributed through official channels to ensure it is an approved and correct version.*

*This policy serves as a mandatory directive for all personnel affiliated with ecoDynamics Group, whether employed directly or indirectly. This document is to be regarded as an addition to the other ecoDynamics Group's policy and procedures.*

*Should you require additional information or have inquiries concerning this policy, employees currently associated with ecoDynamic are encouraged to consult the comprehensive resource at <https://www.fairwork.gov.au/> and to engage in discussions with their supervisors or Group Human Resources Manager*

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