

1. Purpose

The Employee Recognition Policy outlines how outstanding contributions are acknowledged. This policy outlines three distinct categories of recognition awards: Safety Dynamics Excellence Awards, Gem Awards, and Milestone Marvel Employee Anniversary Awards.

2. Recognition Categories

a) Health and Safety Awards

The Safety Dynamics Excellence Award is presented twice a year in June and December to recognise individuals who consistently adhere to safety protocols, showcasing integrity, inspiration, innovation, and collaboration for a secure work environment. Recipients of this award are those who have demonstrated exceptional dedication to fostering a culture of safety within the ecoDynamics Group.

b) Gem Awards

The Gem Award is presented quarterly, with announcements in March, June, October, and December. This award acknowledges exceptional dedication and commitment from individuals across all business divisions. Employees eligible for the Gem Award are those who have gone above and beyond in their roles, exemplifying excellence, innovation, and a strong commitment to the ecoDynamics' values.

c) Milestone Marvel Employee Anniversary Awards

Milestone Marvel Employee Anniversary Awards are distributed annually in April, coinciding with the company's anniversary celebration. These awards recognise employees for their continuous service to the organisation, marking milestones of 5, 10, 15, 20 and 25 years. This serves to appreciate and acknowledge the dedication and loyalty of employees who have contributed significantly to the company's success over the years.

3. Nomination and Selection Process

- Employees may be nominated for these awards by their peers, supervisors, or department heads.

- Nominations will be reviewed taking into considerations factors such as performance, leadership, innovation, and adherence to company values.

4. Award Presentation

- Recognition awards will be presented to employees at a suitable opportunity.
- Awards will be recognised by a personalised certificate, and in some cases, additional rewards or benefits.

5. Timing

Announcements for Awards:

- **Gem Awards:** March, June, September and December
- **Safety Dynamics Excellence Awards:** June and December
- **Milestone Marvel Anniversary Awards:** April coinciding with the business' anniversary celebration.

6. Policy review

EcoDynamics may make changes to this policy from time to time within its complete discretion

7. Related Policies

- 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 ecoDynamics are encouraged to consult the comprehensive resource at <https://www.fairwork.gov.au/> and to engage in discussions with their supervisors or Human Resources

8.



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