

1. Version Control

Version	Date	Author	Approved by	Initial
1	04/06/2024	Jaco Kukkuk	Nick Somes	NS

2. Purpose and Scope

The financial code of conduct policy at ecoDynamics is established to uphold ethical standards, maintain compliance with laws and regulations, and ensure responsible financial management within the group. This policy applies to all employees, contractors, and any individuals involved in financial activities on behalf of ecoDynamics Group.

3. Ethical Standards

At ecoDynamics, we uphold integrity, honesty, and transparency in all financial dealings. Employees are expected to conduct themselves with the highest ethical standards and in alignment with the ecoDynamics' Group values.

4. Compliance with Laws and Regulations

All financial activities within ecoDynamics Group must comply with relevant laws and regulations governing financial operations. Any deviations must be reported and addressed promptly.

5. Credit Control

- a. **Credit Policy:** ecoDynamics Group maintains a structured credit policy, outlining the criteria for extending credit to customers or partners.
- b. **Credit Evaluation:** All requests for credit are subject to a thorough evaluation to ensure financial stability and creditworthiness.

- c. **Credit Monitoring:** Regular monitoring of outstanding credits and prompt action in case of overdue payments are integral to our credit control system.

6. Maximum Spending Limits and Approval

- a. **Spending Limits:** Every department or position within ecoDynamics Group will have predefined spending limits to regulate expenses. These limits are set in consideration of the department's needs and financial prudence.
- b. **Approval Procedures:** Expenditures exceeding the designated limits require approval from the respective authority, as outlined in the company's hierarchy. The approval process must adhere to the company's set protocols.

7. Conflicts of Interest

All individuals engaged in financial activities at ecoDynamics Group are expected to identify and report any conflicts of interest that may compromise financial integrity.

8. Confidentiality and Data Protection

The handling of sensitive financial information, including data security and confidentiality, must adhere to the company's data protection policies and legal requirements.

9. Reporting and Accountability

Instances of non-compliance, breaches, or violations of this policy should be reported promptly. ecoDynamics Group holds individuals accountable for their actions and reserves the right to take appropriate disciplinary actions.

10. Training and Awareness

The company provides regular training and awareness programs to ensure understanding and compliance with this Financial Code of Conduct Policy.

Approval and Implementation

This policy has been approved by the Board of Directors of the ecoDynamics Group and is in force as of the date below. It is the responsibility of department heads and managers to enforce compliance with this policy.

11. Breaching this Policy

Non-compliance with policy guidelines may result in disciplinary actions, as outlined in the ecoDynamics Group's Conduct Policy.

12. Policy Review Date

The ecoDynamics Group may make changes to this policy from time to time within its complete discretion taking into account the applicable Agreements and Awards that apply.

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