

1. Version Control

Version	Date	Author	Approved by	Signature
1	22/03/2024	Ali Kader	Nick Somes	
2	01/09/2025	R. Ridd	Nick Somes	NS

2. Purpose

ecoDynamics Group is committed to providing a supportive and inclusive work environment for breastfeeding employees. This policy outlines our commitment to ensuring that breastfeeding employees are given the necessary support, facilities, and flexibility to express breast milk during working hours.

3. Application

This Policy applies to all employees, contractors and other workers of ecoDynamics Group and its associated entities.

4. Accommodations

At ecoDynamics, we will work with breastfeeding employees to make suitable arrangements, considering mutual understandings without specific on-site facilities. We aim to provide appropriate support, considering individual needs and agreements.

- a. **Designated Arrangements:** We will collaborate with breastfeeding employees to create suitable arrangements, considering their comfort and needs for expressing milk, even without dedicated on-site spaces.
- b. **Hygiene and Cleanliness:** Any arrangements made will prioritise high standards of hygiene and cleanliness, respecting the mutual agreements established.
- c. **Access and Procedures:** We will ensure easy and convenient access to these agreed-upon spaces or arrangements, communicating the necessary procedures or arrangements to the employees involved.

5. Breaks and Flexibility

- a. **Break Times:** Breastfeeding employees are entitled to reasonable break times for expressing milk. These breaks will be in addition to regular meal and rest breaks and will be paid.

- b. **Frequency and Duration:** The frequency and duration of breaks will be determined based on the individual needs of the breastfeeding employee. We encourage open communication and flexibility in scheduling these breaks.

6. Privacy and Respect

- a. **Respectful Environment:** ecoDynamics is committed to maintaining a respectful and supportive environment for breastfeeding employees. We will educate all employees, including managers and colleagues, on the importance of maintaining privacy and respect for the needs and choices of breastfeeding mothers.
- b. **Communication:** Employees are encouraged to communicate their needs and preferences regarding expressing milk to their supervisor or the HR Manager. We will work to provide the necessary support and accommodations.

7. Return to Work

- a. **Transition Support:** ecoDynamics will provide support for employees returning to work from maternity leave. This may include flexible work arrangements and a gradual transition plan, if needed.

Adjustments: We are committed to making reasonable adjustments to accommodate the needs of breastfeeding employees, such as flexible work hours or remote work, where applicable.

8. Compliance

ecoDynamics will ensure compliance with all Australian laws and standards related to breastfeeding in the workplace, including the Sex Discrimination Act 1984 and the Fair Work Act 2009.

9. Training and Awareness

We will provide training and awareness programs to employees and supervisors to ensure everyone understands and supports the breastfeeding policy.

10. Contact

For any inquiries or concerns regarding this policy, please contact the Human Resources.

11. Definitions

A term defined in this Definitions section importing the singular includes the plural. The following provides general explanations of terms to assist the reader, noting that some terms might also have more specific technical definitions under particular legislation referenced at section 7 of this policy.

12. Breaching this Policy

For employees of ecoDynamics, any breach of this policy may result in disciplinary action, up to and including termination of employment.

13. Policy Review

The ecoDynamics Group may make changes to this policy from time to time within its complete discretion.

Related Policies

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

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
