

1. Version Control

Version	Date	Author	Approved by	Signature
1	22/03/2024	Ali Kader	Nick Somes	
2	3/09/2025	R. Ridd	Nick Somes	NS

2. Introduction

ecoDynamics Group, encompassing ecoDynamics Mulch and Services, ecoDynamics Landscaping, and ecoDynamics Nursery, is committed to the highest standards of conduct and ethical behaviour in all of our business operations, as well as providing a safe, secure, and respectful working environment. This whistleblowing policy aims to support our company's core values and provide a clear framework for employees and stakeholders to raise concerns about any wrongdoing within the organisation in a responsible manner, without fear of retaliation.

3. Key Principles

- a. **Protection:** Whistleblowers will be protected from adverse consequences, including but not limited to, victimisation, harassment, or discriminatory treatment.
- b. **Confidentiality:** The identity of the whistleblower and the information provided will be kept confidential in accordance with the whistleblower's wishes and applicable legislation.
- c. **Support:** We provide an Employee Assistance Program (EAP) through Converge International that provides professional support services for our employees.
- d. **Accessibility:** This policy is easily accessible to all employees and stakeholders and is communicated widely throughout the ecoDynamics Group.

4. Legal Requirements

ecoDynamics Group's whistleblowing policy is designed in compliance with the Australian legal framework, including but not limited to the Corporations Act 2001 (Cth), the Taxation Administration Act 1953, and relevant provisions outlined by ASIC (Australian Securities and Investments Commission) and the ATO (Australian Taxation Office).

Whistleblowers are legally protected under Australian law, and the company ensures adherence to these statutes, primarily:

- The right to anonymity when disclosing a concern.

- Ensuring the whistleblower is free from any legal or administrative liability (civil, criminal or disciplinary) for making the disclosure.
- Ensuring lawful disclosures are not considered a breach of any confidentiality agreement or company policy.

5. Reporting Procedure

To raise a concern, employees or external stakeholders can follow these steps:

- 1. Initial Reporting:** Concerns should be reported through our designated channels, which could be a senior management member, dedicated email address, or anonymously via the EAP 'Coverge'.
- 2. Investigation:** Upon receipt of a report, a thorough investigation will be carried out respecting the privacy and confidentiality of the whistleblower.
- 3. Follow-up:** The whistleblower will be informed of the progress and outcomes of the investigation (to the extent permitted by law and considering the confidentiality of others involved).
- 4. Records:** The company will keep a record of all reported concerns and outcomes in line with privacy and data protection laws.

6. False Reports

While ecoDynamics Group encourages all genuine concerns to be raised, it is important to acknowledge that knowingly reporting false or misleading information is considered a serious offense and may lead to disciplinary action.

7. Review and Changes to This Policy

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

8. Contact Information

For any inquiries or to report any concerns related to whistleblowing, please use the following contact details:

Email: HR@ecodynamics.com.au

EAP Converge International: 1300 687 327 or www.convergeinternational.com.au. Contact details for our confidential Employee Assistance Program, available to all employees seeking support.

9. Breaching this Policy

Non-compliance with policy guidelines may result in disciplinary actions, as outlined in ecoDynamics' Code of Conduct Policy.

9. Related Policies

- Code of Conduct
- Group Grievance Resolution Policy and Procedure
- Group Anti-Discrimination, Harassment, Bullying and Victimization policy

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