

1. Version Control

Version	Date	Author	Approved by	Signature
1	02/04/2024	Ali Kader	Nick Somes	
2	25/08/2025	L. Cole	Nick Somes	NS

2. Introduction

At ecoDynamics, we believe business should be a force for good. This Impact and Corporate Social Responsibility Policy sets out how we act on that belief across all areas of our business — balancing profit with positive outcomes for people and the planet.

As a **Certified B Corporation**, ecoDynamics meets high standards of social and environmental performance, accountability, and transparency. B Corp certification underpins our Impact and Responsibility approach, ensuring our actions are measured against global best practice and that we continually raise the bar on how we operate.

3. Purpose

Our Impact and Responsibility policy provides the framework for how ecoDynamics integrates sustainable and ethical practices into everything we do. It guides decision-making, supports compliance, and helps us create long-term shared value for employees, customers, suppliers, communities, and the environment.

Through our **Grassroots Impact Program** and B Corp recertification process, we hold ourselves accountable to measurable, transparent impact.

4. Application

This policy applies across ecoDynamics Group — including ecoDynamics Mulch, Services, Landscaping, and Nursery.

5. Impact and Responsibility Pillars

Governance

- Conduct business with integrity, honesty, and fairness.
- Maintain compliance with all legal and regulatory requirements.
- Use the **B Impact Assessment** to evaluate and strengthen our governance practices.

- Report regularly to stakeholders on our progress through our Grassroots Impact Program and annual B Corp impact updates.

People (Employees and Workers)

- Provide safe, fair, and inclusive workplaces.
- Offer training, professional development, and wellbeing initiatives.
- Use our B Corp standards to benchmark worker rights, health and safety, and workplace equity.
- Encourage employee involvement in sustainability and community impact projects.

Community

- Support and engage with the communities where we live and work.
- Partner with local suppliers, Indigenous businesses, and social enterprises wherever possible.
- Donate 50% of our social enterprise nursery profits to Greening the West, now evolving into a school greening initiative.
- Supply plants to Polyglot Theatre's 'When the World Turns' unique production for children with complex disabilities.
- Collaborate with Deakin University to study the impact of greening in schools on children's health and wellbeing.
- Align our community impact goals with the B Corp pillars of equity, diversity, and inclusion.

Environment

- Minimise our environmental footprint and prioritise regenerative practices.
- Deliver landscaping and infrastructure solutions that restore ecosystems, protect biodiversity, and enhance climate resilience.
- Measure and reduce carbon emissions in line with B Corp environmental performance requirements.
- Embed circular economy principles into our operations, from recycled mulch production to resource-efficient services.

Customers

- Partner with clients to deliver sustainable, purpose-driven outcomes.
- Maintain transparency in our services, products, and impact reporting.
- Apply B Corp principles to build stronger, values-aligned partnerships.

6. Reporting and Accountability

- Progress is measured and shared through the **Grassroots B Corp Impact Program**, employee updates, and external communications.
- As part of our **B Corp Certification**, we undergo a rigorous recertification every three years. This process benchmarks our progress, ensures accountability, and challenges us to continually improve.
- Impact and Responsibility performance will be reviewed annually by the Leadership Team, with updates communicated across the business.

7. Policy Review

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

8. 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
