

## 1. Version Control

Version	Date	Author	Approved by	Signature
1	22/03/2024	Ali Kader	Nick Somes	
2	26/08/2025	R. Ridd	Nick Somes	NS

## 2. Introduction

The ecoDynamics Group, including ecoDynamics Landscaping, ecoDynamics Nursery, ecoDynamics Mulch, and ecoDynamics Services, is dedicated to maintaining the highest standards of integrity, ethics, and professional conduct. Our core values—empowerment, purpose, innovation, inspiration, integrity, collaboration, and community—are the foundations of our corporate culture and guide this Right to Disconnect Policy.

## 3. Purpose

This policy outlines the expectations for all employees across the ecoDynamics Group regarding the right to disconnect from work outside of standard working hours. It aims to ensure that employees can enjoy a healthy work-life balance while maintaining the operational efficiency and integrity of our business.

## 4. Application

This Policy applies to all employees, contractors and other workers of ecoDynamics Group and its associated entities (as that term is defined under section 50 AAA of the Corporations Act 2001 (Cth)).

## 5. Legal Requirements

### Right to Disconnect

If it is reasonable, employees have the right to refuse to monitor, read, or respond to contact (or attempted contact) outside their working hours unless it is unreasonable to do so. This right encompasses all forms of communication, including calls, emails, texts, social media interactions, and messaging services, originating from employers, clients, suppliers, colleagues, or members of the public. By fostering this boundary, the ecoDynamics Group advocates for the well-being of its employees, encouraging them to disconnect and recharge, ultimately contributing to a more engaged and productive workforce. Upholding this right reinforces our commitment to an

environmentally conscious workplace where balance and sustainability extend beyond our ecological practices to our human resources as well.

#### Factors to Consider for Reasonableness

When determining whether an employee's refusal is unreasonable, the following factors must be considered:

- The reason for the contact.
- How the contact is made and its disruptiveness to the employee.
- Compensation or additional pay for being available or working outside ordinary hours.
- The employee's role and level of responsibility.
- The employee's personal circumstances, including family or caring responsibilities.

An employee's refusal will be deemed unreasonable if the contact is required by law.

## 6. Company-Specific Guidelines

### Communication Expectations

- **Monitoring Contact:** Employees should not be expected to monitor, read, or respond to work-related communications outside of their agreed working hours unless previously arranged.
- **Preferred Channels:** For urgent matters, employees may prefer specific communication channels such as personal phone calls rather than email.
- **Role-Specific Arrangements:** Certain roles may necessitate out-of-hours contact due to operational requirements, which will be discussed and agreed upon in advance.

### Compensation for Out-of-Hours Work

Employees required to be available or work outside of their normal hours will be remunerated according to their employment contracts and/or relevant awards or agreements.

### Reviewing Arrangements

Out-of-hours contact arrangements will be regularly reviewed, especially when there are changes in an employee's working hours or personal circumstances.

## 7. Dispute Resolution

Disputes regarding the right to disconnect should first be discussed at the workplace level. If unresolved, parties can seek assistance from the Fair Work Commission, which can make orders to resolve the dispute.

## 8. Training and Support

All employees will be trained on understanding the principles, rights and responsibilities of the Right to Disconnect.

## 9. Policy Review

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

## 10. Breaching this Policy

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

## 11. Related Policies

- Group Workplace Health and Safety Policy
- 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*