

1. Version Control

Version	Date	Author	Approved by	Initial
1	22/03/2024	V. Paparounis	Nick Somes	NS
2	01/10/2025	V.Paparounis	Nick Somes	NS

2. Policy Summary

At ecoDynamics we are committed to responsible environmental stewardship and the safe disposal of hazardous waste. Our policy ensures compliance with all applicable laws and regulations and systems certifications while minimizing our environmental impact.

This policy applies to all businesses under the ecoDynamics Group umbrella, including ecoDynamics Landscaping, ecoDynamics Mulch, ecoDynamics Services, and ecoDynamics Nursery and its employees committing to:

- **Identification and Segregation:** All employees are responsible for identifying hazardous waste generated in their work areas and segregating it from non-hazardous waste. Hazardous waste must be clearly labelled and stored in designated containers.
- **Storage and Handling:** Designated storage areas will be appropriately sign posted, ventilated, secured, and equipped with spill containment measures. Employees handling hazardous waste must receive appropriate training and use personal protective equipment as necessary.
- **Transportation and Disposal:** Hazardous waste will be transported by authorised carriers to licensed disposal facilities in accordance with local, state, and federal regulations.
- **Waste Minimisation and Recycling:** We are committed to minimising waste generation through source reduction, recycling, and reuse initiatives. Employees are encouraged to identify opportunities for waste reduction and participate in recycling programs.
- **Emergency Preparedness:** In the event of a hazardous waste spill or release, employees must follow established procedures for containment, cleanup, and reporting. Emergency contact information and spill response equipment will be readily available.

- **Continuous Improvement:** We will regularly review our hazardous waste management practices to identify opportunities for improvement. Feedback from employees, audits, and regulatory updates will inform our efforts to enhance environmental performance.
- **Employee Training and Awareness:** All employees will receive training on hazardous waste management procedures, environmental responsibilities, and the importance of compliance with company policies. Regular communication and awareness campaigns will reinforce our commitment to environmental protection.
- **Framework of objectives:** Ensuring that our environmental objectives, measurements and continuous improvements align with ecoDynamics' Grassroots Impact Program and global B Corp standards.
- **Compliance and Accountability:** We are committed to upholding the highest standards of environmental compliance and accountability.

By adhering to this policy, we demonstrate our commitment to protecting the environment, ensuring employee safety, and contributing to sustainable business practices. Together, we can create greener futures and make a positive impact on the environment and communities in which we operate.

1. 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.

2. Breaching this Policy

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

3. Policy Review

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

4. 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
