

1. Version Control

Version	Date	Author	Approved by	Signature
1	10/02/2026	V.Paparounis	Nick Somes	NS

2. Purpose

ecoDynamics is committed to operating in a manner that supports the three core pillars of environmental stewardship, social responsibility, and long-term economic viability. This Sustainability Policy outlines ecoDynamics commitment to integrating sustainable practices into all aspects of our operations, decision-making, and relationships with stakeholders.



3. Scope

This policy applies to all ecoDynamics employees, contractors, suppliers, and business partners. It covers all business activities, projects, and services delivered by ecoDynamics.

4. Our Sustainability Principles

ecoDynamics aligns its approach to sustainability with the following core principles:

- Environmental Responsibility – Minimising our environmental footprint and protecting natural systems.
- Social Responsibility – Supporting the health, safety, and wellbeing of our people and communities.
- Economic Integrity – Delivering long-term value through ethical, transparent, and responsible business practices.

- Continuous Improvement – Using data, innovation, and learning to improve sustainability outcomes over time.

5. Environmental Commitments

ecoDynamics will:

- Identify, manage, and reduce environmental impacts associated with our operations, including energy use, emissions, water consumption, and waste.
- Prioritise waste avoidance, reuse, recycling, and responsible disposal practices.
- Seek to reduce greenhouse gas emissions through energy efficiency, low-emission technologies, and responsible transport choices.
- Protect biodiversity and ecosystems by avoiding environmental harm and supporting sustainable land and resource use.
- Comply with all applicable environmental legislation, regulations, and industry standards.

6. Social Responsibility

ecoDynamics is committed to:

- Providing a safe, healthy, and inclusive workplace for all workers.
- Promoting diversity, equity, and inclusion across our workforce and business practices.
- Respecting human rights and ensuring fair, ethical treatment of workers across our operations and supply chains.
- Supporting community wellbeing through responsible engagement, local participation, and positive social impact.
- Encouraging employee awareness, participation, and ownership of sustainability initiatives.

7. Ethical and Responsible Governance

ecoDynamics will:

- Conduct business with integrity, transparency, and accountability.
- Ensure ethical decision-making and responsible risk management.
- Maintain robust systems for compliance, assurance, and reporting.
- Engage openly with stakeholders to understand expectations and respond to sustainability risks and opportunities.

8. Sustainable Procurement

ecoDynamics aims to work with suppliers and contractors who demonstrate responsible environmental, social, and ethical practices. Where practicable, we will:

- Consider sustainability performance in procurement decisions.
- Encourage suppliers to reduce environmental impacts and improve social outcomes.
- Support local and responsible sourcing.

9. Measurement, Reporting, and Assurance

ecoDynamics will:

- Establish measurable sustainability objectives and targets aligned with business strategy.
- Monitor and review sustainability performance using meaningful indicators.
- Report progress internally and externally, where appropriate, in a transparent and accurate manner.
- Use audits, reviews, and feedback systems to drive continual improvement.

10. Roles and Responsibilities

- Leadership is responsible for setting direction, providing resources, and demonstrating commitment to sustainability.
- Managers are responsible for integrating sustainability into planning, operations, and decision-making.
- Employees and Contractors are responsible for complying with this policy and contributing to sustainability outcomes in their roles.

11. Continuous Improvement

ecoDynamics recognises sustainability as an evolving journey. This policy will be reviewed periodically to ensure it remains relevant, effective, and aligned with regulatory requirements, stakeholder expectations, and industry best practices.

12. Legal Compliance and references

- Environment Protection Act 2017
- Protection of the Environment Operations Act 1997
- Environment Protection Act 1993
- Work Health and Safety Act 2011
- Occupational Health and Safety Act 2004 (Vic)
- Modern Slavery Act 2018
- Corporations Act 2001

13. Policy Review

This Sustainability Policy is approved by ecoDynamics leadership and will be reviewed at least every two years, or sooner if required due to changes in legislation, operations, or strategic direction.

Approved by: Nick Somes
Effective Date: 10 02 2026
Next Review Date: 10 02 2028

Please note that any amendments to this document require formal authorisation and must be distributed through official channels to ensure it approved and the 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.

ecoDynamics will comply with all applicable Commonwealth and State environmental, workplace, governance, and modern slavery legislation in the jurisdictions in which we operate.