

Ecologiq Industrial Relations Policy



1. Purpose

Ecologia Group is committed to maintaining positive, fair, and lawful industrial relations across all jurisdictions in which it operates, including Australia and India. This policy supports a respectful, safe, and productive workplace through effective communication, collaboration, and systematic compliance with applicable legislation and recognised management system principles.

Our approach reflects Ecologia's values of integrity, transparency, and respect, and supports our role as a responsible leader in the renewable energy sector.

2. Scope

This policy applies to all Ecologia employees, directors, contractors, and subcontractors engaged in our operations across Australia and India, and forms part of Ecologia's integrated management system.

3. Legislative Compliance

Ecologia is committed to complying with all applicable industrial relations, workplace relations, health and safety, workers' compensation, and equal opportunity legislation relevant to each jurisdiction in which it operates.

This includes, but is not limited to:

- Fair Work Act 2009 (Cth) and associated industrial instruments (Australia)
- Applicable Work Health and Safety Acts and Regulations across Australian states and territories
- Workers' Compensation and Return to Work legislation applicable in Australia
- Applicable labour, employment, and industrial relations legislation in India, including central and state-based labour laws
- Equal Opportunity and Anti-Discrimination legislation applicable within each operating jurisdiction

Legal and regulatory obligations are identified, monitored, and managed through Ecologia's governance framework and management systems, with responsibilities assigned and compliance periodically reviewed.

4. Communication and Dispute Resolution

Ecologia promotes open, respectful, and transparent communication across all levels of the organisation. Structured mechanisms are in place to enable workplace issues to be raised, assessed, and resolved in a timely and fair manner.

All employees and subcontractors are encouraged to raise concerns without fear of retaliation. Matters are managed in accordance with documented procedures, ensuring confidentiality, procedural fairness, and compliance with applicable legal and organisational requirements.

5. Employee Engagement and Development

Ecologia recognises its people as critical to organisational performance and is committed to supporting engagement, capability development, and continual improvement across its workforce in Australia and India.

This includes opportunities for:

- Skills development and training
- Career progression and learning
- Participation in workplace improvement and performance initiatives

6. Health, Safety, and Wellbeing

Ecologia is committed to providing a safe, healthy, and supportive working environment across all operating regions. Workplace health, safety, and wellbeing are integral to our industrial relations approach and are managed through structured systems, defined responsibilities, training, hazard identification, risk management, and performance monitoring processes aligned with applicable regulatory requirements.

7. Quality and Continuous Improvement

Industrial relations practices are integrated within Ecologia's broader management systems and are subject to continual improvement through performance monitoring, internal review, corrective action, and management oversight.

8. Social Responsibility and Community Engagement

Ecologia supports ethical employment practices and responsible business conduct and actively engages in community and social responsibility initiatives across Australia and India, consistent with our organisational values and sustainability objectives.

9. Monitoring and Review

This policy is reviewed periodically, or as required, to ensure ongoing suitability, adequacy, and effectiveness in response to legislative changes, organisational needs, and recognised best practice standards.

The policy is made available to employees and other interested parties on request.

10. Nationwide Contact Information

For industrial relations enquiries or concerns in any operating country or jurisdiction, please contact: info@ecologia.group

écologiq

Engineering Solutions. **Energy** Solutions. **Intelligent** Solutions.

Melbourne

545, 1341 Dandenong Rd,
Chadstone, VIC 3148
T: 03 8564 8551

India

E 48/4, Pocket D, Okhla Phase II,
Okhla Industrial Estate,
New Delhi, Delhi 110020