

Ecologiq Occupational Health, Safety & Wellbeing Policy



1. Purpose

Ecologia Pty Ltd is committed to providing a safe, healthy, and supportive working environment for all employees, subcontractors, clients, visitors, and members of the community across Australia and India. This policy establishes Ecologia's commitment to preventing work-related injury and illness and promoting both physical and psychological wellbeing across all operations.

2. Scope

This policy applies to all Ecologia activities, employees, subcontractors, and worksites across Australia and India and forms part of Ecologia's integrated management system.

3. Management Commitment

Senior management is committed to:

- Providing and maintaining a working environment that is safe and without risks to health and wellbeing
- Eliminating hazards and reducing health and safety risks so far as is reasonably practicable Ensuring operations do not place workers, contractors, clients, or the public at risk of injury, illness, or property damage
- Consulting with workers and their representatives on matters affecting health, safety, and wellbeing
- Providing appropriate information, instruction, training, supervision, and resources Continually improving health, safety, and wellbeing performance through a structured management system

4. Legislative and Standards Compliance

Ecologia is committed to complying with all applicable occupational health and safety legislation, regulations, and codes of practice in the jurisdictions in which it operates.

This includes, but is not limited to:

- Work Health and Safety legislation applicable across Australian states and territories
- Occupational Health and Safety Act 2004 (VIC)
- Applicable occupational health and safety laws and regulations in India, including central and state-based requirements

This policy is aligned with the principles of **ISO 45001:2018 – Occupational Health and Safety Management Systems**.

5. Responsibilities

Directors and Senior Management: Provide leadership, resources, and accountability for health, safety, and wellbeing performance

Managers and Supervisors: Implement this policy, manage risks, and ensure safe systems of work

Workers and Contractors: Take reasonable care for their own health and safety and that of others, and comply with safety procedures and instructions.

6. Implementation

Ecologia implements this policy through:

- Identification of hazards and assessment and control of risks
- Clear allocation of roles, responsibilities, and authorities
- Emergency preparedness and response procedures
- Incident reporting, investigation, and corrective action
- Regular monitoring, auditing, and review of health and safety performance

7. Consultation and Communication

Ecologia maintains open and effective communication with workers and stakeholders and actively consults on matters affecting health, safety, and wellbeing.

8. Continuous Improvement

Health, safety, and wellbeing performance is regularly reviewed to drive continual improvement and ensure the ongoing suitability, adequacy, and effectiveness of controls and systems.

9. Review

This policy is reviewed periodically, and when legislative, organisational, or operational changes occur, to ensure continued compliance and effectiveness

Ecologiq Environmental Policy

Ecologiq Pty Ltd is a diversified business providing consultancy services in architectural design, electrical engineering, structural engineering, and energy solutions management across Australia and India.

1. Management Commitment

The management of Ecologiq Pty Ltd is committed to:

Establishing, implementing, maintaining, and continually improving an Environmental Management System (EMS) in accordance with ISO 14001 – Environmental Management Systems, applicable legal requirements, and client expectations.

Ensuring all employees, contractors, and subcontractors understand their environmental responsibilities and actively contribute to achieving Ecologiq’s environmental objectives within their areas of influence.

2. Implementing the Policy

This policy is implemented through an Environmental Management Program that includes:

Active leadership involvement and accountability at all management levels

Setting, monitoring, and reviewing measurable environmental objectives and targets to support continual improvement, pollution prevention, and reduction of environmental impacts

Incorporating environmentally responsible principles into the design and development of energy-efficient, high-performance solutions and encouraging sustainable sourcing practices across the supply chain

Promoting energy efficiency and environmentally conscious design in all project and product selections

Minimising waste generation and promoting reuse and recycling of electronic and other waste streams

Maintaining effective communication with employees, contractors, clients, regulators, and other relevant stakeholders on environmental matters

Providing appropriate emergency preparedness measures, including procedures, training, information, and supervision

Prompt reporting, investigation, and management of environmental incidents and near-misses to prevent recurrence and mitigate potential impacts

3. Legal and Regulatory Compliance

Ecologiq Pty Ltd is committed to complying with all applicable environmental legislation and regulations in the jurisdictions in which it operates, including but not limited to:

- Environment Protection and Biodiversity Conservation Act 1999 (Commonwealth – Australia)
- Applicable state-based environmental protection legislation across Australian states and territories
- Applicable environmental protection, pollution control, and sustainability legislation in India, including central and state-based requirements

This policy supports Ecologiq’s commitment to environmental responsibility, legal compliance, and continual improvement in environmental performance.

écologiq

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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