



1. Purpose

The purpose of this policy is to ensure the consistent delivery of safe, reliable, and environmentally responsible products and services that meet all applicable legal, regulatory, and customer requirements. We are committed to protecting the environment, safeguarding the health and safety of our employees and stakeholders whilst maintaining an effective management system that drives continual improvement and upholds the highest standards of safety and environmental consideration.

2. Scope

This policy applies to:

- All employees, officers, and directors.
- Contract and temporary workers.
- Third parties including agents, intermediaries, consultants, suppliers, distributors, and any other “associated persons” performing services on behalf of the company.

It applies to all operations worldwide, in both public and private sector interactions, regardless of where the conduct occurs.

3. Culture

Ipeco fosters honesty and integrity in its entire staff. Directors, staff and company representatives are expected to lead by example in adhering to policies, procedures and practices. Equally, suppliers, customers and contractors are expected to act with integrity. As part of this, Ipeco has provided a clear route for directors, employees and representatives to raise concerns, which would be via the **“Speaking Up in Confidence (Whistleblower) Policy.”** Details of this can be found on the company website (www.ipeco.com), on the HR website and through links on the company’s intranet.

Senior management is expected to deal promptly, firmly and fairly with suspicions and allegations concerning environmental, health and safety.

4. Values

Ipeco Holdings Ltd and all its subsidiaries consider the protection and promotion of environmental, health and safety a fundamental value and corporate responsibility, governing all our activities. We recognise that our long term success relies on the consistent delivery to meet our statutory and regulatory obligations.

Our aim is to create an employee-orientated, high performance business culture that emphasises participation, safety, productivity, goal attainment and the development of a world class workforce.

Fundamental to the development our business culture is the requirement that our employees, contractors and visitors are provided with safe working conditions and undertake work activities that do not cause harm to themselves or the environment.

5. Commitment

Ipeco is committed to operating an environmental, health and safety management system that:

- 1 Set, maintain, and review clear objectives that align with our strategic direction and evolving customer needs
- 2 Apply risk based thinking to provide a safe and healthy workplace whilst preventing work related injury and/or ill health
- 3 Comply fully with all applicable statutory, and regulatory requirements
- 4 Minimise the impact of our activities, products and services on the environment
- 5 Equip employees with the necessary training, skills, and support to perform their roles effectively
- 6 Promote ethical behaviour, accountability, employee well-being and a culture of continuous improvement across the organisation.
- 7 Monitor performance, analyse data, and drive ongoing improvement of our processes, products, and outcomes.

6. Responsibilities

Employees shall:

- Comply with all applicable procedures, processes, and requirements
- Ensure they take personal responsibility for working in a safe manner that does not impact the health, safety, or well-being of others and the environment
- Report nonconformities, risks, and opportunities for improvement
- Maintain awareness of their contribution to environmental, health and safety objectives
- We will promote and expect to see continuous improvement in all aspects of performance, prioritising environmental, health and safety practices above all other objectives and goals.

Managers shall:

- Ensure processes are established, implemented, and maintained effectively
- Provide appropriate resources, training, and support to personnel
- Monitor process performance and address risks and nonconformities
- Promote a culture of quality, safety, and continual improvement

Senior Management shall:

- Establish, communicate, and maintain this policy and objectives
- Ensure the effectiveness and integration of the Environmental, Health and Safety Management System
- Provide adequate resources to achieve safe, healthy workplace and the company's safety objectives
- Demonstrate leadership and commitment to safety, compliance, and continual improvement

7. Participation

All personnel are encouraged to take ownership of environmental, health and safety within their roles, contribute to continual improvement, and report risks and nonconformities. Through appropriate training, awareness, and open communication, employees are empowered to support compliance, environmental, health and safety.

8. Review

This Environmental, Health and Safety Policy is reviewed regularly to ensure it remains aligned with our strategic priorities and responsive to the changing needs of our statutory and regulatory requirements.

Further information on the company's environmental, health and safety management systems in the company's **Environmental, Health and Safety Manual (IPEX 09)** which can be found on the company intranet.



[Steve Johnson \(Apr 9, 2026 07:56:09 PDT\)](#)

Steve Johnson
Chief Executive

Revision

<u>CURRENT ISSUE</u>	<u>DATE OF CHANGE</u>
1	Oct-2016
2	Jul-2017
3	Jan-2018
4	Jan-2019
5	Jan-2020
6	Jan-2021
7	Jan-2022
8	Jan-2023
9	Mar-2024
10	Jan-2025
11	Jan-2026
12	Apr-2026