

Corporate & Social Responsibility Policy

The Company defines Corporate Social Responsibility as follows:

- a) Conducting Business in a socially responsible and ethical manner
- b) Protection of the environment and the safety of people
- c) Supporting Human Rights both in the UK and abroad
- d) Engaging, learning from, respecting and supporting the communities and cultures with which we work and interact with.

The Company will ensure that all matters of Corporate Social Responsibility are supported throughout our operations in all areas of the business. The Company are committed to being recognised as an organisation considerate of Corporate Social Responsibility based on:

PEOPLE

Finding, supporting and developing great people throughout the IPS

We strive to ensure all colleagues enjoy their work and have opportunities to consistently amaze our customers through their friendly expertise. As such, we continue to invest in apprenticeship, professional and leadership development programmes and actively look for ways in which we can promote and increase the diversity of our workforce.

ENVIRONMENTAL MANAGEMENT

Managing our impact on the environment in a responsible and ethical manner

We know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes into place to prevent, reduce and mitigate them.

RESPONSIBLE TRADING

The Company will engage stakeholders clearly, honestly and respectfully.

We are committed to maintaining high standards amongst all our stakeholders, clients, suppliers, employees, indigenous, regulators, among others.

We oppose the exploitation of workers and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.

COMMUNITY

The Company will integrate and support communities and charitable works

We recognise that we play an important role in our local communities and we aim to make the communities in which we operate and interact with better places. We encourage and empower our employees to get involved with their local communities and charitable organisations. We extend this to communities abroad.

CSR Interfaces

IPS CSR policy is underpinned by its policies and core values.

IPS 3 core values are 'People values' rather than 'Company Values' as IPS management believe values are lived and must be natural. These are:

People Values

#1 - Help Others: help all parties from clients, work colleagues, family, friends and people in the community,

#2 - Give 100%: always gives one's best to clients', family or one own individual tasks,

#3 - Honor Commitments: Fulfill ones' commitments made to people from all parts of life