



# Sustainability Policy Statement

## Introduction

At IPS Flow Systems we are committed to ensuring sustainability is at the heart of our operations, our culture and our longer-term strategy.

Sustainability can be categorised into three main areas and are cited below:

- 1) Environmental Matters
- 2) Social Matters
- 3) Governance Matters

These 3 factors are commonly abbreviated to ESG.

We recognise that our operations have an impact on contributing to a more sustainable world. Through our leadership, IPS are able to influence and drive positive change.

## Aims

The aim of this policy is to outline the actions and principles that IPS commit to adhering to. These actions aim to ensure that ESG sustainability considerations form part of our day-to-day operations, as well inform our strategic development planning.

## Our sustainability Principles

- **Our commitment to contributing to an environment for the future** - Adopting low carbon technologies, preventing pollution, shortening supply chains where feasible, protecting eco-systems, and engaging with customers and supply partners with the aim of achieving carbon reduction success.
- **Our commitment to contributing a better society for the future** – promoting greater sustainability knowledge for customers, supply partners and employees, creating safe and secure workplaces for our employees and supply partners' employees, and creating an environment that nurtures diversity, equality and inclusion.
- **Our commitment to contributing to a responsible business for the future** – Supporting and promoting strong economic growth with governance within our own



operations. We will also apply governance to our supply partners. We commit to strong codes of conduct that provide integrity, protection, and fair treatment to everyone involved in our value chains.

## We will do this by:

- Understanding our stakeholders' expectations and requirements in relation to the environment, the UN Sustainable Development Goals, and the UN Agenda 2030
- Linking our tactical goals to the UN Sustainable Development Goals
- Engaging with our internal and external stakeholders in order to communicate our sustainability expectations
- Remain in touch with changing stakeholder sustainability expectations by continually engaging with our stakeholders
- Conducting materiality analysis to ensure we are focussed in the most relevant areas
- Ensuring our people are continually training in sustainability areas
- Adopting a philosophy of continual improvement & learning
- Improving resource efficiency, including the use of water, energy (including transport-related energy usage) and raw materials
- Increasing awareness of climate change and improving the assessment of climate-related risks, including the development of appropriate mitigation measures
- Valuing diverse skills and contributions by improving diversity and equality knowledge and practices
- Further developing policies that underpin our commitment to diversity
- Committing to the Indutrade Code of Conduct

## Roles and Responsibilities

### **Managers will:**

- Familiarise themselves with the Sustainability Policy
- Ensure that matters of sustainability are effectively communicated to employees
- Commit to promoting the importance of Environmental issues, Social sustainability matters and governance
- Treat employees sustainability concerns with sensitivity & respect
- Ensure related policies are maintained and further developed where appropriate
- Review and adjust this policy to remain up to date with the forever changing sustainability environment

### **Human Resources will:**

- Ensure that training is made available when and where required
- Commit to an employee onboarding process that promotes IPS' commitment to sustainability



**Employees will:**

- Take personal responsibility for acting in a sustainable manner while at work
- Engage in sustainability related training

## Implementation, review and monitoring

**The senior management of this organisation will:**

- Monitor the implementation of this policy
- Maintain an overview of its effectiveness
- Review it as required

**Andrew Lamb MA (Dunelm), MIOD  
Managing Director**

**Change History Record**

Issue	Description of Change	Approval	Date of Issue
1	Original	Managing Director	30 <sup>th</sup> January 2024