

IPE GLOBAL LIMITED

COMMITMENT TO SUSTAINABILITY

IPE Global Limited ("the Group") has long focused on providing solutions for its Clients to address infrastructure, water, environment, energy, and international development needs. We lead and support programmes that minimise our collective impacts on the environment - through the solutions we provide for our Clients; through our procurement and subcontracting practices; by the processes we use within the Group to promote sustainable practices, reduce costs, and minimise environmental impacts; and through employee-supported activities such as IPE Cares campaigns.

Since joining the United Nations Global Compact in 2017, the Group has been aligning its strategies and activities to the ten principles, meeting fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. As a company delivering sustainable international development often in fragile environments, we believe that establishing a culture of integrity – and being responsible to the world we live in – is core to achieving long-term success. On a daily basis and on a global scale, the Group's work plays a direct role in helping to achieve the balance that will allow future generations to access the necessary resources to meet their needs.

The Group takes responsibility for the suppliers and partners we work with and expect from them the same level of integrity, honesty and ethical behaviour as they can expect from us. We also expect our suppliers to share these standards with their supply chains and partners.

The Group's commitment to sustainability is underpinned by its business principles and aims to take a leadership role by advancing global understanding of sustainability, developing strategic partnerships and implementing best practice to reduce the impact of our operations on the environment and people.

In line with sustainable business practices, the Group is committed to:

- Promote sustainable business models, practices and solutions
- Limit our environmental impact
- Uphold the highest standards of governance and ethics within the countries the Group operates
- Fully subscribe to the key principles of sustainable development, namely, inclusivity, integrity, stewardship and transparency
- Keep our staff members healthy and safe
- Be a responsible and inclusive employer and client
- Use material and energy efficiently to provide our services
- Engage positively with communities and stakeholders where we operate
- Strive to identify, assess, manage and improve the elements of its operation that can impact on social accountability
- Encourage suppliers and partners to support the Group's principles and commitment to sustainability and introduce programmes aimed at supporting these principles.

This Commitment to Sustainability is communicated to every employee and available to all other interested parties. Any revisions including amendments or changes will be approved and communicated by the senior management.



M. K. Padma Kumar
Chief Operating Officer

July 19, 2020