



# Environmental, Social & Governance (ESG) Policy

IPD Group Ltd (ACN 111 178 351) (Company)  
Adopted by the Board on **14 September 2023**  
(amended on 22 May 2024)

IPD Group Limited  
ABN 12 111 178 351  
[www.ipdgroup.com.au](http://www.ipdgroup.com.au)

**HEAD OFFICE**  
43 Newton Road, Wetherill Park, NSW, 2164  
PO Box 6422, Wetherill Park, NSW, 1851  
Tel: (02) 9645 0777  
Fax: (02) 9645 1608

At IPD Group, we are committed to integrating environmental, social, and governance considerations into our business activities and decision-making. We recognise that by prioritising ESG factors, we can align our actions with our mission statement and company values, contributing to a sustainable world and generating long-term value for our stakeholders.

### Environmental Responsibility:

- We are dedicated to minimising our environmental impact by adopting sustainable practices, conserving resources, and taking action to reduce our impact on climate change throughout our operations.
- We actively promote the adoption of electric vehicles (EVs) and contribute to the development of EV charging infrastructure to accelerate the transition to clean transportation.
- We strive to develop and provide innovative solutions that help our customers optimise energy usage, reduce waste, and promote environmental stewardship, which collectively support their climate change efforts.

### Social Impact:

- We prioritise the health, safety, and well-being of our employees, customers, and the communities in which we operate.
- We aim to cultivate a diverse and inclusive workplace where all employees feel valued, respected and supported. We will enhance diversity representation, promote equitable opportunities, and foster an inclusive culture.
- We engage with local communities, supporting initiatives that promote inclusion, social development, and environmental awareness.

### Governance and Ethics:

- We maintain strong corporate governance practices, ensuring transparency, accountability, and sound decision-making at all levels of our organisation.
- We comply with all applicable compliance obligations and strive for excellence in cybersecurity to protect our stakeholders' information.
- We promote a culture of integrity, honesty, and ethical behaviour, treating our employees, customers, and stakeholder with fairness and respect.

### Stakeholder Engagement:

- We actively engage with our stakeholders, seeking their input and understanding their perspectives to inform our ESG strategies and initiatives.
- We collaborate with relevant stakeholders to develop sustainable solutions that address shared challenges and drive positive change.
- We communicate openly and transparently about our ESG performance, goals, and progress, and welcome feedback to improve our practices.

### Continual Improvement:

- We strive for continual improvement in our ESG and cybersecurity performance, setting ambitious targets and assessing our progress.
- We invest in research, development, and innovation to create new technologies that advance sustainability, seek to reduce the impact of climate change and cybersecurity.
- We continuously expand and enhance our electric vehicle charging infrastructure to meet the growing demand and support the widespread adoption of electric vehicles.

Through our ESG, we uphold our mission, values, and commitment to powering, automating, and connecting to build a secure and more sustainable world for all. We recognise the importance of electric vehicle charging infrastructure in the transition to clean transportation and are dedicated to contributing to this vital aspect of environmental sustainability.

IPD Group Limited

ABN 12 111 178 351

43 Newton Road, Wetherill Park, NSW, 2164

PO Box 6422, Wetherill Park, NSW, 1851

Tel: (02) 9645 0777 Fax: (02) 9645 1608

[www.ipdgroup.com.au](http://www.ipdgroup.com.au)