

# IPL group | Occupational Health & Safety Policy

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IPL group (comprised of Innovative Products Ltd & OMNI Instruments Ltd) is a customer-focused, innovative, value-driven organisation that designs, manufactures and supplies infrastructure products, services and solutions to customers worldwide. High-quality innovative products, creative engineered solutions, excellent customer service and socially responsible business practices define the organisation since its establishment in 1975.

IPL group values safety. We know the benefit in the wellbeing of employees, safety in our product design, solutions, and service delivery. We follow the established hierarchy of hazard controls and strive to put safety first in all we do to ensure the care of people: our employees, partners, visitors, contractors, and customers, those affected by our work and those who will inherit it. Our occupational health and safety (OH&S) policy is led by this aim and conveys our commitment to providing safe and healthy workplaces, preventing accidents, work-related injury, and ill health, as well as proactively improving our OH&S performance. Under senior management leadership, Health & Safety, Quality and Environmental control is built into an Integrated Management System (IMS) that is designed to ensure that customer and applicable statutory and regulatory requirements are identified, understood, and consistently met.

All IPL group defined crucial processes operate within the IMS framework and our established and certified Occupational Health & Safety Management System, in accordance with ISO 45001:2018 standard. Our OH&S management system has grown with the development of the organisation and is based on: assessment of risk and opportunity; implementation and measurement of health and safety objectives, with the aim of continual improvement in the way we plan, manage and carry out our work. As such, our OH&S management system applies to daily activities and is a trusted means of achieving IPL group's strategic goals. It is within this context that policy is reviewed, updated and scope of certification aligned with our core business: "design, manufacture, supply and service of infrastructure products for utilities, environmental and industrial sectors".

In summary, the Board of Directors, Senior Management and Staff of IPL group commit to our OH&S management system and policy. We aim to:

- Provide consistent good planning by management whereby we set, check, and update objectives and measure the effectiveness of the OH&S management system against changing circumstances, legal compliance, customer requirements, external review for certification and internal audits, always with the aim of improved OH&S performance in safe and healthy working conditions, the elimination of hazards, reduction of risks and prevention of work-related injury and ill health.
- Implement risk-based thinking and emergency preparedness, analyse key activities and opportunities, show evidence-based decision-making in which all IPL group critical processes are established, documented, resourced appropriately and monitored to meet intended results.
- Promote mutually beneficial relationships with all interested parties, customers and suppliers, in order to better understand their requirements, and interdependent processes to ensure legal compliance and proactive improvement of OH&S performance.
- Use qualified consultation, build IPL group team competency levels and support individual expertise and professional experience through recruitment, mentoring, personnel training, skill development and promotion.
- Have all IPL group employees know their legal responsibility and accept safety as an individual duty and prerequisite in the planning of activities to safeguard the welfare of themselves and others.
- Maintain a participatory safety culture whereby all IPL group personnel advance the organisation's OH&S objectives, are responsible for those aspects of the OH&S management system under their control, and ensure compliance to standards, codes of best practice, legislative, regulatory and customer requirements.
- Ensure our OH&S management system and policy is applicable to the jurisdictions in which we operate and that it is communicated, understood and applied by all relevant parties, reviewed annually, amended and re-issued as necessary.



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