



Statement of Values

IPH Limited

ACN 169 015 838

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1. Introduction

IPH Limited (ACN 169 015 838) (**IPH**) and its related entities (each an **IPH Entity** and collectively the **IPH Group**) are leaders in the delivery of intellectual property (**IP**) services and products and each IPH Entity is renowned for being a professional, ethical and honest business organisation.

The success of the IPH Group within the IP industry is underpinned by a number of core values, set out below. These values assist the IPH Group to deliver tailored commercial solutions to our clients, create and maintain value for our stakeholders and empower our people.

The values set out in this Statement of Values (**Statement**) are inculcated across the IPH Group and supported by the standards and behaviours set out in our Code of Ethics and Professional Conduct. As a result, the IPH Group maintains its reputation and standing in the community as an ethical business organisation, which is important to its ongoing success.

2. Scope

IPH expects all members of the Board and all staff members of all IPH Entities, including officers, executives, managers, professional and administrative staff members (collectively, **IPH Personnel**) to familiarise themselves and personally commit to act in a way that is consistent with the values set out in this Statement.

3. Our Values

IPH's success is underpinned by the following core values:

- **Excellence** in service delivery to our clients
- **Innovation** in value creation
- **Integrity** in business practices
- **Efficiency and effectiveness** in our operations
- **Empowerment and engagement** of our people.

4. Training

Over time, all IPH Personnel will receive “refresher” training on the values of the IPH Group to ensure that behaviours in the workplace reflect these values. Managers at all levels are responsible for ensuring that employees reporting to them are made aware of the values set out in this Statement and the standards and behaviours expected to uphold those values.