

IPH Group Diversity, Equity and Inclusion Policy



1. Purpose & Commitment

IPH Limited (ACN 169 015 838) (**IPH**) and its related entities (including its alliance partners) (each an **IPH Entity** and collectively the **IPH Group**) recognise that diversity, equity and inclusion (**DE&I**) are critical to sustainable performance, client service excellence and the IPH Group's long-term success.

This Policy outlines the IPH Group's ongoing commitment to fostering a diverse, inclusive and respectful workplace aligned with our core values, as set out in the IPH Group Statement of Values.

2. Definitions

Diversity refers to the unique attributes and experiences of individuals and groups, including (but not limited to):

- Gender identity and expression
- Sexual orientation
- Age
- Ethnicity and cultural background
- Disability and neurodiversity
- Religious or spiritual belief
- Socio-economic background
- Family or caring responsibilities
- Marital or relationship status
- Lived experience

We also recognise that people may identify with more than one of these attributes. The **intersectionality** of these identities can shape how individuals experience inclusion, access and opportunity.

Equity means recognising and addressing both systemic and individual barriers to participation and advancement, ensuring that everyone has fair access to the support and opportunities they need to thrive.

Inclusion involves fostering a culture where everyone feels respected, valued and empowered to contribute, knowing their unique perspectives and identities are welcomed and supported.

3. Objectives

The IPH Group's commitment to DE&I supports our aim to build a sustainable, innovative and high-performing organisation. The objectives of this Policy are to ensure the IPH Group:

- a. builds and maintains a workplace where all our people feel valued, respected, safe and empowered to contribute. We welcome people of all genders, sexual orientations, ages, cultural backgrounds, disabilities, ethnicities, religious beliefs, socio-economic backgrounds, marital or family statuses, perspectives and experiences;
- b. ensures fair and equitable access to opportunities across the IPH Group;
- c. leverages the different experiences, backgrounds, ideas and insights of our diverse workforce and the communities and clients we serve to help achieve the IPH Group's strategy and purpose; and
- d. demonstrates leadership in diversity, equity and inclusion across the IP profession.



4. Strategic Commitment

To advance these objectives, the IPH Group commits to embedding DE&I principles into aspects of our operations. This includes:

- a. including inclusive practices in talent acquisition, onboarding, performance management and career development to develop broad representation amongst skilled and experienced employees, senior executives and the IPH Limited Board (**Board**);
- b. building diverse talent pipelines through development, mentoring and sponsorship initiatives;
- c. designing and reviewing policies, systems and processes through an inclusive lens;
- d. offering flexible work arrangements and supportive policies that meet the diverse needs of our people;
- e. delivering targeted DE&I education, training and awareness programs;
- f. monitoring workforce data and pay equity to inform actions and track progress;
- g. providing safe and confidential mechanisms for raising concerns about discrimination, harassment or bias, and acting on them appropriately;
- h. promoting regionally relevant initiatives that celebrate diversity and raise awareness of cultural, historical and social differences; and
- i. implementing any other strategies approved by the Board and/or management from time to time.

These commitments are delivered through the IPH Group's DE&I Strategy, which sets out initiatives, timeframes and accountability measures. Any Board-determined measurable objectives (**Measurable Objectives**) will be set and assessed annually.

5. Monitoring and Evaluation

Progress will be monitored and evaluated through the following mechanisms:

- a. publication of relevant measurable DE&I objectives and progress in the IPH Limited Annual Report;
- b. regular gender pay gap analyses and equity reviews in line with local legislative requirements;
- c. collection and analysis of workforce demographic data; and
- d. regular review and audit of DE&I-related policies, procedures and practices.

6. Reporting

Measurable Objectives and progress against those objectives will be included in the IPH Limited Annual Report each year.

7. Review and Updates

This Policy will be reviewed regularly to ensure it remains fit for purpose and aligned with stakeholder expectations, legal obligations, and the IPH Group DE&I Strategy.

All updates to this Policy will be published on the IPH Limited website and communicated internally.



Revision history / version	Date	Summary of changes	Author
1.0	June 2016		
2.0	July 2020	Diversity Policy updated	PMH
3.0	May 2022	Diversity Policy updated	SAM
4.0	June 2025	Diversity Policy updated	SAM

