



Reflect Reconciliation Action Plan

July 2025 to July 2026

Traditional Knowledge and Customs have been transferred from generation to generation by First Nations people through sacred ceremony and practice for over 60,000 years.

As modern specialists in knowledge protection and management we pay our deep respect to Aboriginal and Torres Strait Islander elders past present and emerging who have worked and continue to work to ensure future generations can also access the benefits of that deep understanding of country and lore, and pledge to deepen our contribution to that process.

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Statement from **Karen Mundine** Chief Executive Officer of Reconciliation Australia

Inaugural Reflect RAP

Reconciliation Australia welcomes IPH Limited to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

IPH Limited joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables IPH Limited to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations IPH Limited, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

IPH Limited joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

The artwork is envisioned as a living constellation. Each IPH firm is represented as a star — bright, distinct and purposeful. These stars are connected by fine lines that reflect shared values, forming a constellation that radiates from a central point of guidance: IPH.

Karen Mundine
CEO
Reconciliation Australia



About the artist, **Alysha Menzel** and her artwork, **Shining Pathways, Shared Future**



This journey is grounded in relationships with First Nations communities, built on respect, listening, and meaningful action. Together, the firms stand united in their commitment to reconciliation, guided by a shared purpose and a belief in a future of belonging and opportunity for all.

The artwork

A visual language of unity, guidance, and shared purpose across Country

The artist

Alysha Menzel is a proud multicultural First Nations woman. She is a descendant of the Samsep people of Erub Island in the Torres Strait, as well as of Chinese, Malaysian, German, Irish, and Scottish descent. A multi-disciplinary creative, with a focus on art, illustration, and design, Alysha is influenced and inspired by her Torres Strait Islander and Saltwater heritage, exploring her connection to Country and identity within it. With a varied professional and cultural background, she is committed to using creativity to help build a more inclusive and diverse world.

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Variations in colour, line, and form symbolise the support, empowerment, and collaboration between the IPH Group, their employees, and First Nation Communities across Australia. The artwork highlights the importance of nurturing these relationships and the strength that comes from two-way learning, mutual respect, and connection.

Shining Pathways, Shared Future

Shining Pathways, Shared Future represents the reconciliation journey of IPH and its Australian member firms: Applied Marks, Griffith Hack, Pizzey's, and Spruson & Ferguson. Each firm brings unique expertise, yet they are united by shared values and a commitment to walking alongside First Nations peoples.

At the centre is IPH, a place of connection and support.

Alysha Menzel
Artist





Shining Pathways, Shared Future

By Alysha Menzel

Journeys / pathways

Flowing paths connect the constellations, illustrating the ongoing journeys, relationships, and knowledge shared across the group.

Central guiding constellation

At the heart of the artwork is a central guiding constellation, symbolising IPH as the source of connection, leadership, and shared purpose.

Country

Layered textures, patterns, and grounding forms reflect the depth and diversity of the land, honouring Country as the foundation for connection, knowledge, and growth.

Individual constellations

Each member firm is represented as its own constellation, distinct in identity but connected through shared pathways. The stars symbolise knowledge and guidance, drawing on First Nations cultural traditions where constellations carry stories and guide journeys.



Statement from **Dr. Andrew Blattman**, Chief Executive Officer and Managing Director of IPH Limited

I'm pleased to present IPH Limited's Reflect Reconciliation Action Plan (**RAP**), a meaningful step forward in our commitment to fostering a deeper understanding of reconciliation across our business.

IPH Limited began its operations in Australia and has now expanded into an international network across Asia, Canada, and New Zealand. Through the introduction of our first RAP, we are committed to fostering greater awareness, respect, and understanding of the cultures, histories, and contributions of First Nations peoples.

At IPH Limited, we are committed to providing equal opportunity across our business and empowering our people with the tools to develop their education and grow. With this RAP, we acknowledge that it is our responsibility to continue to embed a deep understanding of reconciliation and cultural awareness across our workforce, not just for our Australian people, but in all nations in which we operate.

We recognise that by enhancing our knowledge and incorporating meaningful reconciliation actions in our business, we contribute to building a strong foundation for reconciliation across Australia. Our vision is to foster genuine collaboration with First Nations communities through partnership, sponsorship, and procurement, working together towards real change.

IPH Limited is the holding group for some of Australia's largest IP firms and is committed to exploring ways in which we can use our prominent position in the IP community to influence positive outcomes. Our RAP is built on contributions from diverse areas of our Australian business forming a dedicated working group, as well as support from Cross Cultural Consultants, an Aboriginal-owned and managed company who have provided valuable guidance in ensuring our approach is culturally appropriate and impactful.

We look forward to implementing our Reflect RAP and fulfilling the commitments and initiatives outlined within. We are excited to embark on this important journey to strengthen our relationships with Australia's First Nations communities, and to work with our people as we take the next steps in our reconciliation journey.

With this RAP, we acknowledge that it is our responsibility to continue to embed a deep understanding of reconciliation and cultural awareness across our workforce, not just for our Australian people, but in all nations in which we operate.

Empowerment and engagement of our people are core values and fostering a culturally safe and inclusive workplace for all employees is part of who we are.

Statement from **Fiona Darlington**, Chief People & Communications Officer of IPH Limited and IPH Group Reconciliation Action Plan Executive Sponsor

I'm very pleased to have played a role in the creation of IPH Limited's inaugural Reflect RAP, an important and exciting step forward in developing our commitment to genuine, long-term reconciliation. By introducing our Reflect RAP, we are forging a path towards building meaningful relationships with Aboriginal and Torres Strait Islander peoples, and ongoing education about First Nations histories, cultures, and voices across our Australian business and beyond.

Reconciliation is a shared responsibility – each of us has a role to play in driving and embedding positive change. With this RAP, IPH Limited is proud to be a part of the broader Australian journey towards reconciliation, recognising the enduring cultural significance and contributions of First Nations peoples.

We believe that lasting change is found by combining education and action. At IPH Limited, we are committed to raising awareness across our organisation, and creating genuine opportunities throughout our business operations for Aboriginal and Torres Strait Islander peoples through employment, development, and partnership. Empowerment and engagement of our people are core values and fostering a culturally safe and inclusive workplace for all employees is part of who we are.

We pledge to remain transparent and accountable for progress against the pillars laid out in this RAP by setting measurable goals and reviewing them regularly. I look forward to sharing our journey as we continue to walk the path towards reconciliation.

Dr. Andrew Blattman

Chief Executive Officer
and Managing Director
IPH Limited



Fiona Darlington

Chief People &
Communications Officer
IPH Limited

IPH Group Reconciliation
Action Plan Executive Sponsor



What is a Reconciliation Action Plan?

The RAP Program was established in 2006 to support Australian organisations in implementing meaningful and lasting initiatives that contribute to reconciliation with First Nations peoples. Built on the core pillars of relationships, respect, opportunities, and governance, RAPs provide a structured framework to embed reconciliation into workplace practices and community engagement. These pillars empower individuals, organisations, and communities to turn good intentions into tangible actions that drive progress in the national reconciliation movement.

Our Reflect Reconciliation Action Plan Working Group

The RAP Working Group (RWG) is responsible for leading the development, implementation, and ongoing delivery of our RAP. This group plays a key role in ensuring that reconciliation is meaningfully embedded across our organisation.

Made up of employees from a range of businesses and teams across the IPH Group, the RWG brings diverse perspectives and a shared commitment to advancing reconciliation. To help guide the formation and direction of the RWG, we have been working closely with Cross Cultural Consultants (CCC), an Aboriginal-owned and managed business whose insights and guidance have been instrumental in shaping our approach. We are also committed to building relationships that support future recruitment and participation of First Nations people.

Guided by CCC, the RAP Working Group is led by **Sharlee Roberts**, Human Resources Manager, together with the following members:

Abbie Johnston	Talent Acquisition Manager
Chilo Elinon	Graphic & Digital Designer
Jess Reibelt	HR Coordinator
Karen Sinclair	Principal
Luke Cuell	Internal Communications Manager
Marnie Squires	Senior Business Development Manager
Michael Christie	Principal
Rachel Craft	Marketing & Communications Manager
Sally Bariol	Corporate Affairs Manager
Sara Pearson	Senior Associate
Sarah Cox	Senior Associate
Shannon Cassin	Regional Head of Human Resources

To help guide the formation and direction of the RWG, we have been working closely with CCC, an Aboriginal-owned and managed business whose insights and guidance have been instrumental in shaping our approach.



About IPH Limited – A leading international IP services group

AJPark

applied
marks

GRIFFITH—HACK

PIZZEYS

ROBIC

SMART & BIGGAR

SPRUSON &
FERGUSON

IPH Limited (IPH) is a professional services firm providing intellectual property services across the world. Intellectual property (IP) is defined as creations of the mind such as inventions, literary and artistic works, designs and symbols used in commerce.

IPH owns multiple businesses providing IP services for a broad range of multinationals, public sector research organisations, SMEs, and professional services firms across 26 IP jurisdictions.

Since listing on the Australian Securities Exchange (ASX) in 2014, IPH has experienced rapid growth, a testament to the group's strong record of successful strategic acquisitions and mergers. Our firms have been an integral part of the Asia Pacific's IP sector for more than 130 years, and in late 2022 the group expanded into Canada.

IPH has a highly diverse and skilled workforce, comprising Patent and Trade Mark Attorneys, Lawyers, and a range of specialist support staff. In addition, we have dedicated teams across corporate services, all working collaboratively to support our clients and business operations.

Our Attorneys and Lawyers bring a strong academic foundation to their roles, typically holding tertiary qualifications in Science, Technology, Engineering, or Mathematics (STEM), and Law often complemented by

The IPH Group owns the following Intellectual Property businesses:

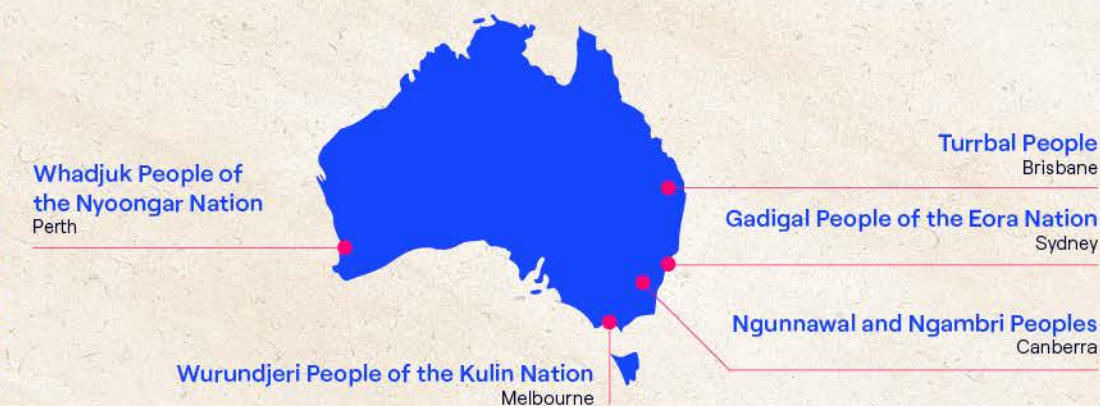
- » AJ Park (New Zealand)
- » Applied Marks (Australia)
- » Griffith Hack (Australia)
- » IPH Limited and IPH Services (Australia)
- » Pizzeys (Australia and Singapore)
- » ROBIC (Canada)
- » Smart and Biggar (Canada)
- » Spruson & Ferguson (Australia, China, Hong Kong SAR, Indonesia, Malaysia, Philippines, Singapore, and Thailand)

postgraduate degrees in IP Law. This unique blend of technical expertise and legal acumen allows them to deliver strategic, high quality advice tailored to the complex and evolving needs of our clients.

IPH has not previously measured workforce diversity, including Aboriginal and Torres Strait Islander identity, as this information has not been requested or collected from employees. In 2025, we plan to strengthen our approach by implementing a Human Resources Information System (HRIS), which will enhance our ability to capture, report on, and monitor Diversity, Equity & Inclusion data more effectively.

Our Australian offices are located on the Traditional Lands of:

Our Attorneys and Lawyers bring a strong academic foundation to their roles, typically holding tertiary qualifications in STEM, and Law often complemented by postgraduate degrees in IP Law.



Our partnerships and current activities

We intend to extend our current activities in the Reflect RAP phase to ensure all Australia-based employees are included and an appropriate level of knowledge is shared to our international businesses.

In 2025, as part of our Reflect RAP journey, we carried out initiatives closely aligned with the pillars of our RAP framework. These actions have laid a solid foundation for our reconciliation efforts, and we remain committed to strengthening and expanding them. We are actively advancing our RAP commitments, focusing on achieving measurable progress. Some key activities from 2025 that we are building upon include:

Relationships

- » Partnered with CCC, an Aboriginal-owned and managed business, to guide us on our RAP journey, ensuring culturally appropriate and effective strategies.
- » As part of our commitment to First Nations commercial development, we prioritise procuring goods and services from First Nations-owned businesses. This approach helps build sustainable partnerships, supports economic growth, and aligns with our broader reconciliation goals.



Respect

- » To support National Reconciliation Week, we hosted a virtual presentation by Tully Mahr, a proud Gundungurra woman, STEM advocate, and professional speaker, aligned with the 2025 theme, Bridging Now to Next. The session encouraged us to look ahead, reflect on the lessons of the past, and move forward together toward a more inclusive future.
- » Partnered with Modern Custodian to facilitate a workshop on the significance and proper delivery of the Acknowledgement of Country, further enhancing our understanding and respect for Indigenous customs.



Opportunities

- » An Aboriginal cultural awareness instructor-led virtual training program, developed by CCC, is being introduced across all Australian businesses within the IPH Group. Delivered via CCC's Learning Portal, this 60-minute session helps employees deepen their understanding of Aboriginal and Torres Strait Islander histories, cultures, and traditions. It covers key topics such as spirituality, relationships, communication protocols, employment, and procurement.

The training will be included in our onboarding program and offered to all existing staff, supporting a respectful, inclusive, and culturally aware workplace.



Governance

- » Formed the RAP Working Group to oversee the successful implementation and ongoing review of our RAP activities, with regular meetings scheduled to ensure progress, accountability, and continuous improvement.



To deepen understanding, we'll expand cultural awareness training and education, helping staff recognise their role in reconciliation and in supporting Closing the Gap - a national effort to address the inequities faced by First Nations peoples.

Our Reconciliation Action Plan

IPH acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of this Nation and the Custodians of the lands on which our Australia-based member firms live and work. We believe that our expertise in protecting IP gives us an opportunity (and an international platform) to support and advance reconciliation with First Peoples and specifically support the protection of Indigenous Knowledge.

As a large corporate entity operating in Australia, part of our social licence to operate is to use our influence to support critical causes like reconciliation. IPH is committed to embedding reconciliation into our values, actions, and culture, by fostering education, understanding, and mutual respect.

As we develop our first RAP, we aim to:

- » Educate our people and grow understanding of Aboriginal and Torres Strait Islander cultures within our sphere of influence;
- » Celebrate diversity and foster mutual respect in our workplaces;
- » Support Aboriginal and Torres Strait Islander initiatives and promote reconciliation through our actions and decisions; and
- » Leverage our influence to support Aboriginal and Torres Strait Islander participation in the IP community.

We recognise that some issues, like respect for, and the safeguarding of, Aboriginal and Torres Strait Islander IP falls within the scope of our organisation's operations. IPH is committed to supporting reconciliation through our position in the IP community in Australia by examining how we can influence IP issues relevant to Aboriginal and Torres Strait Islander peoples and communities.

Over the next year, our vision, as IPH's RAP Working Group, is to establish a strong foundation for reconciliation by embedding meaningful actions and initiatives throughout our organisation. We aim to begin planning how we can actively support local Aboriginal and Torres Strait Islander businesses through partnerships, sponsorships, hosting opportunities, and procurement, fostering genuine collaboration and mutual growth.

We will focus on building strong relationships with Aboriginal and Torres Strait Islander organisations and visibly demonstrating our commitment to reconciliation across our platforms. To deepen understanding, we'll expand cultural awareness training and education, helping staff recognise their role in reconciliation and in supporting Closing the Gap - a national effort to address the inequities faced by First Nations peoples.

We are also committed to strengthening our pro-bono efforts, with a particular focus on supporting Aboriginal and Torres Strait Islander groups and the cause of protecting Indigenous Knowledge within the IP sector.

By implementing our Reflect RAP, we will commence meaningful action items, raise awareness across our organisation, and achieve key milestones. This will create a solid platform for ongoing progress and ensure that reconciliation is not just a commitment but a fundamental part of our organisational identity.

Our RAP Executive Sponsor is our Chief People & Communications Officer, Fiona Darlington. She is supported by a RAP Working Group which is comprised of staff members from across our Australian based businesses. The RAP Working Group meets monthly and is responsible for the development and implementation of RAP initiatives as well as internal and external reporting.

IPH aspires to launch its first Reflect RAP in July 2025.



Our deliverables

Relationships

Action Statement

IPH recognises that building strong relationships with Aboriginal and Torres Strait Islander peoples is important to our reconciliation journey and will be essential to demonstrating our integrity and commitment to reconciliation in Australia. Meaningful connections foster trust, deepen understanding, and ensure we are better informed in our decisions and actions as an organisation.

We recognise that reconciliation is not just about words but also requires meaningful collaboration at every level. By partnering with Aboriginal and Torres Strait Islander organisations, we can support First Nations businesses and events, while also fostering increased diversity and educational opportunities. This commitment will help us attract and build a more diverse and inclusive workforce. We also recognise the influence we hold within the IP sector and the important role we can play in safeguarding Indigenous knowledge. Through collaboration, education, and advocacy, we aim to create pathways that empower Aboriginal and Torres Strait Islander peoples, while enriching our organisation with diverse perspectives and expertise.

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2025	Human Resources Coordinator
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2025	Principal
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026	Human Resources Coordinator
	Communicate our commitment to reconciliation to all staff.	May 2026	Marketing and Communications Managers
	RAP Working Group members to participate in an external NRW event.	May 2026	Marketing and Communications Managers
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2026	Human Resources Manager
Promote reconciliation through our sphere of influence.	Educate our staff on NRW and Reconciliation.	May 2026	Human Resources Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	September 2025	Marketing and Communications Managers
Promote positive race relations through anti-discrimination strategies.	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2025	Talent Acquisition Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	December 2025	Regional Head of Human Resources
	Research best practice and policies in areas of race relations and anti-discrimination.	December 2025	Senior BD Manager



Our deliverables

Respect

Action Statement

IPH recognises that respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights is fundamental to our reconciliation journey. Genuine respect goes beyond acknowledgment, and requires meaningful action to foster understanding, preserve cultural heritage, and support positive change.

As responsible corporate citizens, we are committed to deepening our appreciation of Aboriginal and Torres Strait Islander perspectives and lifting cultural understanding

across our organisation. We recognise that respect for, and the protection of, Indigenous knowledge is a key consideration in the reconciliation space, and as an influential organisation within the IP community we have a unique opportunity to contribute to its protection and recognition.

To embed respect into our business practices and partnerships, we will focus on ongoing education, respectful engagement, and proactive support for Aboriginal and Torres Strait Islander led initiatives. By doing so, we can help shape a more inclusive future while setting a standard for reconciliation within our sector.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Implement a Cross-Cultural Training program within our organisation.	August 2025	Human Resources Manager
	Conduct a review of cultural learning needs within our organisation.	July 2025	Human Resources Manager
	Develop a business case for increasing understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	July 2025	Regional Head of Human Resources
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2025	Human Resources Manager
	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational footprint.	July 2025	Human Resources Manager
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2025	Human Resources Manager
	Introduce our employees to NAIDOC Week by promoting external events in our local area.	July 2025	Talent Acquisition Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025	Senior Associate



Our deliverables

Opportunities

Action Statement

IPH recognises that increasing opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities is essential to fostering reconciliation and meaningful inclusion. Creating these opportunities requires proactive efforts to promote participation, economic empowerment, and greater representation across our industry.

We acknowledge that diversity strengthens our organisation by bringing new perspectives, broadening our understanding of IP, particularly in traditional and non-registerable

contexts, and fostering innovation. As a global network, we have a responsibility to ensure our business practices reflect inclusivity and mutual respect for First Nations peoples globally, and our efforts in Australia can be a positive first step towards that.

IPH aims to support reconciliation through active engagement, partnerships, and a commitment to expanding Indigenous employment and supplier opportunities. In doing so, we hope to contribute to closing the gap while enhancing cultural awareness within our organisation. By embedding these opportunities into our core business, we can help drive lasting change and set a standard for greater inclusion within the IP sector.

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2025	Human Resources Manager
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	May 2026	Talent Acquisition Manager
	Procure an external Indigenous Advisory service to support with developing business case and/or new policies/strategies.	May 2026	Human Resources Manager
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2025	Human Resources Coordinator
	Investigate Supply Nation membership and local Indigenous business networks or chambers of commerce.	September 2025	Business Development Manager
	Broadcast IPH's engagement of Aboriginal and Torres Strait Islander Suppliers	September 2025	Human Resources Coordinator

Our deliverables

Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RWG to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	July 2025	Human Resources Manager
	Draft a Terms of Reference for the RWG.	July 2025	Human Resources Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2026	Human Resources Manager
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2025	Human Resources Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2025	Human Resources Manager
	Appoint a senior leader to champion our RAP internally.	July 2025	Chief People & Communications Officer
Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Engage senior leaders in the delivery of RAP commitments.	August 2025	Human Resources Manager
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	Human Resources Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	Human Resources Manager
Continue our reconciliation journey by developing our next RAP.	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Human Resources Manager
	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2026	Human Resources Manager

IPH Limited RAP Program Contact Details:

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Learn more at www.iphltd.com.au



IPH at a glance

No. 1

Patent group in Australia, Canada, New Zealand, and Singapore¹

1,800+
Employees²

33K+
Annual Patent Filings³

No. 1

Trade mark group in Australia, Canada, and New Zealand¹

26
Jurisdictions

15K+
Annual Trade Mark Filings³

- IPH offices
- IPH coverage
- Primary IP markets
- Secondary IP markets

Our Group Network









1. Management estimated market share based on local IP office filing data: Australia (FY25 YTD as at 30/06/25), Singapore (FY25 YTD Apr as at 30/06/25), New Zealand (FY25 YTD as at 30/06/25), Canada (CY22 and CY23 YTD Mar, latest data as at 16/1/24).

2. Approximate employee numbers across the Group.

3. Cases filed or instructed to be filed worldwide based on IPH internal data for FY25.





Reflect Reconciliation Action Plan

July 2025 to July 2026



IPH Limited

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