

## Integrated Management System (IMS) Policy

IVE Group (IVE) is Australia's largest diversified marketing company. Specialising in Creative & Content, CX & Data, eCommerce, Brand Activations, Merchandise, Uniforms & Apparel, Packaging, Print, Distribution and 3PL, we connect more than 2,800 clients with their customers every day.

This Policy spearheads IVE's IMS which prioritises meeting the needs, expectations and satisfaction of its clients and relevant stakeholders.

IVE creates and maintains a safe, healthy, hygienic and environmentally responsible workplace, while consistently delivering high-quality products and services.

We embed health, safety, environmental, hygiene, biosecurity and quality practices across our operations and culture by:

- Ensuring ongoing compliance with all relevant legislation, standards, codes of practice and ISO quality, environmental, hygiene, biosecurity and safety management systems.
- Understanding and conforming to the agreed requirements of our clients to consistently meet and exceed their expectations.
- Assessing the impact climate change has on our operations and supply chain and disclosing the outcomes of these assessments to interested parties in line with our reporting requirements.
- Maintaining and applying high service and quality standards to minimise non-conformances, incidents, accidents, injuries and eliminate hazards and associated risks.
- Managing our diverse activities to prevent or minimise pollution and potential impact on the visual amenity, air, water, land, biodiversity, and cultural and heritage values within the communities that we operate.
- Improving resource efficiency and circularity practices, minimising waste generation in our products and services.
- Setting safety, hygiene, biosecurity, environmental and quality objectives and targets.
- Enhancing our organisation's capability with competent, empowered and engaged employees.
- Consulting and communicating with our employees, contractors, suppliers and other interested parties in matters relating to safety, environment, hygiene, biosecurity and quality.
- Identifying, reporting, investigating and resolving all non-conformances and incidents, and taking appropriate preventive action.
- Treating external providers as an integral asset of the company and working closely with them to meet customers' needs.
- Continuously improving the effectiveness of the IMS using a risk-based approach.
- Sharing this Policy with our employees and contractors, whilst ensuring they receive the necessary induction and training to enable them to follow our systems and procedures.

This policy is applicable to all employees and contractors and is made available to them and interested parties where required. We will review this policy no less than biennially to ensure it remains relevant to the operations and activities of IVE.



Approved by: Matt Aitken (Managing Director – IVE Group)