Independence Products Ltd ESG Policy July 2024

IPL ESG Policy

Introduction

At IPL, we are committed to conducting our business in a manner that is environmentally sustainable, socially responsible, and governed by the highest ethical standards. Our ESG policy is a reflection of our dedication to creating long-term value for our stakeholders while contributing positively to the environment and society.

We believe that the altruistic goal of helping people with long-term indwelling catheters wash, be as active as they wish and live higher quality lives away from clinics and hospitals, is at the heart of our company's mission. By placing consistent emphasis on our decision-making processes and daily practices on being ethical, compliant and sustainable – we are in turn, fostering sustainability for the communities and stakeholders we serve: our patients and their caregivers, our employees, and our investors.

What ESG Means to Us

IPL's overall strategy is grounded in our business sustainability because innovation, ethical business practices, and operational excellence are the corner stones of our culture. This way, we believe, we can continue to serve 1000s of patients, long-into the future.

In short, our approach to the environment, our social commitments, and best-practice governance are simply part of our DNA. We listen to patients and caregivers and we place their evolving feedback at the centre of our continuous improvement, transparent approach to business.

We believe that the altruistic goal of helping people with long-term catheter wash, be active, protecting both their physical and mental wellbeing, and thereby living fuller lives away from clinics and hospitals, is central to our company mission and goals.

We are deeply committed to serving local communities, in terms of employee opportunities, vendor selection and how we can marry our product development strategy to the local communities wealth of talent, in local universities, hospitals and businesses.

Our culture demands a high level of innovation, operational excellence, together with a rigorous code of behaviours, starting with the tone at the top, the mood in the middle and throughout the team; ultimately everything we do as IPL employees directly impacts patient's lives. Meeting these high standards every day, requires a highly-engaged, well-supported and passionate team – dedicated to serving patients and healthcare professionals.

As we grow, we are strengthening our focus in research and development, ensuring that the change is ignited via feedback – from patients, healthcare professional as well as the team. We constantly reassess the market to routinely broaden our impact, reach and keep striving for excellence. We need to be well-informed on not only product innovation but also disease awareness, policy development and operational opportunities for improvement. This way, we are ensuring that patients using IPL's products are getting the best possible support whilst maximising our impact with them and in their lives.

Stringent ethical and legal compliance with a strong emphasis on quality, safety, privacy, data security and the environment are integral to our culture.

Environmental Responsibility

Sustainable Practices

- **Product Design and Innovation**: We prioritize the development of products that are not only effective but also environmentally friendly. This includes reducing the environmental impact of our materials and packaging and enhancing the recyclability of our products.
- **Energy Efficiency**: We strive to minimize our carbon footprint by optimizing energy use in our operations. We are committed to investing in energy-efficient technologies and renewable energy sources where feasible.
- **Waste Reduction**: Our goal is to reduce waste at every stage of our operations. We encourage recycling and the responsible disposal of materials to minimize landfill contributions.

Supply Chain Management

- We work closely with our suppliers to ensure they adhere to environmental best practices. This includes evaluating the environmental impact of our supply chain and working with partners who share our commitment to sustainability.

Social Responsibility

Employee Well-being

- **Diversity and Inclusion**: We are committed to fostering a diverse and inclusive workplace where every employee is valued and respected. We believe that diversity drives innovation and strengthens our company culture.
- **Health and Safety**: The safety of our employees is our top priority. We maintain rigorous health and safety standards across all operations and provide ongoing training to ensure a safe working environment.

Community Engagement

- **Supporting Local Communities**: We believe in giving back to the communities in which we operate. This includes supporting local initiatives, charities, and programs that promote health, education, and well-being.
- **Product Accessibility**: We are dedicated to making our products accessible to those who need them most, including vulnerable populations. We work with healthcare providers and organizations to reach those in need.

Governance

Ethical Business Practices

- **Transparency and Accountability**: We conduct our business with integrity and transparency. Our governance practices ensure that we operate in compliance with all legal and regulatory requirements.
- **Anti-Corruption and Compliance**: We have a zero-tolerance policy towards corruption and unethical behavior. We have implemented strict compliance measures to prevent, detect, and address any violations of this policy.

Stakeholder Engagement

- **Continuous Dialogue**: We engage with our stakeholders—including customers, employees, suppliers, and investors—regularly to understand their concerns and expectations. Their feedback is integral to our decision-making process.
- **ESG Reporting**: We are committed to reporting our ESG performance transparently. This includes setting measurable ESG goals and regularly publishing our progress towards achieving them

Our Approach



At IPL, we are striving to reduce our environmental impact through business operations and supply chain. We constantly emphasise how each employee can

make small incremental steps in their daily work to positively, or at worst less negatively, impact the environment. Our R&D team are reviewing our manufacturing processes and raw materials usage to find ways to reduce our impact on the planet, whilst never loosing site of the patient's treatment needs.

Eliminate: unnecessary waste in our systems and processes



Minimise: pollutants, especially non-biodegradable waste to landfill and fossil fuels in energy sources. Increasing employee awareness of their environmental impact in the workplace, and beyond.



Design and develop: products and packaging with reduced impact on the environment throughout their lifecycle



Monitor: our environmental performance and collaborate with employees, suppliers, customers and patients to listen, learn and develop ways we can continually improve. Fulfil our governance and compliance objectives and ensure the drumbeat of the organisation is aligned behind those commitments made.

Elevate: our employee well-being, diversity, and talent development through targeted programs, ensuring a culture where every team member is safe, respected, and empowered.

Collaborate: with patients, caregivers, and community partners to understand real-world needs, ensuring our products and social initiatives maximize positive impact and accessibility for vulnerable populations.

Cultivate: a supply chain focused on ethical labour practices and human rights, holding our partners accountable to the same high social standards we demand of ourselves.

Champion: health, safety, and human capital through consistent training, continuous feedback loops, and internal reporting mechanisms that promote transparency and accountability across all social metrics.

Uphold: the highest standards of ethics, compliance, and anti-corruption through rigorous policies, mandatory training, and transparent internal controls, starting with the tone at the top.

Integrate: ESG factors, including social and environmental risks, directly into our board oversight and enterprise-wide risk management processes to ensure long-

term value creation.

Engage: proactively with all stakeholders—investors, employees, and patients—to capture feedback, inform strategic decisions, and continuously improve the transparency and quality of our ESG disclosures.

Measure and Report: our progress against established ESG goals with accuracy and clarity, fulfilling our commitments for consistent and honest communication regarding our governance and performance.

Conclusion

At IPL, we recognize that our responsibility extends beyond our products and services. By embedding ESG principles into every aspect of our business, we aim to contribute to a more sustainable and equitable world. We are committed to continuous improvement in our ESG performance and to leading by example in the healthcare industry.