

IPSG Technology Inc.'s - Sustainability Policy

1. Introduction

IPSG Technology Inc. is a growing organization, and our approach to sustainability continues to evolve as we scale. As we expand our services and partnerships, we remain committed to the values, ethics, and integrity on which the company was founded. Our sustainability philosophy is rooted in creating long-term economic, environmental, and social value for our clients, our people, and the communities in which we live and work.

2. Purpose

This Sustainability Policy establishes the IPSG Technology Inc.'s commitment to responsible, ethical, and future-focused operations. It guides decision-making across all business units to ensure that economic performance, environmental stewardship, and social well-being are advanced in a balanced and measurable way.

3. Scope

This policy applies to all employees, contractors, suppliers, and business partners engaged in activities on behalf of the company.

4. Our Sustainability Commitment

IPSG Technology's sustainability framework is built on five pillars: **Economic Responsibility, Environmental Stewardship, Community Engagement, People & Culture, and Technology Enablement**. Together, these pillars guide our decisions and ensure that our growth is responsible, inclusive, and aligned with client expectations.

5. Economic Responsibility

IPSG Technology is committed to building a resilient and ethical business model that supports long-term value creation. We achieve this by:

- Maintaining a diverse and inclusive workforce of employees and contractors who share our values and ethical standards.
- Applying the same principles of integrity and alignment when selecting partners, suppliers, and clients.
- Prioritizing transparent, fair, and mutually beneficial business relationships.
- Ensuring that our growth contributes positively to the economic well-being of the communities we serve.

6. Environmental Stewardship

IPSG Technology recognizes its responsibility to minimize environmental impact and promote sustainable practices across all operations. Our commitments include:

- Operating a remote-first business model that reduces commuting emissions and supports flexible work.
- Striving to maintain a paperless environment by digitizing internal and external processes.
- Using electronic signatures, cloud-based systems, and secure digital workflows to reduce resource consumption.



- Conducting the majority of meetings through web-enabled video conferencing to limit travel-related emissions.
- Continuously evaluating new technologies and practices that further reduce our environmental footprint.

7. Community Engagement

As a young and growing company, IPSG Technology's community impact is strengthened by the collective efforts of our employees and contractors. We are committed to:

- Supporting and amplifying the community involvement of our team members.
- Leveraging our network to mentor young women and champion women-owned businesses, reflecting our identity as a woman-owned company.
- Building partnerships that contribute to local development, equity, and opportunity.
- Increasing our corporate participation in charitable initiatives as we grow, with the goal of becoming a recognized contributor to community well-being.

8. People & Culture

Our people are the foundation of our success. IPSG Technology's sustainability depends on attracting and retaining individuals who embody our values and thrive in a remote, client-focused environment. We commit to:

- Hiring and engaging independent, self-motivated professionals who are detail-oriented, accountable, and committed to excellence.
- Fostering a culture of respect, collaboration, and continuous learning.
- Providing a supportive environment where employees and contractors can grow, innovate, and take pride in their work.
- Ensuring equitable opportunities for advancement and professional development.

9. Technology Enablement

As a technology-driven company, IPSG Technology relies on modern tools and platforms to deliver high-quality services and maintain operational efficiency. We will:

- Continually adopt and invest in technologies that support secure, remote operations.
- Use digital solutions to enhance collaboration, productivity, and client service delivery.
- Evaluate emerging technologies that can improve sustainability outcomes across our business model.
- Ensure that our technology choices align with our environmental and social commitments.

10. Governance

- Senior leadership will oversee the implementation of this policy and ensure alignment with corporate strategy.
- A designated Sustainability Lead or Committee will coordinate initiatives, track progress, and report outcomes.

11. Planning & Integration

- Sustainability objectives will be embedded into annual business plans, project design, and operational procedures.

- Risk assessments will consider climate impacts, resource constraints, and social implications.

12. Performance Measurement

The company will:

- Establish measurable targets related to emissions, waste, water, procurement, and social impact.
- Monitor performance using recognized frameworks (e.g., GHG Protocol, ISO 14001, ESG indicators).
- Report progress to employees, clients, and stakeholders on a regular basis.

13. Continuous Improvement

IPSG is committed to regularly reviewing and enhancing this policy to reflect evolving best practices, client expectations, and organizational growth. Sustainability is an ongoing journey, and we will continue to refine our approach as we learn, innovate, and expand.

14. Responsibilities

- **Executives and Managers:** Ensure implementation and resource allocation.
- **Employees:** Follow sustainable practices in daily operations.
- **Suppliers and Partners:** Meet the company's sustainability standards and reporting requirements.

Approved by: _____

Sandra MacDonald, CEO
IPSG Technology Inc.

A handwritten signature in blue ink that reads "Sandra MacDonald".