

# Corporate Diversity Statement



## Diversity Commitment

INPS is committed to fostering a culture that supports belonging and a shared sense of purpose. We strive to provide an environment in which our employees feel respected, accepted, and are encouraged to fully participate and responsibly express their creative abilities towards the end goal of success for all.

We follow a code of ethics and professional conduct to conduct business in a socially responsible and ethical manner. We are committed to timely and meaningful dialogue with all people regardless of race, gender, sexual orientation, religion, age, disabilities, belief, or ethnic origin.

### **Our company motto is:**

Be patient and courteous, be inclusive, be considerate and be respectful of our stakeholders, shareholders, customers, employees, indigenous people, governments, regulators and landowners.

## Employee Relations

INPS embraces diversity in the workplace. We are committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace misconduct, including discrimination, intimidation, or harassment of any kind. We will ensure that employees are treated with dignity, fairness and consideration for their goals and aspirations.

We will apply fair labour practices, while respecting the national, local, and cultural principles and laws of the countries and communities who host our operations.

## Human Rights

INPS supports human rights; by engaging, availing from, respecting and supporting the communities and cultures with which we work.

While recognizing that governments have the primary responsibility to promote and protect human rights, INPS is committed to supporting and respecting human rights within our circle of influence. We will not tolerate human rights abuses or engage in activities that solicit or encourages human rights abuse.

We will always strive to build trust, deliver mutual respect and demonstrate good will for human dignity and rights in all relationships that we enter into, and promise respect for cultures, customs and values of individuals and groups.