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powerful people

iPS Sustainability Report 2025

Our commitment →

Vision →

Empowering a better tomorrow

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Message from the CEO

Patrick Mans

What does sustainability mean for iPS?

For iPS, sustainability means taking responsibility for our impact on people, society, and the planet. We place people in sectors that are essential for the world of tomorrow: Maritime & Energy. That means we must operate sustainably. For us, sustainability is not just about environmental policy, but also about how we treat people, ethics, and creating long-term value.

Why is it important to start working on this now?

We need to start working on it now, because we can't wait any longer. The energy transition, labor market shortages, globalization, they all demand sustainable solutions. We want to be part of the solution, not the problem. And our clients expect this too. By taking action now, we remain future-proof and relevant.

What sustainability goals have been set?

We have set goals on multiple levels:

- Reducing our ecological footprint (e.g., travel and energy consumption)
- Promoting inclusivity, diversity, and equal opportunities
- Transparency in our supply chain
- Strengthening our social engagement

In addition, we continue to improve our performance as a B Corp Certified: we aim to increase our impact with every recertification.

How do these align with the broader business strategy?

Our sustainability goals align with our broader business strategy. Seamlessly. Our strategy toward 2030 focuses on sustainable growth, and sustainability is not a separate pillar, but a common thread. For example: we want to attract clients committed to responsible business practices and guide candidates toward work that is sustainable and meaningful. This way, we strengthen both our commercial and social impact.

What steps have already been taken?

What steps have already been taken? We are proud of our B Corp certification. It pushes us to critically review our processes, partners, and choices. Internally, we have integrated sustainability into our policies, onboarding, and leadership development. We also measure our CO_2 footprint annually and take initiatives to reduce it. Employees are actively involved through initiatives such as volunteer days and internal sustainability sessions.

Are there projects or partnerships the company is proud of?

Are there projects or partnerships the company is proud of? Absolutely. B Corp itself is a great example, but also our collaboration with clients in the energy transition, such as offshore wind projects, shows how we make sustainability tangible. We are also proud of how we help people find work locally in multiple countries, under good conditions and with attention to safety and development.

How does sustainability influence the way we work?

Sustainability changes how we view recruitment. It's not just about "quickly finding the right person for the right role," but also: does someone fit the client's long-term vision? Are working conditions good? Is the employment relationship future-proof? Internally, we also look more consciously at who we hire and what values they bring.

How does it affect projects?

How does it affect projects? We see clients increasingly incorporating sustainability into their projects, think CO_2 reduction in supply chains or inclusive team composition. We play an advisory role in this. We also take responsibility in our own role, for example by offering fair rates and transparent communication about contract terms.

Where will the company stand in five years regarding sustainability?

In five years, we want sustainability to no longer be seen as a "goal," but as an integral part of who we are. We aim to lead in our sector. Our ambition is that every placement, every project, and every partnership contributes to positive impact. Think structural reporting, an improved B Corp score, and strategic collaborations with other purpose-driven organizations.

What role does the Board play personally?

The board plays a leading role. Not only as the ultimate decision-maker but as an example. We want to keep sustainability top of mind, in the choices we make, the conversations we have, and by continuously challenging myself and the Leadership Team. For iPS, leadership means taking responsibility, even when it's difficult or uncomfortable.

What challenges exist?

Several challenges exist. Balancing commercial pressure with sustainable choices. Differences between countries where we operate, what is standard in one country may not be in another. Also, making our impact visible with reliable data is a challenge. But challenges drive growth. They force us to stay sharp.

How do we ensure transparency toward clients and stakeholders?

We ensure transparency towards clients and stakeholders by communicating openly. Through our annual impact report, our B Corp profile page, and personal conversations with clients and partners. Transparency is essential for trust. Ultimately, we want stakeholders not only to see what we do but to feel part of it.

Our mission

Empowering the full potential of both people and businesses has driven us since 1988. Navigating our professionals and clients through an ever-evolving world, we provide specialized global expertise and solutions for recruitment, (cross-border) employment and project management within the Maritime, Renewables, Offshore, Tunnelling, and Civil Industries. Committed to sustainability, we ensure that our staff, professionals, and clients thrive today and are prepared for a better tomorrow.

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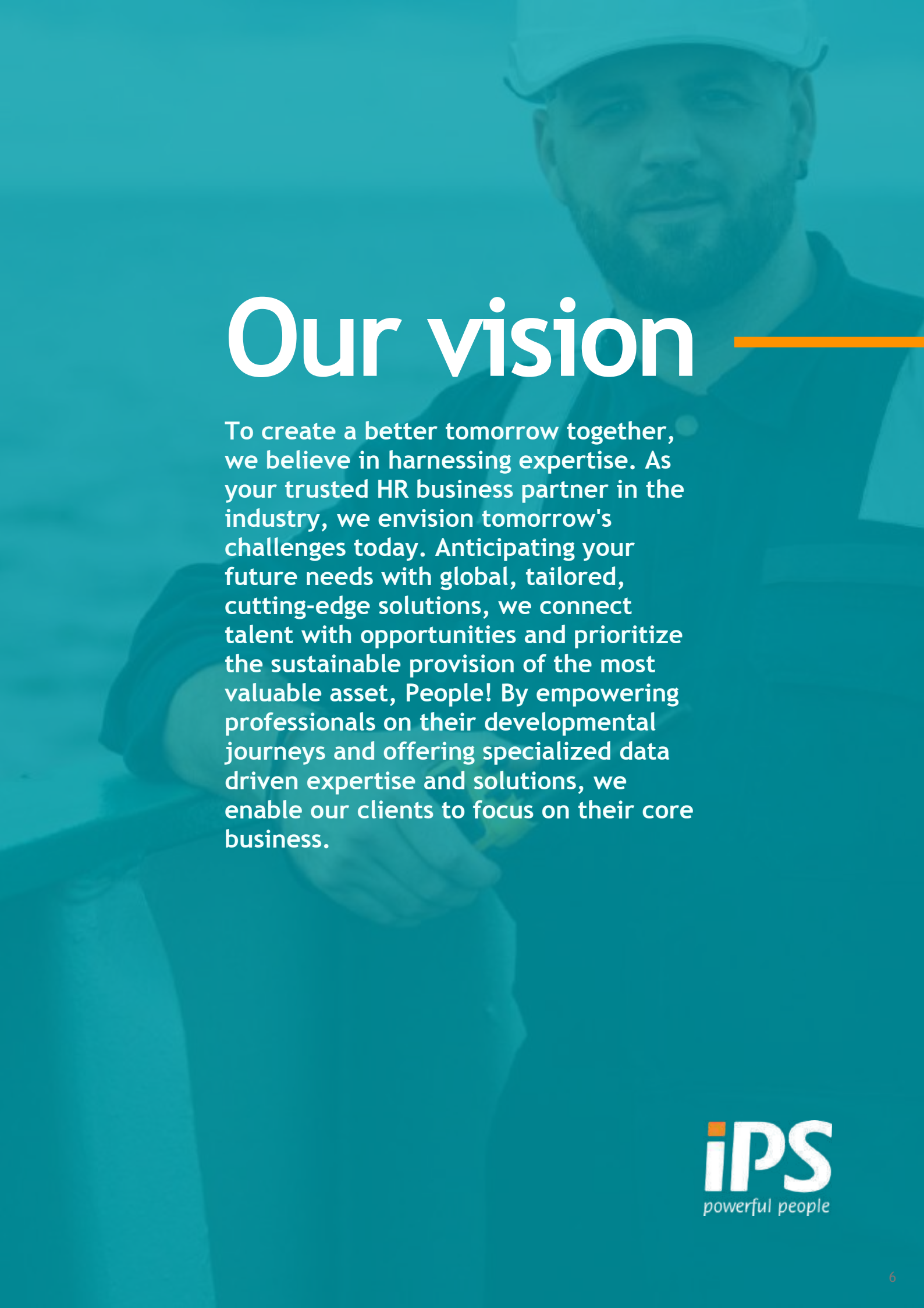

Our vision

To create a better tomorrow together, we believe in harnessing expertise. As your trusted HR business partner in the industry, we envision tomorrow's challenges today. Anticipating your future needs with global, tailored, cutting-edge solutions, we connect talent with opportunities and prioritize the sustainable provision of the most valuable asset, People! By empowering professionals on their developmental journeys and offering specialized data driven expertise and solutions, we enable our clients to focus on their core business.

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iPS core values

At iPS, our core values, We Unite, We Commit, We Innovate, and We Empower, form the cultural backbone of our organization and are deeply embedded in our HR Strategy. These values guide our daily actions and long-term ambitions, ensuring that we grow sustainably while staying true to who we are.

We Unite

We embrace collaboration through strong partnerships and an entrepreneurial spirit, incorporating shared goals and professional growth which drive mutual success.

We Commit

We commit to sustainability through ethical practices, respecting quality and safety, taking ownership and being a reliable partner in creating impactful solutions.

We Innovate

We are driven by expertise and dedicated to service excellence, developing solutions to remain one step ahead.

We Empower

We foster an inclusive culture that recognizes and nurtures everyone's unique talents, enabling everyone to reach their full potential.

To bring these values to life, we have made them visible throughout our offices, both digitally and physically, and translated them into tangible behaviours, the "Be's," which were co-created with our employees. These behaviours are not just symbolic; they are actively integrated into our performance management system and reflected in our leadership development, recruitment, and retention strategies. Also in this report, we show you how we use these values in our day-to-day work and our commitment to sustainability.

Our HR strategy recognizes that culture is not static. As we grow, both in size and international presence, we are committed to guiding our culture in a flexible and intentional way, aligned with our values and the evolving needs of our people. This alignment ensures that our values are not only aspirational but operational, shaping how we lead, collaborate, and succeed together.

Our values & behaviour

We Unite

- Be transparent
- Be supportive
- Be open to feedback

We Commit

- Be accountable
- Be reliable
- Be prepared & be on time

We Innovate

- Be open minded
- Be entrepreneurial
- Be pro-active

We Empower

- Be proud
- Be result driven
- Be decisive

Our commitment to excellence through certification

At iPS Powerful People, our commitment to quality, safety, sustainability, and ethical business practices is embedded in everything we do. These principles guide our daily operations and shape the way we serve our clients, support our employees, and contribute to society. To ensure we consistently meet the highest standards, we maintain a strong portfolio of internationally recognized certifications. Each certification reflects our proactive approach to compliance, continuous improvement, and responsible business conduct across all sectors in which we operate.

Together, these certifications form the foundation of our operational excellence. They demonstrate our dedication to transparency, accountability, and the well-being of our people and the communities we serve. Below is an overview of the certifications that reinforce our role as a trusted, forward-thinking, and responsible organization.

Certified B Corporation

ISO 9001: Quality Management System

ISO 9001 provides a globally recognized framework for quality management. It emphasizes client focus, process optimization, and continuous improvement. By applying this standard, we strengthen our ability to deliver consistent, high-quality services that meet the needs and expectations of our clients.

ISO 14001: Environmental Management System

ISO 14001 offers a structured approach to managing environmental responsibilities. Built on the “Plan-Do-Check-Act” (PDCA) cycle, it enables us to continuously improve our environmental performance, reduce our footprint, and operate in a more sustainable and responsible manner.

ISO 45001: Occupational Health and Safety

ISO 45001 supports organizations in identifying, managing, and mitigating health and safety risks. This certification helps us create safe working environments, fulfil our duty of care, and ensure that the well-being of our professionals and employees remains a top priority.

Certified B Corp

As a certified B Corporation, we meet rigorous standards of social and environmental performance, accountability, and transparency. This certification reflects our belief that business can be a force for good, balancing purpose and profit while creating positive impact for people and the planet.

MLC 2006: Maritime Labour Convention

The Maritime Labour Convention sets global standards for the working and living conditions of seafarers. Our MLC certification demonstrates full compliance with these requirements and reinforces our commitment to fair, safe, and ethical employment practices in the maritime sector.

SNA: Dutch Labour Standards Certification (NEN 4400-1)

The SNA certification verifies compliance with Dutch labour legislation, including fair wage practices, correct tax payments, and the prevention of illegal employment. It underscores our commitment to integrity, transparency, and responsible workforce management.

SSIP: Safety Schemes in Procurement

SSIP is a UK-wide initiative that streamlines health and safety assessments for suppliers and contractors. Being SSIP-certified shows that we meet recognized safety standards, making it easier for clients to verify compliance and reducing the need for multiple assessments.

VCU: Dutch Safety Checklist Temporary Employment Agencies

VCU certification ensures that temporary employment and secondment agencies supplying personnel for high-risk activities meet strict safety requirements. This certification confirms that we safeguard the safety of all professionals we deploy.

CHAS: UK Contractors Health & Safety Assessment Scheme

CHAS certification confirms that we meet the Common Assessment Standard and UK health and safety legislation. It demonstrates our adherence to industry best practices in contractor management and risk mitigation.

Our contribution to the SDG goals

As a globally operating company, iPS Powerful People is deeply committed to aligning our actions with the principles of the United Nations Global Compact and the Sustainable Development Goals (SDGs). These goals offer a universal blueprint for addressing the world's most pressing challenges from protecting the planet to promoting justice and eradicating poverty.

We actively support all 17 SDGs, with a strategic focus on those where we can make the most meaningful impact: Goal 3 – Good Health and Well-being Goal 4 – Quality Education Goal 5 – Gender Equality Goal 8 – Decent Work and Economic Growth Goal 10 – Reduced Inequalities Goal 13 – Climate Action Goal 17 – Partnerships for the Goals

By integrating these priorities into our ESG strategy and aligning them with our core values, we not only reinforce our commitment to responsible business practices but also contribute to long-term, sustainable success. Our efforts are designed to create measurable impact within our sphere of influence empowering people, protecting the environment, and driving positive change across industries and borders.

We Empower our employees and our professionals to create good health and well-being

At iPS, our commitment to Sustainable Development Goal 3 (SDG 3), ensuring healthy lives and promoting well-being for all, is deeply rooted in our core value We Empower. We foster an inclusive culture that recognizes and nurtures each individual's unique talents, enabling individuals to reach their full potential. This means creating an environment where people feel proud of their contributions, are driven by results, and empowered to make decisive choices that support their health, well-being, and professional growth. By embedding empowerment into our daily practices, we ensure that well-being is not just a policy, but a lived experience across our global organization.

Our approach is holistic and proactive

We have embedded health and well-being in our HR strategy 2025-2030. We foster a culture where physical, mental, and emotional well-being are prioritized through initiatives such as hybrid working policies, vitality programs, and continuous development opportunities. These efforts are supported by our Total Compensation & Benefits Plan, which goes beyond financial compensation to include recognition, personal growth, and a healthy work environment.

Employees have access to an online learning platform offering a wide range of training modules on topics such as mental health, stress management, and personal development.

Through our performance management system, we promote an open feedback culture that normalises conversations around well-being and strengthens psychological safety.

Our hybrid working and workcation policies are designed to support a healthy work-life balance, giving employees the flexibility to manage their energy and responsibilities in a way that suits their personal circumstances.

In our day-to-day office life, we encourage healthy habits by offering free fruit, nutritious lunches, and opportunities for physical activity, such as team-building events and bootcamp sessions at our headquarters.

As our organization continues to grow internationally, we remain committed to creating a safe, inclusive, and supportive workplace for all employees, regardless of location or background. We actively monitor engagement through surveys and feedback loops, ensuring that well-being remains a shared responsibility across all levels of leadership.

Our commitment extends beyond our internal teams. We prioritize the health and well-being of our professionals throughout their employment journey. To ensure compliance with health and safety standards, we have implemented a structured three-phase system designed to raise awareness, monitor conditions, and collect feedback.

- Phase 1 — Pre-employment: Professionals complete forms and questionnaires that promote awareness of health and safety practices before starting their assignments.
- Phase 2 — During employment: After the first 20 working days, we check in with professionals to confirm that agreed activities are being carried out as contracted, safety agreements are followed, the correct PPE has been received, and no incidents or near misses have occurred.
- Phase 3 — Post-employment: We gather feedback on the safety and quality of the working environment, including access to PPE, incident reporting, onboarding and offboarding processes, working relationships, and project activities.

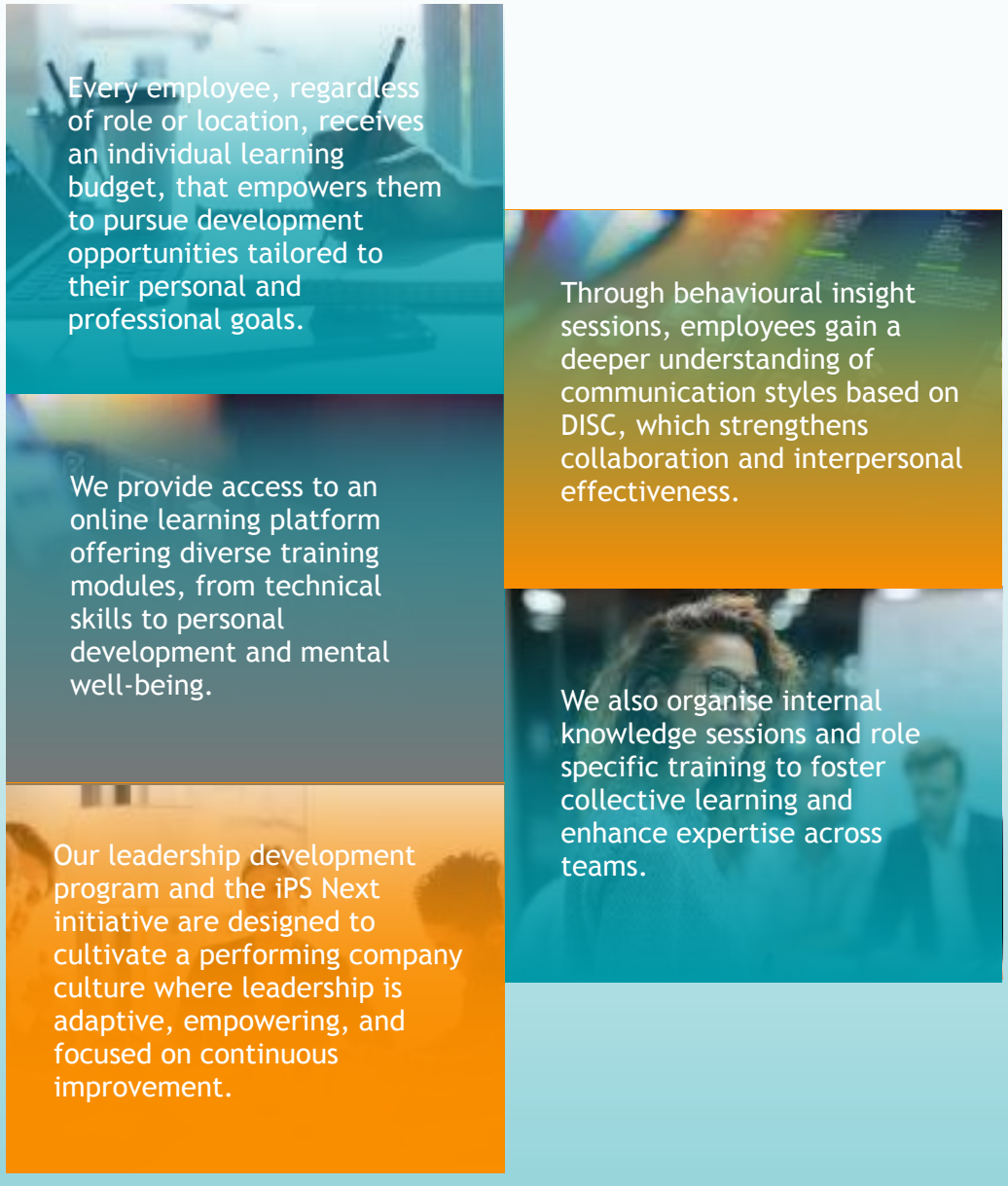
To ensure uninterrupted support, iPS operates a dedicated 24/7 emergency assistance line. This service provides immediate help outside standard working hours, including evenings, weekends, and holidays, reinforcing our commitment to safety, responsiveness, and the well-being of our professionals at all times.

By investing in the health and well-being of our people, we not only contribute to SDG 3 but also strengthen our organizational resilience, performance, and culture. At iPS, people are at the heart of everything we do and their well-being is essential to building a sustainable and successful future.

We Commit to quality education

At iPS, we believe that continuous learning is essential for personal growth, professional excellence, and sustainable organizational development. In alignment with Sustainable Development Goal 4 (SDG 4) which focuses on ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all, we have embedded learning and development as a strategic priority within our HR Strategy 2025–2030.

Our commitment to education is reflected in a wide range of initiatives that support both individual and collective growth:



These efforts are not only aimed at skill development but also at creating a culture of curiosity, growth, and inclusion. By investing in education at all levels, we contribute to SDG 4 while equipping our workforce with the tools they need to thrive in a dynamic and international environment.

At iPS, we believe that every professional deserves access to quality education and opportunities for their development. From the professional's perspective, this means having the tools and support that are key to building safe and successful careers at sea. iPS offers partial or full financial support for training programs that are directly related to professionals' roles. This helps professionals improve their skills, meet industry standards, and advance in their careers within the maritime and energy sectors.

We also facilitate trainee positions that provide hands on experience and help professionals build essential knowledge and confidence. These roles are an excellent starting point for those entering the industry and ensure alignment with safety and operational standards.

This approach reflects our commitment to maintaining high standards across all operations and empowering professionals with the knowledge and skills needed for safe, qualified, and confident work at sea.

Empowering a better tomorrow

We Unite in gender equality

At iPS, our core value We Unite reflects our belief that collaboration, openness, and mutual respect are essential to building a thriving and inclusive workplace. This value guides our commitment to Sustainable Development Goal 5 (SDG 5) which focuses on achieving gender equality and empowering women. We believe that true unity can only exist when everyone has equal access to opportunities, recognition, and leadership, regardless of gender or background. By embracing diversity and fostering equity, we create an environment where people feel supported, valued, and empowered to contribute meaningfully.

Our core value We Unite guides our efforts to foster a culture where diversity is celebrated and equity is actively pursued. With over 20 nationalities represented across our global workforce, we embrace the richness of different perspectives and ensure that our policies reflect equal rights, equal pay, and equal opportunities for all.

At iPS, we are committed to creating an inclusive and equitable workplace where everyone regardless of gender, background, or location, has equal opportunities to grow, lead, and succeed. In alignment with Sustainable Development Goal 5 (SDG 5), we have embedded equality and inclusion into the foundation of our HR Strategy 2025–2030.

To guarantee consistency and fairness, our HR management is centrally coordinated at an international level, ensuring that all locations operate under the same high standards, aligned with EU regulations regarding employment practices, compensation, and workplace rights.

We are proud to see this commitment reflected in our leadership. 50% of our leadership team are women, demonstrating our dedication to gender balance at the highest levels of decision making. We continue to promote female leadership through development programs, inclusive recruitment practices, and a culture that values contribution over conformity.

By embedding gender equality into our daily practices and long-term strategy, we not only contribute to SDG 5 but also strengthen our organizational resilience, innovation, and integrity ensuring that iPS remains a place where everyone can thrive.

From the professional's perspective, this commitment means equal access to opportunities, fair treatment, and support throughout their career. iPS ensures that all recruitment and selection processes are conducted fairly and without bias, with professionals evaluated solely on their qualifications, experience, and suitability for the role regardless of gender.

We also promote equal access to career development and ensure fair compensation. All professionals are offered the same opportunities for advancement and are paid equitably, with no gender-based disparities in pay or promotion. This approach supports a diverse, respectful, and inclusive workplace where every professional has the opportunity to succeed.

Through these efforts, iPS continues to build a workplace culture where gender equality is not just a principle, but a lived experience ensuring that every professional feels valued, supported, and empowered to succeed.

Empowering a better tomorrow

We Innovate in decent work and economic growth

At iPS, we believe that decent work is not only a human right, but also a driver of sustainable performance and long-term organizational health. In alignment with Sustainable Development Goal 8 (SDG 8) to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all we have embedded decent work principles into our HR Strategy 2025–2030, with a strong focus on innovation, inclusion, and continuous improvement.

Our core value We Innovate drives our approach to decent work. We are committed to staying one step ahead by being open-minded, entrepreneurial, and proactive in how we shape the employee experience. This means continuously developing solutions that enhance working conditions, promote fairness, and support personal and professional growth across all roles and regions.

We ensure that all employees, regardless of location, benefit from fair contracts, transparent compensation, and safe working environments. Our international HR coordination guarantees that EU standards are applied consistently across all offices, supporting equal treatment and ethical employment practices.

Through initiatives such as hybrid working, workcation policies, and performance management systems, we empower employees to take ownership of their work while maintaining a healthy balance between professional and personal life. Our leadership development programmes, individual learning budgets, and inclusive feedback culture further support autonomy, growth, and engagement, key elements of decent work.

By innovating in how we design, support, and evolve our working practices, we contribute to SDG 8 and ensure that iPS remains a reliable and forward-thinking employer one that values people, performance, and progress.

We Commit to reduce inequalities

At iPS, opportunity is never defined by borders, backgrounds, or barriers. Our commitment to SDG 10: Reduced Inequalities reflects our core value: “We Commit to Reduce Inequalities.” This principle guides how we engage with our people, partners, and communities, ensuring fairness, inclusion, and equal access to safety, support, and success across all levels of our organization.

Recognizing the diversity of the people we serve and employ is central to how we operate at iPS. From offshore professionals to office teams, we strive to ensure that everyone has equal access to safety, support, and success. We understand that reducing inequalities begins with creating inclusive environments where every individual feels valued, protected, and empowered regardless of their background, location, or role.

Through our QHSE lens, reducing inequalities means:

Quality is delivered equitably, ensuring that all individuals, regardless of location or background receive the same high standards of service and care.

Health is protected by making sure that vulnerable groups are not left behind, and that health resources and education are accessible to all.

Safety is upheld by tailoring risk assessments and training to meet the needs of diverse teams, including those in remote or underserved regions.

The environment is respected by involving local communities in sustainable practices and ensuring that environmental benefits are shared fairly.

As part of our strategy, we've implemented concrete actions to reduce inequalities across our operations:

- Inclusive Safety Training: We provide multilingual and culturally adapted safety training to ensure that all professionals, regardless of nationality or education level, can understand and apply safety protocols effectively.
- Equal Access to Health Resources: We ensure that health and well-being support is available to all employees, including those in remote or offshore locations, through digital health platforms and local partnerships.
- Fair Recruitment and Career Development: Our hiring practices are designed to be inclusive and transparent, with equal opportunities for growth and advancement regardless of gender, ethnicity, or background.
- Supplier Diversity: We work with suppliers and clients who share our values of equity and inclusion, encouraging fair labour practices and diverse representation in the supply chain.

Inequality is a global challenge, but it's also a local one. In our industry, where people work across borders and cultures, reducing inequalities is essential for safety, performance, and dignity. By embedding SDG 10 into our QHSE strategy, we're not just improving systems we are changing lives.

We Commit to climate action

At iPS Powerful People, climate action is not just a goal, it's a responsibility we embrace with purpose and pride. We've woven the principles of Sustainable Development Goal 13: Climate Action into the very fabric of how we operate, protect, and grow.

Our story begins with a simple but powerful belief: every action counts. Whether it's reducing emissions, safeguarding our people from climate-related risks, or ensuring our services meet the highest environmental standards, we recognize that our choices today shape the world of tomorrow.

In our QHSE framework, climate action is not a separate initiative, it's a guiding thread:

We've taken meaningful steps to bring our climate commitment to life:

- We monitor and reduce our carbon emissions, setting targets, and tracking progress.
- We educate and empower our people, encouraging climate-smart behaviors at work and beyond.
- We collaborate with responsible partners, ensuring our supply chain reflects our environmental values.
- We report transparently, sharing our journey, challenges, and achievements with honesty and accountability.

Climate change is not a distant threat, it's a present reality. And as a global organization, we understand our role in driving change. By embedding climate action into our iPS strategy, we're not only protecting our people and planet, but we're also building a legacy of resilience, innovation, and care.

We Empower impact through our strategic focus

Lisette van Wermeskerken | Head of QHSE & Sustainability

At iPS, sustainability isn't just a buzzword, it's a strategic priority. As we prepare for the future and align with evolving regulations like the CSRD (Corporate Sustainability Reporting Directive), we've taken a deep dive into identifying the topics that truly matter. This process wasn't just about compliance; it was about understanding our impact, listening to our stakeholders, and building a roadmap for responsible growth. In this interview, we share how we approached materiality analysis, why it's so important, and what it means for iPS moving forward.

How did iPS start identifying its material topics for sustainability?
We started identifying material topics by organizing brainstorming sessions across our different offices. The goal was to explore ESG topics that could be relevant for iPS. These discussions started with impact materiality—looking at the effects iPS has on the environment and society—and then moved to financial materiality, which focuses on risks and opportunities for the business.

What steps followed after those initial discussions?
After the initial discussions, we proceeded with a comprehensive analysis of our entire value chain and carried out a detailed stakeholder mapping exercise. By evaluating each stakeholder's level of influence and importance, we were able to categorize them effectively.
This provided the foundation for developing a well-structured stakeholder strategy aligned with our broader objectives.

How did you narrow down the topics?
To answer the question "How did you narrow down the topics?" we approached the process in several structured steps. First, we compiled all potential issues into an extensive longlist to ensure that no idea or perspective was overlooked. From there, we refined this into a shortlist by identifying the topics that were most relevant and impactful. The selection was based on their importance to both iPS and our stakeholders, as well as their alignment with the CSRD's materiality criteria. This evaluation process is what the CSRD defines as the "double materiality analysis."

Why is the double materiality analysis so important for iPS?
The double materiality analysis is important for iPS because it's a cornerstone of our sustainability policy. It gives us a dual perspective: how ESG factors affect iPS and how iPS impacts those factors. This insight helps us prioritize effectively and strengthen our position as a responsible, future-proof organization. Plus, it ensures compliance with CSRD guidelines, which demand transparency and high-quality reporting.

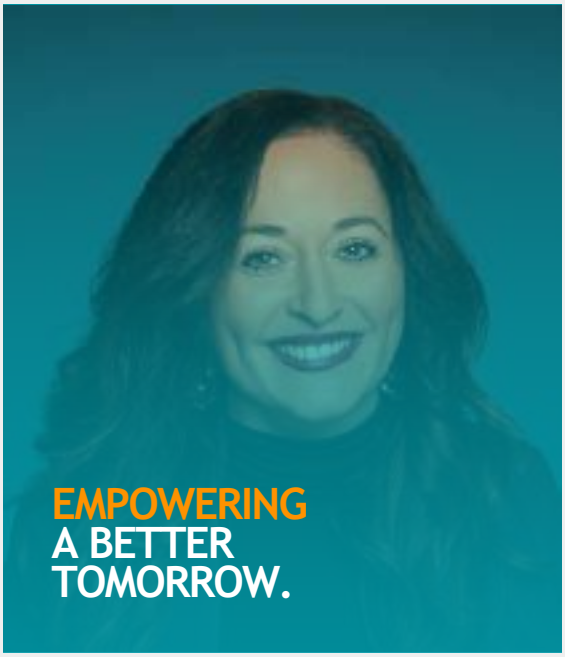
What happens next with these material topics?

To make our priorities clear for the coming years, we have created a visual that highlights the material topics we'll be focusing on. These topics will be reported on in our sustainability report. While they determine our main direction, non-material topics will not be overlooked; they will continue to receive attention when appropriate.

The CSRD timeline was recently postponed. How does that affect iPS?

In April 2025, the European Parliament voted to delay the CSRD implementation by two years. In addition, the EU is currently discussing further adjustments that may significantly narrow the scope of the directive. Based on the latest proposals, it is likely that companies of our size will no longer fall under the mandatory CSRD reporting requirements once the revised thresholds are adopted.

That said, we are not stepping back. Even if iPS ultimately becomes exempt from mandatory CSRD reporting, we will continue to publish a voluntary sustainability report. We believe transparency and responsible business practices should not depend on regulatory pressure.
By reporting proactively, we stay aligned with future expectations, support our stakeholders with clear information, and continue strengthening our sustainability performance.



We Commit to improve environmental impact

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Climate change - GHG emissions

At iPS Powerful People, we recognize the urgent need to address climate change and environmental sustainability. As a global recruitment company headquartered in The Netherlands with branch offices across the world, we are committed to reducing our carbon footprint and promoting responsible business practices. This protocol establishes a comprehensive framework for measuring, reporting, and reducing Greenhouse Gas Emissions (GHG) across all our operations.

Our GHG emissions reporting is based on operational control, encompassing all locations where iPS exercises direct operational authority. This includes Headquarters: Netherlands, Branch Offices: United States, United Arab Emirates, Saudi Arabia, United Kingdom, Jersey, Mexico, Lithuania, Latvia, Croatia, and Germany. The Netherlands office is certified at emission level A, and the goal is for all new offices to meet the same standard.

We follow the GHG Protocol Initiative, categorizing emissions into three scopes:

- Scope 1: Direct emissions from company-owned vehicles and stationary sources such as heating systems and generators.
- Scope 2: Indirect emissions from purchased electricity, heating, and cooling across all offices.
- Scope 3: Other indirect emissions, including business travel, employee commuting, and office waste management.

To ensure accuracy and consistency, we have implemented a centralized data collection system:

- Scope 1: Fuel consumption and facility emissions are recorded and converted using standardized CO_2 equivalents.
- Scope 2: Electricity usage is tracked via utility bills, with regional emission factors applied.
- Scope 3: Travel and commuting data are gathered through surveys and records, while waste volumes and recycling rates are monitored.

Our strategy to reduce emissions includes:

- Energy Efficiency: Upgrading lighting, HVAC systems, and appliances, promoting remote work.
- Renewable Energy: Transitioning to green energy sources where feasible.
- Sustainable Travel: Minimizing business travel and encouraging public or green transport.
- Offsetting Initiatives: Investing in carbon offset programs such as reforestation and renewable energy.
- Waste Reduction: Enhancing recycling programs and reducing paper usage through digital solutions.

We believe sustainability is a shared responsibility. To support this, we engage employees through:

- Awareness Campaigns: Regular updates via intranet and visual displays at the offices.
- Training Programs: Workshops on sustainable practices in travel, waste, and energy use.

iPS is committed to continuously improving its environmental performance through:

- Annual reviews of our GHG protocol, data quality, and reduction targets
- Alignment with evolving scientific insights and industry best practices

Our long-term ambition is clear: Achieve a neutral environmental footprint by 2050, balancing unavoidable emissions with impactful offsetting and sustainable operational practices.

As a leader in the recruitment industry, iPS Powerful People is dedicated to environmental responsibility. The publication of our first Sustainability Report marks a significant milestone in our journey. By understanding, managing, and reducing our environmental impact, we contribute to a healthier planet and a more sustainable future for all.

By identifying our Scope 1, 2, and 3 emissions, iPS Powerful People gains a comprehensive understanding of emissions across the entire value chain. This enables us to focus on the most impactful reduction opportunities.

To provide transparency and establish a reliable baseline for future reduction efforts, we have calculated our 2025 greenhouse gas emissions across all three scopes. These figures give us a comprehensive view of our environmental footprint and help identify the areas where targeted action will have the greatest impact.

	Category	Scope	CO_2e
1	Scope 1: Direct Emissions	Scope 1	
11	Mobile combustion	Scope 1	38,270.562
2	Scope 2: Indirect Emissions from Energy Consumption	Scope 2	
21	Purchased electricity	Scope 2	37721
3	Scope 3: Indirect Emissions in the Value Chain	Scope 3	
31	Transportation of purchased goods	Scope 3	12,665.103
32	Business travel and employee commuting	Scope 3	92,399.617
33	Waste generated from operations	Scope 3	5,121.592

Total GHG emissions: 1522361.74

Total emissions for 2025 are driven primarily by Scope 3 activities, with business travel and employee commuting representing the largest single source of CO_2e. Direct emissions from mobile combustion form the core of Scope 1, while purchased electricity accounts for all Scope 2 emissions. Within Scope 3, transportation of purchased goods and operational waste add additional impact but together remain significantly smaller than travel-related emissions.
Overall, the organization generated 1,522,361.74 kg CO_2e, with Scope 3 dominating the footprint.

Opportunities in climate adaptation and mitigation investments

As part of our commitment to sustainability, iPS has set a strategic target to ensure that 50% of our total sales are directly related to climate change adaptation. This goal reflects our proactive stance in supporting industries and projects that contribute to environmental resilience, particularly within the maritime and civil sectors where climate-related challenges are increasingly prominent.

Our services, ranging from specialized recruitment and payrolling to project coordination, are increasingly tailored to support initiatives that mitigate climate risks, enhance infrastructure resilience, and promote sustainable operations. This includes staffing for offshore renewable energy projects, coastal protection works, and civil engineering efforts focused on flood management and sustainable urban development.

We anticipated reaching this target through a combination of strategic client partnerships, focused business development, and continuous alignment of our workforce capabilities with climate adaptation needs. By investing in training, certifications, and knowledge sharing around sustainability, we ensure that our professionals are equipped to contribute meaningfully to climate resilient projects. This target not only supports our environmental objectives but also strengthens our market position as a responsible HR partner in sectors undergoing rapid transformation due to climate imperatives.

We are proud to report that our integrated approach has enabled us to meet the 50% threshold within the reporting period, demonstrating our commitment to sustainable growth and long-term value creation.

The growing market for urbanization-driven infrastructure projects

Urbanization is one of the defining global trends of the 21st century, driving demand for resilient, sustainable, and inclusive infrastructure. At iPS, we recognize the critical role we play in supporting this transformation through our specialized HR services in the civil and industrial sectors. In line with our sustainability strategy, we have set a clear commercial target: by the end of 2025, 25% of our total sales should be directly linked to infrastructure projects related to urbanization.

This target reflects our strategic focus on contributing to the development of urban environments that are better equipped to handle population growth, climate challenges, and evolving societal needs. Our involvement spans a wide range of urban infrastructure initiatives, including tunnelling projects, energy plants, and water management systems.

To achieve this goal, we strengthened partnerships with clients engaged in urban development, and expanding our talent pool to include professionals with expertise in urban heavy equipment operators project coordination. We are also aligning our recruitment and payrolling services to meet the specific demands of large-scale infrastructure projects, ensuring that our workforce is both technically capable and sustainability aware.
In addition, we are investing in internal capabilities to identify and prioritize urbanization-related opportunities. This includes training our commercial teams to recognize projects that align with our sustainability objectives, and equipping them with tools to support clients in building future-ready urban infrastructure.

By embedding urbanization into our commercial strategy, we not only contribute to sustainable cities and communities (SDG 11) but also position iPS as a key HR partner in one of the fastest growing and most impactful sectors of the global economy.

We are proud to share that our integrated approach has enabled us to meet the 25% sales target. This achievement reinforces our commitment to sustainable growth and the creation of long-term societal value.

We Unite through social responsibility

iPS
powerful people

At iPS, our four core values, We Unite, We Commit, We Innovate, and We Empower, form the foundation of our social responsibility strategy and guide our approach to creating a fair, inclusive, and future-ready workplace. These values are deeply embedded in our HR Strategy 2025-2030 and reflected across key social themes within our organization.

- We Unite by fostering collaboration and transparency across teams and borders. This value drives our commitment to fair employment conditions, ensuring equal rights, equal pay, and inclusive practices for all employees, regardless of nationality, gender, or location.
- We Commit to ethical and sustainable practices, taking ownership in creating impactful solutions. This is reflected in our approach to safety and supervision (QHSE), where we prioritize quality, compliance, and the well-being of professionals in all environments.
- We Innovate by staying one step ahead through expertise and service excellence. This mindset fuels our efforts in matchmaking and talent availability, where we proactively connect skilled professionals with meaningful opportunities, supported by data-driven insights and agile processes.
- We Empower by nurturing individual potential and promoting personal growth. This is central to our learning and development strategy, which includes the iPS Academy, individual learning budgets, leadership programs, and inclusive feedback culture ensuring that every employee can thrive and contribute to our shared success.

Fair employment conditions for professionals and employees

Fitting our mission, vision, and values, we believe that offering fair employment conditions is a fundamental principle of HR at iPS Powerful People. Each year, we conduct a structured evaluation of all employee salaries of our employees to ensure internal equity and transparency. Salary alignment across the employees is a key requirement, reinforcing our commitment to fairness and accountability.

In our analysis of 2025, we divided our employee population into different groups, to make comparisons on different job-levels, nationalities, and based on gender. The most notable outcome of this analysis is that our women earn on average 4% more than our male employees. Also, our other comparisons show no significant difference (< 15%) in payment. Therefore, we can conclude that within iPS we do offer fair employment conditions to our employees.

We also ensure that policies and procedures regarding additional benefits are rolled out internationally, so that all iPS employees, regardless of location, have access to the same rights and opportunities.

At iPS Powerful People, we believe that diversity drives progress. We are committed to building an inclusive organization where everyone feels welcome and valued. Over the years, we have taken deliberate steps to foster a culture that supports innovation and excellence across the Energy, Marine, and Renewables sectors. This commitment is also embedded in our Code of Conduct.

In contrast to the industry average, iPS Powerful People employs a notable percentage of female professionals, 65% of our employees are female, contributing to a more balanced workforce in traditionally male-dominated sectors. Our team represents over 19 nationalities, with the largest groups corresponding to the countries where we have the strongest operational presence. We are also a relatively young organization, with an average age of 38, and the majority of our workforce falling within the 35–40 age bracket.

Among our professional's pool, we observe similar diversity. Despite operating in industries where female participation is historically low, we are proud to see a growing percentage of female professionals entering the field. Additionally, our professionals represent more than 75 nationalities, and we ensure full compliance with local labor legislation across all regions.

At iPS Powerful People, we mainly work with people. We strive to create a safe, reliable, competent, and inclusive work environment where everyone can be themselves. Our differences, whether in thought, background, or experience, are what make us stronger.

Every colleague and professional has a voice at iPS. We actively encourage participation in conversations around diversity and inclusion, and we continue to learn and grow together to build diverse, high-performing teams.

We are committed to maintaining an attractive working environment. This includes recruiting, hiring, and promoting employees solely based on job suitability, supporting their development, and providing safe and healthy working conditions. Harassment of any kind is strictly prohibited.
Recruitment, selection, and promotion are based on objective and non-discriminatory criteria. Discrimination, whether based on race, colour, gender, religion, or any other factor is not tolerated.

In cases of disability or chronic illness, employees are supported to continue working as long as they are medically fit for appropriate roles. Such conditions are never grounds for termination. We ensure that all employees retain their employment as long as they can fulfil the requirements of suitable positions.

Managers at iPS Powerful People are expected to act with flexibility and awareness, respecting individual qualities, ambitions, cultural backgrounds, and organizational needs. They are encouraged to embrace and manage differences as a source of strength and innovation.

Workforce readiness and talent matching

Ensuring workforce readiness is a cornerstone of sustainable operations at iPS, particularly in recruitment for the maritime, renewables, and industrial sectors. Our approach is built on proactive planning, strategic talent pooling, and efficient use of digital tools to match the right professionals with the right opportunities, especially during high-demand seasons.

One of our strategies is proactive search and selection. Recruitment readiness is maintained year-round through continuous efforts to build talent pools tailored to the most in-demand positions in maritime, renewables, and industrial sectors. This ongoing process ensures that when high season periods arise, we are equipped with a curated list of qualified and pre-screened professionals who are ready to be hired quickly.

In addition to maintaining readiness for established roles, we recognize the importance of reskilling and preparing professionals for emerging markets. As the maritime, renewables, and industrial sectors evolve, new types of expertise are required, spanning from highly specialized marine professionals to roles in onshore projects and development. By investing in reskilling and expanding our talent pools to include professionals with versatile skills, we ensure that our workforce remains adaptable and future-proof, ready to meet both current and upcoming demands.

Our internal system plays a vital role in the professional's search & selection process. It enables recruiters to track professionals' availability, employment status, and readiness, while also allowing real-time updates to be shared across all iPS teams. This helps to avoid duplicate outreach and ensures that efforts are focused on professionals who are ready to work, ultimately improving placement speed and quality. The system fosters collaboration and transparency, significantly enhancing overall operational efficiency. Additionally, our system allows us to source professionals directly from our collected database, using targeted filters to match specific job requirements, making the search process both precise and time effective.

We maximize visibility and engagement through the strategic use of digital platforms, which play a crucial role in attracting top talent globally. LinkedIn is a key tool, where job postings and recruiter outreach via the LinkedIn Recruiter Seat allow us to connect with both active and passive professionals. In parallel, our dedicated job slots on the iPS website promote openings to a targeted audience, increasing both the quality and volume of applications. These platforms help maintain a strong online presence and ensure our vacancies reach the right professionals.

In addition to technology, we build a sustainable talent pipeline through trusted relationships. Referrals from loyal professionals are a valuable source of new talent, as they often recommend colleagues who are available and well-suited for open roles. This peer-to-peer trust not only enhances professionals' quality but also strengthens our reputation within the industry.

At iPS, talent readiness is driven by a blend of foresight, technology, and trust. Through smart systems, digital outreach, and strong relationships with professionals, we align skills with demand to support sustainable impact.

Learning and development

At iPS, we view learning and development as a strategic enabler of sustainable growth and organizational resilience. In line with Sustainable Development Goal 4 (SDG 4), ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all, we re-launched our Learning and Development framework in Q4 2023 under the name iPS Academy.

This framework is designed to guide both employees and leadership in their development journeys, while reinforcing our commitment to investing in people across all levels and locations.

The iPS Academy is structured around four interconnected layers:

1. Onboarding

A standardized, yet role-specific, onboarding program ensures that every new colleague, regardless of location, receives the tools, knowledge, and cultural context needed to succeed from day one.

2. Function-specific learning

This layer includes technical and operational training tailored to the needs of both new and existing employees. It supports continuous upskilling and ensures alignment with the evolving demands of our business and industry.

3. Personal and professional development

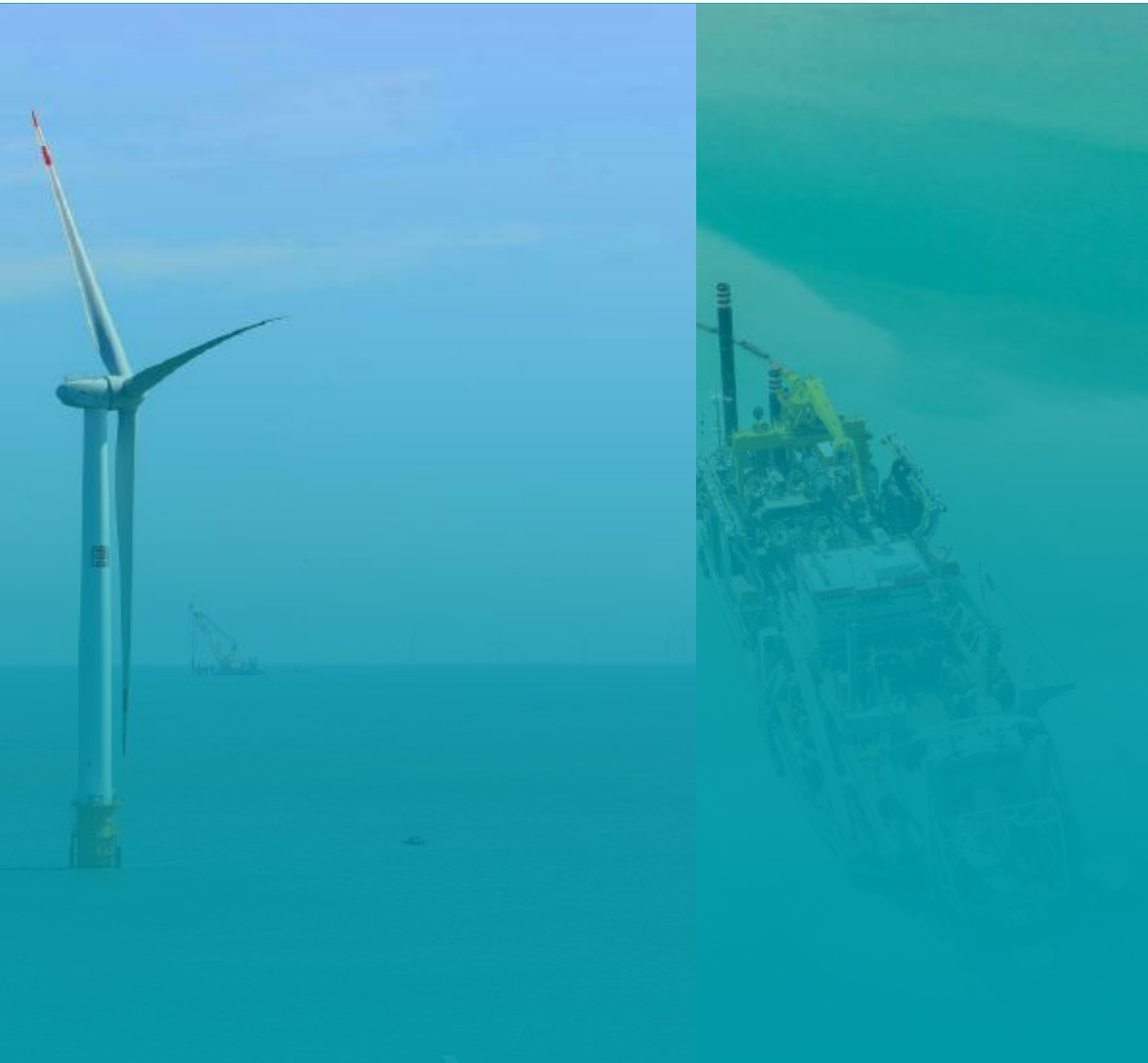
All employees have access to an individual learning budget, which can be used for accredited external courses. In addition, we offer the online learning platform, which provides a wide range of self-directed learning modules focused on soft skills, leadership, communication, diversity & inclusion, and more. Importantly, we have chosen not to track individual usage data, reinforcing our belief that personal development should be self-driven and intrinsically motivated. Group-level insights help us evaluate the platform's effectiveness without compromising individual autonomy.

4. Leadership development

Our iPS Management Training Program is a tailor-made initiative for current and future leaders. Delivered in collaboration with external coaches, the program focuses on developing leadership competencies, fostering peer learning, and supporting the cultural shift toward a performing company culture as envisioned in our iPS Next initiative.

In addition to these structured layers, we facilitate collective learning through internal knowledge-sharing sessions and role-specific training, which enhances communication and collaboration through DISC-based insights.

By embedding the iPS Academy into our broader HR Strategy 2025–2030, we ensure that learning is not an isolated activity but a continuous, inclusive, and strategic process. This approach empowers our people, strengthens our culture, and ensures that iPS remains future-ready in a dynamic, international environment.



Professionals

At iPS, our commitment to sustainable development extends beyond our internal workforce to include the professionals we recruit, employ, and deploy across global projects in the maritime, civil, and offshore industries. These individuals are not only essential to our clients' operations but also represent our values and standards in diverse and dynamic environments.
We believe that learning and development should be accessible to all professionals, regardless of their employment type or location. In line with SDG 4, we have integrated development opportunities into our external workforce strategy to ensure that every professional is empowered to grow, contribute meaningfully, and remain future-ready.

Our approach includes:

Tailored onboarding

Every professional receives project-specific onboarding that covers technical requirements, safety protocols, and cultural expectations. This ensures alignment with client needs and promotes a smooth transition into operational roles. Alongside with the training from our client, professionals also receive leaflets from our organization with the onboarding details (Financial, responsible personnel to coordinate, and safety & environmental)

Feedback-driven growth

Through structured feedback loops involving clients, and professionals, we identify development needs and offer targeted support to help professionals. It is achieved by having conversations with clients and professionals seeking their feedback on their employment

Technical and operational training

We facilitate access to certifications, client-specific training modules, and industry-standard courses to ensure our professionals maintain high levels of competence and compliance. It is facilitated only upon request of the client or of the professional at their own expenses.

Health, safety, and well-being (leaflets)

We prioritize training and awareness around physical and mental well-being, ensuring our professionals are equipped to perform safely and sustainably in demanding environments.

By embedding these principles into our candidate and professional engagement strategy, we reinforce our role as a responsible HR partner and contribute to a more inclusive, skilled, and resilient workforce across the industries we serve.

Safety is our promise, commitment is our power

iPS safety values & vision

Powered by Safety. We Strive for a Harm-Free Workplace.
We don't settle for less, we aim for excellence through prevention, awareness, and responsibility.

A safer tomorrow: our safety & incident reduction goal in 2025

At iPS Powerful People, sustainability goes beyond environmental impact, it's about our commitment to building safer, healthier, and more transparent work environments for everyone.

As an HR business partner operating in high-risk and rapidly evolving industries, we recognize our unique role in shaping safety culture and raising standards across the value chain.

In 2025, we set a clear and measurable objective:
Reduce workplace incidents involving professionals by 10% compared to 2024.

This target reflects our commitment to continuous improvement, proactive risk management, and the well-being of the people who trust us with their careers. Through enhanced training, structured follow-up, and stronger collaboration with clients, we are working to build a safer tomorrow, one assignment, one project, and one professional at a time.

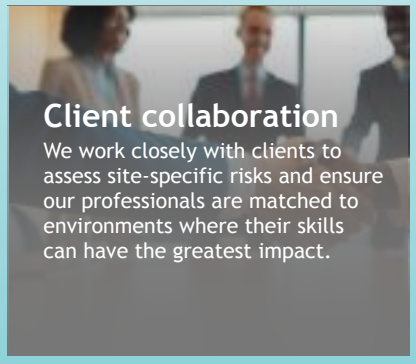
How we're achieving this goal

Enhanced professional screening

We've refined our vetting process to prioritize professionals with proven safety records, relevant certifications, and a proactive approach to risk management.

Ongoing training & development

A continuous learning program was launched for all iPS employees and placed professionals, with a clear focus on the latest safety protocols, hazard recognition, and emergency response procedures.



Client collaboration

We work closely with clients to assess site-specific risks and ensure our professionals are matched to environments where their skills can have the greatest impact.

Incident monitoring

Based on our incident monitoring, we've observed a 33% reduction in reported incidents among our placed professionals compared to the same period in 2024. This progress reflects our commitment to continuous improvement and the effectiveness of our integrated safety approach.

Our commitment to safety

At iPS Powerful People, the safety of our professionals is our highest priority. We are dedicated to ensuring that every professional returns home the same way they began their journey, safe, healthy, and incident-free.

Our promise to safety is the guiding principle behind all our operations and activities. It represents our commitment to achieving the highest standards in health and safety, environmental responsibility, and fostering strong collaboration with professionals, colleagues, vendors, and clients.

iPS vision in action

We bring our commitment to safety to life through a broad range of proactive and impactful initiatives, including but not limited to:

- Accident & Incident reporting, investigation, data sharing, and KPI tracking
- Near-Miss and First Aid registration
- Emergency response procedures and annual training drills
- Emergency preparation for the placements of professionals
- Safety conversations with professionals
- HSE induction and refresher training for iPS employees and professionals
- HSE KPIs and Objectives in place
- Client feedback surveys include HSE performance
- ISO 45001:2018, Occupational Health & Safety certification for all iPS offices
- QHSE as a fixed agenda item in all employee meetings
- A formal complaints procedure

Health & well-being

At iPS Powerful People, we are committed to fostering a safe, healthy, and supportive work environment as part of our dedication to sustainable and responsible operations. We promote the health and well-being of all our colleagues, both iPS employees and professionals.

For mental health support, iPS provides access to a professionally trained mental health coach. This service is available to all iPS employees and offers confidential and supportive guidance whenever needed.

Additionally, our offices are equipped with specially trained Prevention Officers and Emergency Responders (First Aiders), who are available to support employees and help maintain a safe workplace. These kind of initiatives reflect our broader goal of cultivating a workplace culture where safety, care, and well-being are embedded in our daily operations.

We Innovate
to safeguard
your privacy
iPS
powerful people

In 2022, iPS Powerful People faced a significant cybersecurity incident that prompted a comprehensive overhaul of its information security framework. The breach served as a catalyst for innovation, leading to the development of a robust, ISO 27001 aligned policy detailed in the Information Security Policy. This policy outlines proactive measures for incident response, risk management, and business continuity, and reinforces the principle that information security is everyone's responsibility. It introduced structured roles, strategic planning cycles, and technical safeguards across all departments. By embedding security into project management and daily operations, iPS not only mitigated future risks but also strengthened its commitment to transparency, reliability, and continuous improvement. This response exemplifies the company's core value: we innovate, turning challenges into opportunities to enhance trust, resilience, and service excellence.

iPS has appointed a Privacy Team responsible for establishing, monitoring, and continuously improving all aspects of information and data security, ensuring the company's compliance with local laws and regulations.

Information security objectives

Information security management is structured as a risk management process. This means that risks regarding assets, threats, vulnerability, and impact of events are evaluated. Based on the risk assessment internally as well as externally (e.g. supplier audits), decisions will be made on how risks are avoided, mitigated, shared, or accepted.

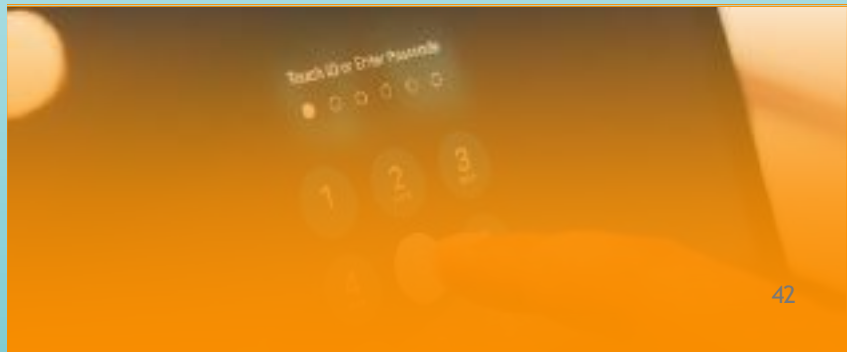
Security management is structured as a process. This means that the annual planning and control cycle is based on ISO 27001 (Plan, Do, Check, Act). It includes preparing and implementing annual plans. Results are evaluated and translated into new yearly plans.

Security must guarantee the following aspects of information assurance:

- Availability: the extent to which data or functionality is available to users at appropriate times and locations.
- Integrity: the degree to which data or functionality is provided correctly.
- Confidentiality: the degree to which access to data or functionality is limited to those who are authorised.

As a holder of data, iPS Powerful People takes information security very seriously, with the following key policies in place to protect this data:

- Information Security Policy.
- Code of Conduct Processing Personnel Data.
- Data Breach Procedure (IPS –CMS-3.11).



Information security policy

Our Information Security Policy is a set of rules, policies and procedures designed to protect the information assets of iPS Powerful People. Its objective is to ensure business continuity, safeguard data from unauthorised access, and proactively minimise damage by preventing security incidents and mitigating the impact.

To implement and maintain this policy successfully, iPS Powerful People has set some basic rules and principles to be applied throughout the organization:

- Comply with relevant laws and regulations which are applicable in the countries and industries where the company operates.
- Respect data privacy and keep data confidential when dealing with personal and sensitive data from employees, professionals, clients, and other stakeholders.
- Apply a proactive attitude and pay attention to Information Security within all processes and activities.
- Information security is everyone's responsibility, and everybody is expected to actively contribute to the security of automated systems and data. Line management has a primary responsibility to promote and enforce this in the company.
- Information security is based on a risk-based approach to identify, assess, and prioritise activities and decisions, which is part of the entrepreneurial attitude of iPS Powerful People.

Processing personnel data

At iPS Powerful People, we take processing personal data very seriously. Our commitment to safeguarding personal data is reflected in our comprehensive privacy policies and procedures. We ensure that all personal data is processed in accordance with local law and regulation requirements, which include the collection, recording, organization, structuring, storage, adaptation, retrieval, consultation, use, disclosure, alignment, restriction, erasure, and destruction of personal data.

We have implemented several key measures to ensure compliance:

- Organization Vulnerability Assessment.
- Our Data Breach Procedure includes an Incident Response Procedure.
- All records are maintained in accordance with our Integrated Management System, and in accordance with any prevailing legislation. Inactive users are removed from the system, and professionals may request removal from the system.
- Professionals are required to read and accept our Code of Conduct Processing Personal Data the moment they create their account in the system (My iPS portal). The professionals themselves are required to provide consent on a yearly basis via My iPS. The policy details the type of personal data iPS Powerful People is requesting, how we collect it, for what purposes we hold it, what to do in case the data needs to be corrected or removed as well as what is the Data Breach Procedure;
- All colleagues of the relevant departments were required to participate in Internal Knowledge sessions on GDPR-regulations.

Cybersecurity awareness program

Increasing the security and privacy awareness of employees within the organization is achieved through the Cybersecurity Awareness program. Based on the organization’s maturity in cybersecurity, determined by regular phishing simulation testing, various initiatives are undertaken.

New employees and colleagues who lack sufficient knowledge are offered an individualised program to enhance their knowledge and awareness. The program consists of phishing simulation campaigns and e-learning, supplemented by various awareness resources, including narrowcasting and information available via the Intranet. All employees are mandatory to participate in the company-wide program.

The program focuses on main topics, including social engineering, secure authentication, information handling, data breaches, security incident reporting, data sharing, and loss & theft. The Privacy Team is responsible for the program and will tailor it to meet the organization's needs and address its challenges. New threats will be incorporated into the program.

Preventive security measures

iPS has implemented preventive security measures such as periodic system testing, protecting critical IT assets (physical) and safeguard data for cybersecurity purposes. The most important measures are:

- Quarterly service management reviews with the main ICT suppliers, including Change Advisory Board procedure for major ICT changes.
- iPS Powerful People performs an external penetration test on its infrastructure every 2 years. Based on the results, a Risk Assessment is conducted by the Privacy Team.
- Annual audits performed by our external auditor, who reviews control procedures such as segregation of duties, user impersonation checks, change management, and user access rights review.
- iPS Powerful People conducts an annual audit of the physical infrastructure at its main site.

Procedures:

- When changing an employee's position, the HR department will notify the ICT Service Desk and the Head of Service Excellence via email. This email will include the employee's name, new position, and effective date.
- Employees who wish to work remotely on a structural basis must sign our Teleworking Agreement.

Physical access security:

- An iPS employee grants access for external visitors to an iPS office building. Upon entry, external visitors are registered by the employee and provided with the leaflet and visitor instructions.
- Securing offices, rooms, and facilities; iPS office buildings have an alarm system and, if possible, a professional security agency will take of the security after office hours.
- Server rooms and other storage for ICT infrastructure are accessible only to designated employees.
- Clear desk and clear screen; iPS Powerful People has a Clear Desk/Clear Screen policy that is actively promoted.

Reporting information security events

Within iPS, information security events are managed through a structured and accountable process that ensures timely escalation, appropriate handling, and continuous improvement of our security practices. All employees, professionals, and external users are informed of their responsibility to report events promptly and of the designated channels for doing so. A feedback mechanism ensures that individuals who report an event are updated once the matter has been addressed.

If an information security event does occur, the following steps are followed:

- Relevant details are documented immediately, including the nature of the breach, system irregularities, error messages, or any unusual behaviour.
- The event is reported to the Privacy Team, who coordinate the assessment and response, and when necessary escalate the matter to the Executive Board.
- iPS's established procedures guide the handling of each event, including the application of disciplinary measures where non-compliance with security guidelines is identified.
- When required by law, regulation, or contractual obligations, the incident is reported to the appropriate external authorities or stakeholders.

Empowering a better tomorrow.

iPS
powerful people

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