

IPEX IMPACT REPORT 2023

PEOPLE



Women account for
25%
of our

SENIOR LEADERSHIP ROLES

In our 2023
global employee engagement survey



88%

**OF EMPLOYEES
WOULD RECOMMEND
IPEX as a good place to work**



Open
positions filled by
**INTERNAL
CANDIDATES**
was
42%

990+

EMPLOYEES ATTENDED

one of our DE&I events in person and
virtually across Canada and US

IPEX salaried employees completed over

117,865

hours of
**LEARNING AND
DEVELOPMENT ACTIVITIES**
including



training



skill building



mentoring

COMMUNITY



**A PROUD
PARTNER SINCE
1994**

building stronger
futures for families
and communities through

AFFORDABLE HOUSING

**OFFICIALLY
LAUNCHED**

our new community investment
and social impact program



dedicated to making a positive influence on the
communities in which we work and live

iCARE PROGRAM PILLARS



Key
Partnerships



Local
Giving



Scholarships



Employee
Emergency
Fund



Water & Waste
Management
Solutions



**DONATED
\$25,000**

to She Built This City to the
workforce development program
providing a cohort of

WOMEN IN TRADES TRAINING

ENVIRONMENT

Implemented a new
ESG DATA
COLLECTION SOFTWARE

to support reporting
and progress tracking
from our locations

All IPEX Quebec
facilities are
100%
powered by
**RENEWABLE
ELECTRICITY**



Certified through
Hydro-Quebec's
Renewable
Energy Certificate
(REC) program.



**ACHIEVED
ECOVADIS
certification***

Conducted
Energy Efficiency Workshops
at 19 locations
where we identified
**30,000 MWH
OF ENERGY SAVINGS**

which can power
2,857
**AVERAGE US HOMES
A YEAR**

PVC PIPE IS A FULLY RECYCLABLE
long-lasting product with a service life of up to

100 YEARS



Since 2022 our
REPORTABLE INJURY RATE
has decreased by

~60%



ENVIRO-TITE®,
manufactured in Canada,
has a minimum recycled
PVC material content of

50%