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Families depend on  
our unwavering  
commitment to safety  
where physical and  
mental well-being  
are protected.



## Safety has always been a core value at IPS – and today, it's more important than ever.

Since 2010, our **Mission Zero** program has guided our commitment to preventing harm, primarily in our construction area. As IPS has grown, however, so has our responsibility to evolve towards a total safety culture, which embodies the full life cycle of a project and the total well-being of our people. This new approach emphasizes proactive risk mitigation, psychological and physical safety, and cross-functional collaboration fully focused on injury prevention in office and on projects from design, to construction, and through validation.

We're proud to introduce **PATH** - a new safety framework that builds on the foundation of Mission Zero and reflects the evolving needs of our clients and workforce.

**PATH** stands for:

**Protective** - We prevent harm, everywhere we work.

**Accountable** - We own our choices and commitments.

**Trusted** - We speak up, listen, and have each other's backs.

**Holistic** - We champion well-being and teamwork across the full project lifecycle.

Together, we're building a resilient, people-centered safety culture that supports operational success and protects people. Please join us on our new **PATH**.



Jim Stephanou  
CEO, IPS-Integrated Project Services LLC



# navigating risk, guiding solutions

PATH, the IPS global safety program, builds a culture where safety is about protection and caring for every person, every day.

## PROTECTIVE

### **Hazard Identification**

Understanding risk begins with both process and field hazard identification, ensuring safer, more efficient designs and work procedures that prevent incidents and deliver an inherently safe facility.

### **Risk Mitigation**

This journey starts by addressing risks proactively to eliminate hazards where feasible or implementing mitigation strategies. Utilizing design alternatives and constructability solutions with safety-focused practices provides a solid foundation for risk management.

## ACCOUNTABLE

### **Adaptable**

Success depends on delivering customized approaches to the project's specific scope and environment. This ensures compliance and enhances efficiency to foster optimal outcomes.

### **Engagement**

Every team member is a partner in our total safety culture, fostering shared responsibility. The best solutions emerge from diverse perspectives, leading to comprehensive and effective safety measures throughout the project.



# PATH IPS Safety

## TRUSTED

### Learning

A constant ambition for innovation ensures meaningful progress. Developing SMEs is key to leading advancement while sharing lessons of past successes and challenges for teams to grow together and achieve common goals.

### Partnership

Alignment in our knowledge and values while tackling challenges together builds unified solutions that deliver project success.

## HOLISTIC

### Mental Health & Wellness

An unwavering executive commitment to our team's well-being. Implementation of a wellness program supports both physical and mental health, helping individuals build balance and resilience.

### Commitment to Caring

Risks include mental hazards, not just physical. By keeping an open mind and listening to team members, we create a supportive environment that fosters psychological safety. This encourages team members to speak up share ideas, and guide solutions to build a culture of trust and collaboration.

## The **PATH**-way for People Success

Whether we are in the field or collaborating in the office, safety means creating places where people feel supported, respected, and empowered to bring their best selves to work.

**PATH** helps guide how we do that by fostering psychological safety, wellness, and accountability across every team and every interaction.

### **Psychological safety starts with listening.**

We build trust through open dialogue and ongoing feedback. Regular listening sessions with senior leadership, along with anonymous employee engagement surveys, help us understand what is working and where we can improve. This commitment to transparency ensures that every voice contributes to shaping a safer, stronger culture.

### **Wellness is part of every journey.**

Caring for our people means supporting both body and mind. Every new hire is introduced to our Wellness Committee and Employee Assistance Program, providing access to mental health resources, physical wellness initiatives, and tools that foster balance and resilience. Well-being and performance grow together when people feel cared for and connected.

### **Connection drives growth.**

Partnership at IPS extends beyond projects. Mentorship and early-career development programs create opportunities for learning and collaboration across disciplines. Our Employee Resource Groups strengthen inclusion and connection, helping employees find community and belonging throughout their careers.

Wherever we work and however we contribute, **PATH** reminds us that a **culture of safety and belonging begins with people.**

By cultivating a workplace where passion, belonging, and a sense of purpose define our culture, we aspire to be the best of the best.



## The **PATH**-way for Project Success

Each project begins with a clear mission: **to protect and care for every team member.**

This purpose drives our planning, decision-making, and execution, ensuring safety is embedded in every phase of a project. **PATH** is customized to each client's unique needs, not applied as a one-size-fits-all solution.

**Following the **PATH** to safety is a step-by-step process.**

**Safety leadership starts early** - from the initial engineering design, through construction and start up. We also select trade partners who share our core value of safety and engage them in meaningful conversations to align expectations and build trust. Tools are tailored to meet diverse client requirements across different countries.

A **collaborative site assessment** is critical. The IPS Project Teams conduct a thorough review of company and site-specific procedures and operational nuances. We work closely with our clients to develop a collaborative safety program that builds trust and reflects shared goals.

**Team training** leads to empowered execution. Clear, actionable safety guidance is provided to all team members, from leadership to craft professionals. We foster a learning environment where teams share insights, lessons, and innovations. This collaboration strengthens our safety culture and drives continuous improvement. When the team understands both the purpose and process, safety becomes a shared responsibility.

We **build a culture where partners take ownership** of the overarching safety plan and teams are invested. **PATH** becomes embedded in the daily rhythm of the project site, evolving into a living part of its culture.



A proactive safety culture shifts focus from merely avoiding injury to ensuring robust safety controls. It's a partnership in navigating risk and guiding solutions.

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