



Corporate Social Responsibility Policy and Statement

Introduction

ICTS UK and Ireland (“ICTS”) is firmly committed to responsible business. Corporate Social Responsibility (“CSR”) principles are fundamental to the Company’s strategy, steering the manner in which it operates. In 2022, ICTS will stand with many hundreds of other organisations, from all over the world to implement the UN Global Compact (“UNGC”) pact, that works to advance CSR within the UNGC’s four Areas of Focus; human rights, labour, the environment and anti-corruption.

To achieve such advancement, the UNGC has developed the Ten Guiding Principles (as outlined below). ICTS will use the Ten Guiding Principles in its CSR strategy and has committed to align itself with the UNGC’s Sustainable Development Goals.

UN GC’s Ten Guiding Principles

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.

UNGC’s Sustainable Development Goals



ICTS will strategically align the UNGC’s Four Areas of Focus with our own Cornerstones of Commitment:



Marketplace

ICTS aims to be the supplier of choice for customers, providing innovative, value for money security services, driven by an inherent focus on customer-care.

ICTS strives to future-proof its business in accordance with sustainable principles, working in close partnership with its clients in order to support them in achieving their own environmental objectives.

ICTS is committed to the ongoing evaluation of its own supply-chain performance, and to working with suppliers who are able to demonstrate good corporate social practice.

Environment

ICTS is committed to identifying new ways of reducing its impact on the environment and prides itself on innovation, responsibly achieved through the ongoing implementation of energy efficiencies, and continuous promotion of environmentally friendly waste and recycling solutions.

ICTS maintains environmental awareness as a core topic, and common mindset, throughout its organisation.

Workplace

ICTS aims to create a happy and safe place to work, where employees feel both valued and valuable. The company recognises the importance of investing in its people and promoting talent.

ICTS is committed to maintaining and developing a safe and healthy workforce. It respects equality and diversity, whilst embracing the highest standards of ethical behaviour.

ICTS invests in training aimed at providing employees with learning and development opportunities, in order to encourage each and every individual to reach their full potential.

Community

ICTS values the opportunity to give something back to both society and the wider community.

ICTS has established clear channels for charitable giving via the adoption of local, national and international charities. This agenda has been driven by both corporate initiatives and community activity, enabling the opportunity for all stakeholder participation.

Responsibility and Commitment

The Board and Executive Team of ICTS hold collective responsibility for this policy and are committed to ensuring universal adherence. This policy and statement will be reviewed at regular intervals ensuring it is both relevant to, and consistent with, the ongoing development of the Company.

For 2021 ICTS will also adopt eight of the seventeen Sustainable Development Goals as its focus and will look to increase this number year on year focus; eventually achieving alignment on all seventeen. ICTS will produce a CSR Report on an annual basis to reflect our aspirational targets and our achievements.

The target for 2021 is to demonstrate measurable advancement and activity in each of the following areas within the framework of the Cornerstones of Commitment. ICTS is committed to achieving its goals through the dedication of the Divisional Leads in each of our business sectors.



For and on behalf of the ICTS (UK) Limited

Matthew Skinner
Company Secretary
May 2022