



Corporate Social Responsibility Policy

ICTS UK 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.

The ICTS CSR agenda may be categorized into four key areas of activity, as follows:

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.

ICTS 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 great 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 schemes 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.

The Directors of the Company hold collective accountability for this policy and are committed to ensuring universal adherence. This Policy will be reviewed at regular intervals ensuring it is both relevant to, and consistent with, the ongoing development of the Company.

A handwritten signature in black ink, appearing to read 'Andy Kynoch', written in a cursive style.

Andy Kynoch
Managing Director

Date: 12 January 2021