



International Control Services, Inc.
FLEXIBLE SOLUTIONS WITHOUT BOUNDARIES

October 3, 2017

At International Control Services we continually strive to make this an "Excellent Place to Work". As mentioned every year, many of our goals align with those of the UN Global Compact principles. Our employment laws require regulatory compliance but I believe we strive to exceed expectations regarding the welfare of our employees in having a safe environment and equal opportunities for all.

We recognize that without dedicated employees we cannot succeed. Our employees have a voice in many areas allowing people to submit suggestions on a regular basis that promotes change in processes and policies.

Again this year, we have secured exceptional health insurance at an affordable rate. The company not only pays a large portion of the monthly premium but also provides dental, disability and life insurance at no cost to the employee.

Our business is operated under a code of ethics which is not compromised in any way. We will not knowingly do business with vendors, suppliers or companies who violate human rights, labor laws or anti-corruption policies; or who continue environmentally unsafe practices.

Communication on this progress will continue annually to the UN Global Compact and stakeholders.

Regards,

Dennis Espinoza
CEO/President

217.422.6700 ext. 116 voice
217.233.0415 facsimile

International Control Services, Inc.
FLEXIBLE SOLUTIONS WITHOUT BOUNDARIES
606 West Imboden Drive
Decatur, IL 62521 USA
InternationalControlServices.com