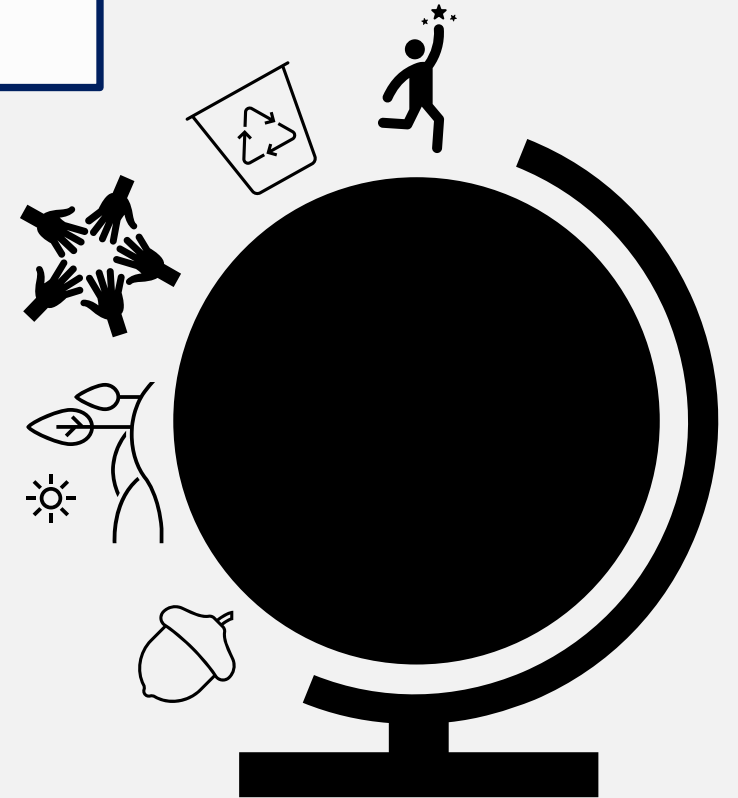




# Corporate, Social Responsibility Commitment on Progress Report

May 2022 – May 2023





## Corporate Social Responsibility Statement of Intent

ICTS are thoroughly committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. ICTS recognise that, through the delivery of its services, it can have significant impacts on the local, national and even the global environment. Our aim is to lead by example, through ensuring that our relationships with our staff, our suppliers and our clients is driven by sustainability and ethical practice within our decision making and via our service delivery outputs. ICTS intend to build foundations based upon the Ten Guiding Principles and through the adoption of Sustainable Development Goals to improve, develop and to make a lasting, ongoing and meaningful contribution. Our ICTS CSR Policy underpins the aspirations set out in this statement in respect to our intent and illustrations in practice.

*Andy Kynoch*

Managing Director ICTS UK & Ireland

# The Cornerstones of our Commitment

## Our CSR Policy In Practice



### 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.



### Environment

ICTS is committed to identifying new ways of reducing its impact on the environment.



### Workplace

ICTS aims to create a great place to work, where employees feel both valued and valuable.



### Community

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

# Accreditation Highlights



Meet The Team

Training & Development

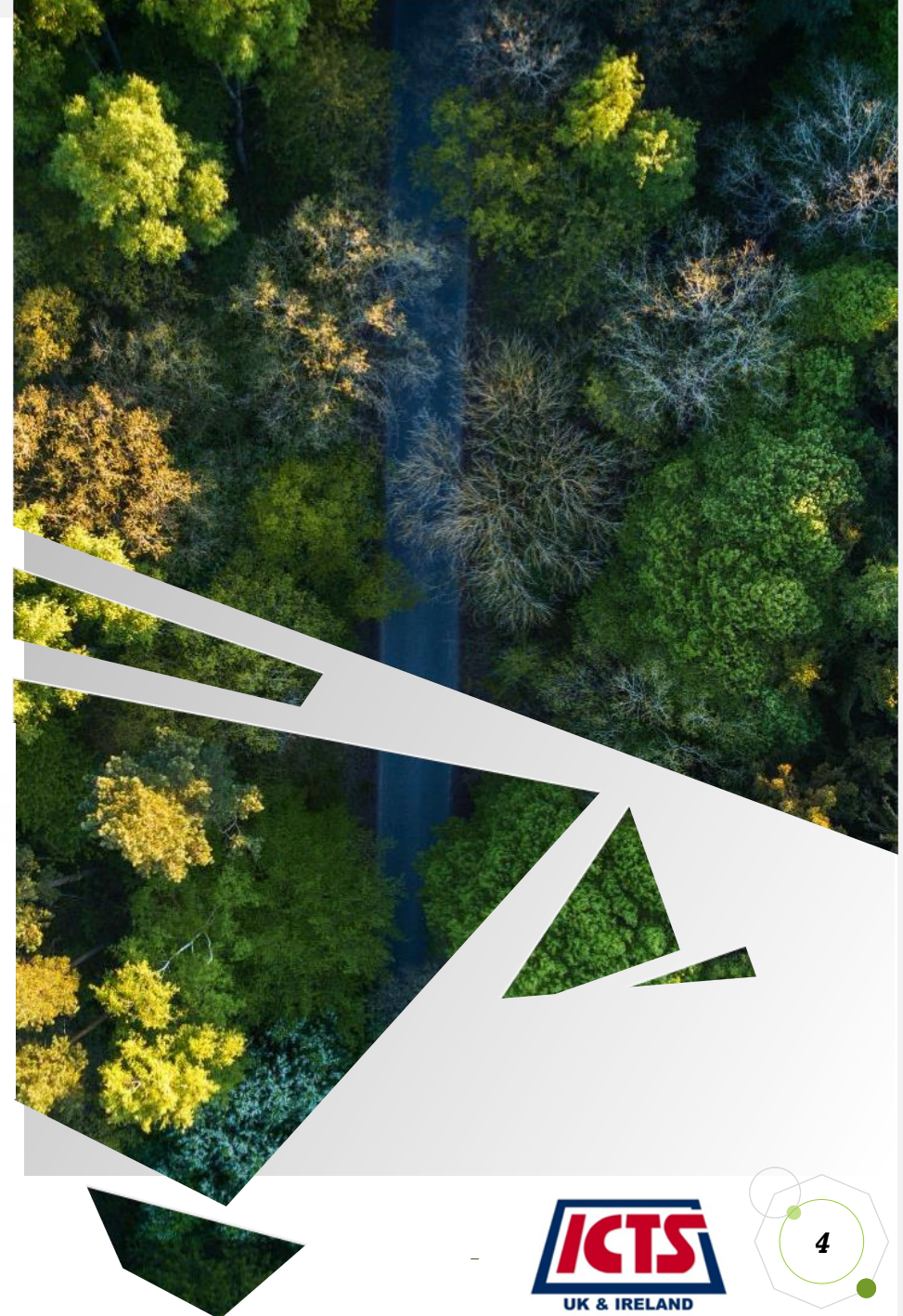
Operational Excellence



ISO 27701



ISO 22301  
Business Continuity  
Management Systems





# Joining in the United Nations Global Compact (UNGC)



In 2021, ICTS chose to join the UNGC to demonstrate our commitment on a wider scale in both our actions and reporting.

Being a member of the UNGC will help as a business to commit to, assess, define, implement, measure and communicate our sustainability strategy goals and to make a difference across four core areas: human rights, labour, the environment and anti-corruption.

We intend to work within these four core areas to focus on our own Cornerstones of Commitment:



Through the power of collective action, the [UN Global Compact](#) seeks to promote responsible corporate citizenship so that business can be part of the solution to the challenges of globalisation.

# The Ten Guiding Principals of the UNGC

**ICTS UK and Ireland Limited will stand with many hundreds of companies from all regions of the world, international labour and civil society organisations to engage in the UN Global Compact, working to advance ten universal principles in the areas of human rights, labour, the environment and anti-corruption.**

## 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

# Our Statement of Intent

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ICTS intend to build foundations based upon the Ten Guiding Principles and through the adoption of Sustainable Development Goals to improve, develop and to make a lasting, ongoing and meaningful contribution.

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# Sustainable Development Goals

In line with the Cornerstones of our Commitment , ICTS will focus primarily upon 7 of the 17 SDG's as part of our 2022-2023 commitment:



New for 2022, ICTS are working towards full compliance with ISO 26000 for CSR:





# Aims and Objectives



## What We Have Done:

Continued to abide by our Mental Health and Wellbeing Policy Directives

Celebrated World Water Day in March 22 and continued to offer all of our employees a free reusable water bottle

Continued to offer enhanced health care plans as standard for management roles and increased availability and variety of accessible health care benefits through different tiers of management– cycle to work, dental, medical

Enhanced our Death in Service and Employee Benefit Packages

Continually assessed and developed our H&S, Environmental and Risk Policies to support a robust, safe and sustainable working environment for our employees and our clients

Added two new assistants to the Health and Safety Team, a CSR Co Ordinator and a Business Continuity Manager

Added an annual Employee of the Year award to our recognition scheme

## What We Will Do:

The HR Dept will aim to target annual/quarterly EAP report outputs to look for targets and trends to develop internal support mechanisms and training

Continue to develop our Mental Health First Aiders by developing and running Mental Health Awareness Courses and bolstering the support with Divisional Contract MH Champions working directly with the MHFA's

In the process of selecting a new platform for our annual employee survey.



# Aims and Objectives

## 4 QUALITY EDUCATION



### What We Have Done:

Trained 407 GSOs regulated transport CAA accredited training and 55 GSSs CAA accredited training to deliver services across our various contracts

Continued to develop bespoke, in house suite of digitalised training via our LMS platform across all of our sectors.

Engaged in mentoring programme with EY Foundation in partnership with Impetus to improve the lives and education of young people in poverty.



Continued to provide formal Customer Services qualifications at Officer Level (NVQ Level 2) and Security Supervisory Skills (NVQ Level 3)



### What We Will Do:

Continue to develop the LMS platform to provide testing and validation on a variety of critical training such as Standard Operating Protocols

Develop in house training programmes around Ethics, Business Continuity and Resilience and Mental Health Awareness



# Aims and Objectives



## What We Have Done:

Diversified the Executive Board with the Appointment of Jayne Thorpe–Negbi Business Assurance Director

Campaigned and Sponsored Perpetuity Research into «Women in Security»

Celebrated International Womens Day including Linkedin and Internal Media

Proudly have a number of females in middle and senior management positions and a number of males in traditionally female roles such as administration. ICTS have seen a steady increase in females at officer and supervisory level within Corporate Manned Guarding.



## What We Will Do:

Actively continue to promote recruitment to attract more females into the business at all levels

Use our research knowledge and Gender Pay Gap analysis to establish a Women in Security Forum to help guide the way to a more gender equal workforce



# Aims and Objectives

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



### What We Have Done:

Engaged external auditing for our Streamlined Energy and Carbon Reporting targets (SECR)

Pioneered threat detection software and technology to support client and internal objectives

Developed our Canine Division to provide effective socially distant solutions in threat detection, anti terrorism and screening

Re-trained and re-deployed over a 100 of our Aviation employees into the Corporate Division during the pandemic

Enhanced our working from home procedures and processes to better support during the pandemic and beyond

Maintained our suite of ISO accreditation and added to that with Avetta Green Flag, Eco Vadis (Silver), and Supply Chain Sustainability School (Silver)

Received accreditation with the International Safety Awards Scheme

### What We Will Do:

Develop additional Environmental targets for 2022

Continue to develop our IT and Comms Policy and targets in response to Cyber Security and Intelligence Threats

Develop an Ethics Policy in line with our Supply Chain CSR, Internal Policy and Code of Conduct

# Aims and Objectives



## What We Have Done:

Signed up to the Hidden Disabilities Scheme and continued to foster its approach within the business

Improved our policy in Diversity and Inclusion, Bullying and Harrassment and Anti Trafficking and Human Slavery

Improved our Code of Conduct

Added a signatory to our Supplier Code of Conduct and improved our auditing of our supply chain to include wider CSR issues



## What We Will Do:

Redefine our recruitment processes to remove age, gender, sexual orientation and disabilities from the initial assessment tool to establish a review based upon skills/experience/attributes/qualifications.

Engage with our employees to ensure that they have a voice on policy and action (forums and feedback)





# Aims and Objectives



## What We Have Done:

Specifically targetted clients who provide employment, greater sustainability or essential services (datacentres, retailers, health care, education, aviation) to better align where we can influence their agenda with our expertise and experience

Financially and actively supported the Charity RoadtoUkraine.com to help gain medical supplies within the war zone.

Planted a Tree alongside the National Trust initiative for International Earth Day 2022

Leaders in the Crisis Fund for Security Personnel which has been established by the Worshipful Company of Security Professionals' Charitable Trust to provide assistance to Security Personnel and their families who have been directly affected by the pandemic.

## What We Will Do:

Work with our clients to improve safety and security in the wider community through education, awareness and charitable support within the locale

Work more with schools and young people to bring awareness of the industry and to foster a spirit of community by supporting a more secure environment through charitable work

# Aims and Objectives



## What We Have Done:

Reduced our vehicle fleet, fuel consumption and paper use in line with our ongoing targets under SECR

Continued to focus on our IT and comms equipment to reduce, re-use, donate and recycle where possible with our waste (toners, equipment, ink cartridges) being disposed of safely and responsibly

Sponsored the Camden Clean Air Cycle 2022

## What We Will Do:

Developing more responsive digitisation to reduce the impact on paper, energy use and data security

Work with our building hosts the BMA to promote bee activity and harvesting and to support the garden areas for mutual enjoyment, wellbeing and environmental support

Improve our Carbon footprint and review how we can be Carbon Zero

# Aims and Objectives



This will be a new focus for ICTS where we will look initially to Group where our counterparts are already signed up to the UNGC (ICTS Italia) and discuss how our inter-continental ways of working, best practice and targets can be engaged with on a wider One ICTS level.

We are already working extensively as ONEICTS within the parameters of our national and international contracts. Developing expertise, training and processes that support and educate all territories and meet the demands of the commercial and contractual elements of our client partnerships.

For 2022, we look to partner with our building hosts, the British Medical Association to look at various projects that ICTS UK can sponsor and engage with for the benefit of all building users.



# In the News...

## Global Recycling Day

Support Global Recycling Day on 18 March 2022 to help promote recycling as our Seventh Resource.

Each year the 'Seventh Resource' (recyclables) saves over 700 million tonnes in CO2 emissions, and this is projected to increase to 1 billion tonnes by 2030. We are committed to doing our bit to make a difference and promote global sustainability.



## Earth Day 2022

On this Earth Day (22 April) ICTS UK & Ireland has made a donation to the National Trust's Plant a Tree Fund. We are pleased to help support the National Trust's aim of planting and establishing 20 million trees by 2030.

By planting trees, we help to reduce emissions and create green spaces for people and wildlife to thrive. It is vital we plan for the future of woodlands so we can tackle climate change, together.



**Talk to your manager about getting involved with our CSR Aims and Objectives at a wider level!**



**WORLD WATER DAY**

### FINALIST AT THE UK OSPAS 2022

We are very pleased to have been shortlisted for the 'Outstanding Equality, Diversity and Inclusion Initiative' category at next year's UK Outstanding Security Performance Awards.

The Awards Ceremony will take place at the Royal Lancaster Hotel in London on Thursday, 24th February 2022.







Thank You!

