

PORTFOLIO



**PNG impacted community
landowner groups ink
agreement with ICTSI**



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Mexico
Specialized Container Terminal 2, Manzanillo

Honduras
Specialized Container and General Cargo Terminal, Puerto Cortes

Colombia
Aguadulce Multi-User Container Terminal, Buenaventura

Ecuador
Guayaquil Container & Multipurpose Terminals

Brazil
Suape Container Terminal, Pernambuco

Argentina
La Plata Container Terminal, Buenos Aires

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**International
Container Terminal
Services, Inc.**

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Indonesia
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Message from the Chairman



With just a couple of days remaining until we turn over a new leaf, I would like to take this festive moment to express my gratitude to the men and women who have worked so hard to keep our Company afloat in what has been another challenging year.

We are part of a dynamic, volatile, and ever-evolving industry where only the fittest and strongest survive. Not only did we survive the hurdles of last year's crisis; we thrived during those dangerous times thanks to your sacrifices. After all, our strength has always been our ability to see challenges as opportunities.

Looking forward to the New Year, it is important that we remember who we are, where we came from and how we got here. The road to success was never smooth. We never backed down on any challenge. We had our share of losses – but we learned from them. Our values have stood with us since the beginning, earning us the trust and confidence of our clients, and most especially, our local partners and stakeholders in every country we are present.

Congratulations on another job well-done. We have so much to look forward to in the coming New Year. Let us welcome 2018 with optimism and vigilance.

From my family to yours, we wish you all a blessed and prosperous holiday.

A stylized, handwritten signature in black ink, consisting of several overlapping, sweeping strokes.

Enrique K. Razon, Jr.
Chairman & President

COVER STORY

PNG impacted community landowner groups ink agreement with ICTSI



"Opao Fo'o Udia (left), Motu Koitabu Assembly Chairman Tatana-Araira Development Association Chairman and Port Moresby City Deputy Governor, shakes hand with Manuel M. De Jesus, ICTSI Business Development Asia Vice President after the MOA signing."

COVER STORY

“We are privileged and excited to have been granted the opportunity to collaborate with our host community to jointly realize the potential of the Port of Motukea as a logistics hub. This mutually beneficial goal would not be possible without the support of our host communities.”

Christian Gonzalez, ICTSI Senior Vice President and Head of Asia Pacific.



Artist's renditions of ICTSI's South Pacific International Container Terminal (top) in Lae and Motukea International Terminal (bottom) in Motukea.



Impacted landowner community groups in Papua New Guinea have signed landmark agreements with International Container Terminal Services, Inc. (ICTSI), through subsidiaries South Pacific International Container Terminal Ltd. (SPICTL) and Motukea International Terminal Ltd. (MITL), and the ICTSI Foundation, to establish a collaborative framework needed for the joint port projects.

“We are privileged and excited to have been granted the opportunity to collaborate with our host community to jointly realize the potential of the Port of Motukea as a logistics hub. This mutually beneficial goal would not be possible without the support of our host communities,” said Christian Gonzalez, ICTSI Senior Vice President and Head of Asia Pacific.

Edward Muttiah, SPICTL Chief Executive Officer, added: “We extend our gratitude to the local stakeholders here in Motukea for supporting this project. We look forward to the implementation of this engagement so we can fast track our development plans.”

The Memorandum of Agreement upholds the Subscription and Shareholders Agreement (SSA) included in the Terminal Operating Agreement (TOA) with the PNG Ports Corp. Ltd.

ICTSI also signed a MOA (MOA) with AHI Investments Ltd. (AHI) and Labu Holdings Ltd. (LABU), establishing a collaborative framework in support of ICTSI’s port project in Lae. In Motukea, a similar landmark agreement was signed with impacted community groups for the port project to move forward.

“We are committed to developing the new Lae terminal into a world class facility and the best in South Pacific. We will not only be investing in ship-

to-shore gantry cranes and the highest levels of information technology but, most importantly, into training and human capital. We are excited and privileged to be working with the local communities on fostering a highly productive local workforce,” said Mr. Gonzalez.

In terms of labor, ICTSI South Pacific terminals will source its workforce from AHI and LABU in Lae, and the host communities in Motukea.

On equal footing with the business side of the agreement, ICTSI will also undertake meaningful CSR efforts for the benefit of these host communities.

The ICTSI Foundation will work closely with the AHI Hope Foundation, the Honorable John Rosso, Member of Parliament for Lae Open Electorate, and other relevant community leaders in implementing community service projects on law and order, health, waste management and education.



A landmark undertaking between Motukea’s impacted communities and ICTSI (from left): Sepoe Gabutu, Baruni Community Development Association Deputy Chairman; Tom Lancan, Tatana-Araira Development Association Deputy Chairman and Motu Koitabu Assembly Member; Iduhu Erue Igo, Baruni Community Development Association Chairman; Opao Fo’o Udia, Motu Koitabu Assembly Chairman Tatana-Araira Development Association Chairman and Port Moresby City Deputy Governor; Mr. De Jesus; and Edward Muttiah, ICTSI South Pacific Chief Executive Officer.

NEWSBREAK

ICTSI Oregon secures favorable rulings from US Court of Appeals against ILWU



“We are extremely pleased with the DC Circuit decisions because this means that the Court, as well as the NLRB, confirmed our position that the ILWU’s actions at Terminal 6 violated federal labor law. Our effort continues in federal court here in Portland to hold the ILWU accountable and obtain compensation for the harm it has done.”

Elvis Ganda, ICTSI Oregon Chief Executive Officer

The United States Court of Appeals for the District of Columbia Circuit unanimously affirmed two National Labor Relations Board (NLRB) decisions stating that the International Longshore and Warehouse Union (ILWU) is guilty of violating federal labor laws.

“We are extremely pleased with the DC Circuit decisions because this means that the Court, as well as the NLRB, confirmed our position that the ILWU’s actions at Terminal 6 violated federal labor law. Our effort continues in federal court here in Portland to hold the ILWU accountable and obtain compensation for the harm it has done,” said Elvis Ganda, ICTSI Oregon Chief Executive Officer.

The D.C. Circuit Court upheld NLRB’s findings that the ILWU engaged in deliberate work stoppages and slowdowns, made false safety claims and engaged in other coercive conduct against ICTSI Oregon and its customers. The Court found that ILWU committed these acts to pressure the Port of Portland to reassign the work of plugging and unplugging refrigerated containers at Terminal 6 from the Port’s union-represented electricians to the ILWU.

GEARING UP



The Manila International Container Terminal (MICT) recently commissioned a port equipment simulator to further enhance the performance of its operators.

MICT eyes improved operator performance with new equipment simulator

By Maria Amparo D. Jadloc

“We got our own simulator, similar to the one we have in Iraq, to further enhance the capabilities of our equipment operators. The simulator will be a centerpiece in our operator training program moving forward,” says Jay Valdez, MICT Operators Director.

The simulator replicates the visual, behavioral, and operational characteristics of the different equipment used at the terminal, allowing trainees to experience the intricacies of operating the actual machines at up to 60 percent to 70 percent precision. The simulator can make the breakdowns, switch from different environment and weather conditions, and replicate moves like list and skew of the vessel.

“We are leveraging technology to train our personnel as if they are using real machines, in order to improve the overall efficiency of our operations. The simulator can provide training for the use of quay crane, RTG, mobile harbor crane, prime mover, and reach stackers.”

Jay Valdez, MICT Operators Director

GEARING UP



Mr. Valdez adds: “We are leveraging technology to train our personnel as if they are using real machines, in order to improve the overall efficiency of our operations. The simulator can provide training for the use of quay crane, RTG, mobile harbor crane, prime mover, and reach stackers.”

The OP Resource Training Team, led by Albert Villanueva, OP Resource Training Superintendent; and Michael Villarin, OP Resource Training Supervisor, spearhead the simulator training program. The simulator is “one of the easiest ways to train beginners who have only seen the operations equipment for the first time,” said Mr. Villanueva. “Using the simulator, the trainee will know how to perform the basic equipment moves.”

Regular operators will also undergo simulator training for at least a month, with the first two days dedicated to equipment safety. After two weeks, trainees would be trained in actual equipment use. Finally after a month, the trainees should be ready for the job. Prior to training, trainees must undergo a medical-psychological examination.

ICTSI has assigned Gabriel Lat and Nestor Villalon – who both passed the mobile harbor crane simulator training – to its new projects in Papua New Guinea.



Simulator training heads Mr. Villanueva (left) and Mr. Villarin (right) with Marino Rojic of Adriatic Gate Container Terminal.

TECH TALK

SAP-GT goes live at MICTSI

By Cherry Tion

Mindanao International Container Terminal Services, Inc. (MICTSI) recently rolled out the SAP-GT accounting system to streamline accounting-related processes for ease and efficiency.

Spearheaded by Atty. Gemma Gloria, MICTSI Controller, the Accounting team rolled out SAP-GT last 20 November. The symbolic printing of the first approved Purchase Order generated by the SAP-GT system was the highlight of the event, which ended with MICTSI employees sharing a small feast.



Kenneth June Hinlo (left), MICTSI Senior Application Staff, and Jose Mari Fernandez, MICTSI Terminal Manager, show the first SAP-GT approved purchase order during the go-live event.

MAKING THE LIST

PICT wins 2017 EFP Award for Best HRM Practices



Pakistan International Container Terminal (PICT) received from the Employer Federation of Pakistan (EFP) an award for best human resources management (HRM) practices last 24 November in Karachi. Receiving the award from Margaret Adamson (third from left), Australian High Commissioner to Pakistan and guest of honor of the awards, was Saud ur Rehman (fifth from left), PICT QHSE Manager. PICT was adjudged the second place winner. The EFP Award recognizes multinational and national organizations in their implementation of best practices in HR such as HR policies, occupational health and safety, code of conduct, workplace gender harassment protection and other core HR functions.

LEVEL UP

PICT orientation on Company Code of Conduct



Arif Raza, Head for Human Capital of Pakistan International Container Terminal (PICT), conducted an orientation on PICT's Code of Conduct last 15 November. The Code of Conduct provides guidance on the behavior and actions of members of the organization, underscoring the value and promotion of an individual's integrity and dignity. Employees from different departments attended the session, which was followed by an open forum. The orientation elicited positive feedback with the active participation of the attendees.

ICTSI CARES

Catching up with Friends of Westgate Park

By Fran Simpson

Victoria International Container Terminal (VICT) has supported Friends of Westgate Park for the past three years through the VICT Community Investment Fund, which focuses on the youth and the young people in VICT's local community.

This year, Friends of Westgate Park was awarded a AUD15,000 grant to support three full days of tree planting involving local school groups.

Friends of Westgate Park dedicated the last 15 years to transforming an industrial wasteland into a native bushland for local indigenous plants and animals. Through their program, the group aims to merge the classrooms and real life by teaching students about the biology of plants as well as their environmental impact.

Year 5 students (11 to 12 year-olds) from Middle Park Primary School visited the revegetation site to assist in the planting native scrubs and take part in practical on-ground activities. The kids were excited about scooping bugs from wetlands and identifying the different species.

The practical learning day encourages young students to be passionate about and take part in creating a sustainable biodiverse environment for the local community.



ICTSI CARES

SBITC spearheads blood drive

By Mechell Madriaga



Subic Bay International Terminal Corp. (SBITC), in partnership with the Philippine Red Cross – Olongapo Chapter, recently held a blood-letting activity as part of its CSR commitments to the host community and local stakeholders.

Employees supported the Company's first blood drive, seizing the opportunity to take part in the noble effort to replenish and maintain the Philippine Red Cross's supply of blood. With every drop of blood donated, donors are able to share the gift of life by becoming lifelines for those in need.

Blood donors may be considered as heroes. Aside from helping meet the daily demands of thousands of Filipinos in need of blood transfusion, donating blood also presents health benefits for the donors.



ICTSI CARES

ICTSI Foundation conducts annual Handog Salo-Salo at Regalo sa Pasko outreach 2017

Last November, the ICTSI Foundation conducted its annual Christmas outreach for the benefit of the host communities of ICTSI's local subsidiaries. The Foundation teamed up with Subic Bay International Terminal Corp. (SBITC), South Cotabato Integrated Port Services, Inc. (SCIPSI), and Mindanao International Container Terminal Services, Inc. (MICTSI) for the Handog Salo-Salo at Regalo sa Pasko activities in the Bataan, General Santos City, and Tagoloan City. Volunteers from the ICTSI subsidiaries helped in the distribution of Christmas packages and food, as well as in providing entertainment.



09 November: The Foundation, together with volunteers from SBITC, distributed Christmas packs to 300 fisher folk families in the coastal community of Sabang in Morong Bataan.



15 November: The Foundation, in partnership with SCIPSI, turned over gift bags to 247 students of Paopao High School in Barangay Sinawal, General Santos City. Aside from the gift-giving, volunteers led by Gabriel Munasque, SCIPSI General Manager, danced, sang, and took part in games prepared by the school.

ICTSI CARES

**23 November:**

A total of 384 pupils from eight day care centers in Barangay Sta. Cruz, Tagoloan City benefited from the gift giving activity in Misamis Oriental last 23 November, which was co-headed by Jose Mari Fernandez, MICTSI Terminal Manager.

PORTFOLIO

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