

# Our Global Principles on Human Capital

International Container Terminal Services, Inc.



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**ICTSI is a global container terminal developer and operator that fundamentally supports the Principles of the United Nations Global Compact. Our terminals extend across six continents and are gateways to international trade, foundations for local economic growth, and drivers of community development.**

**Throughout our history, we have always known that whether it is our global presence or our role within a local community, the privilege of being within our host economies demands only the highest ethical standards and a commitment to protect the welfare, safety, and human rights of our people who are at the heart of our business.**

**Adherence to our principles ensures that we uphold our responsibilities to our people and communities. Espousing our core values in everything we do is the backbone of the ICTSI culture.**

Throughout our organisation and in all our actions, we are therefore committed to a set of core principles in the following areas:

## **1. Respecting human rights**

All forms of slavery, forced or compulsory labor, human trafficking, and exploitation is unacceptable, and we adopt a zero-tolerance approach. We are committed to upholding just and ethical labor practice and support the principles set out in the articles of the UN's Universal Declaration of Human Rights and the International Labour Organisation's Core Labour Principles.

ICTSI is committed to protecting the rights and dignity of children across the globe. We do not permit exploitation of children or compulsory labor for anyone at ICTSI. We respect and support all relevant laws regarding voluntary employment and minimum age for employment.

## **2. Valuing diversity and inclusion**

As a global organization, we celebrate and encourage cultural and individual diversity. We are committed to a diverse and inclusive workplace and to treating everyone at ICTSI respectfully and fairly, regardless of race, gender, age, sexual orientation, religion, physical or mental ability or any other status.

## **3. Promoting health and safety**

Rigorous focus on the safety of our employees is central to ICTSI's culture. We have developed a comprehensive set of internal safety standards which are upheld at every container terminal, and which we constantly seek to improve.

We believe that injuries are preventable through vigilance, regular employee training, and having rigorous safety standards in place. We are fully committed to complying with all applicable safety laws at each of our locations in addition to ICTSI's own stringent policies and requirements.



We do not tolerate any form of behaviour that is deemed unsafe or which threatens the ethical working conditions of anyone at ICTSI.

## 4. Providing fair remuneration

ICTSI remunerates competitively relative to the domestic industry and local labor markets. We operate in full compliance with all applicable laws on wages, work hours, overtime and benefits and we will always strive, within the confines of the business and the law, to reward our people for their contribution to ICTSI's success.

## 5. Freedom of association and collective bargaining

The Company respects our employees' right to their independence, to join or form legal associations of their own choosing in any of the countries in which we operate, and to bargain collectively. We are committed to establishing a constructive and productive dialogue with their freely chosen representatives. ICTSI further commits itself to engage in good faith with such legal organizations and representatives.

## 6. Supporting work-life balance

ICTSI is committed to supporting our employees in finding a healthy work-life stability and balance. We understand that today's working life requires a flexible approach and we're proud to be a flexible employer wherever possible within the confines of the business, with the wellbeing of our staff being our highest priority.

## 7. Fostering human potential and capability

ICTSI is committed to providing training and development opportunities for our employees with the ultimate objective of everyone reaching their potential. We place great importance on developing skills which support our employees in their roles, harness talent and drive business performance. Wherever possible we endeavour to fill our vacancies through internal progression or through hiring from local and neighbouring communities.