

ITS Responsible Procurement Principles

ITS is committed to high standards of environmental, social and governance performance within its supply chain. This commitment is driven by the same core values that guide ITS' business:

- We are in partnership with our customers for the long run.
- We have a passion for terminal and stevedoring services.
- We are committed to providing accurate documentation.
- We have respect for our customers, vendors and suppliers and their ideas, in turn we expect the same from all.
- We foster and reward excellence and leadership.
- We uphold the highest standards of integrity.
- We are committed to doing business in an environmentally responsible manner.

Accordingly, our suppliers are expected to:

- Comply with all applicable laws including those related to human rights, environment, work health and safety.
- Conduct business in a manner that is fair, honest, respectful and lawful.
- Work towards preventing all forms of corruption including bribery, extortion or any attempt to improperly influence for personal or business advantage.
- Avoid any actual or potential conflicts of interests arising due to either personal or business relationships.
- Maintain business continuity capabilities in the event of a disruption.
- Protect information relating to ITS, its employees, customers and counterparties against loss and/or unauthorized access, use, modification or disclosure.
- Have a whistle-blower policy or mechanism in place to protect employees or other persons who raise concerns in good faith.
- Provide a workplace where all employees have access to equal opportunities free from harassment, discrimination, bullying, unlawful or inhumane treatment.
- Ensure employees are treated with respect and are protected from retaliation if concerns are raised about business and/or employee conduct.
- Respect their employees' right for freedom of association.
- Provide a healthy and safe working environment for their employees and mitigate health, safety and well-being risks as far as reasonably practicable.
- Cooperate with ITS in disclosing relevant emissions or climate risks upon request.
- Avoid the use or facilitation of any form of modern slavery such as human trafficking, forced, involuntary or child labor.
- Notify ITS as soon as practical if the Supplier has been involved in, or exposed to, significant ESG issues.

In the event of any non-compliance with the requirements of the Principles and/or applicable laws and regulations, ITS reserves the right to reconsider its business relationship with the Supplier.