

# Collaborative Business Relationships Policy

ICS is committed to collaboration and innovation. Our senior management aim to consistently operate at the cutting edge of these focal points, pushing boundaries and technologies to deliver value added and benefits for all our clients and stakeholders. ICS is a professional services firm operating from multiple locations across the UK, Ethiopia and Uganda. We are driven by client service and underpinned by technical excellence. We help our clients create value, protect value and manage risk. We are the partner of choice for organizations operating in complex or challenging environments. The breadth of our consultancy collaboration differentiates us and ensures our ability to migrate concepts, expertise and best practice across different geographies and sectors.

**Pursuing our vision and effectively implementing our collaborative business relationship program is the responsibility of all employees within ICS and to achieve this we will:**

- commit to maintaining a collaborative working framework which reflects our core values
- assess all opportunities with our clients, stakeholders and supply chain to work collaboratively
- select and engage suitable collaborative partners to enhance value and technical excellence
- continually improve our working practices and processes to promote and embrace collaborative working
- effectively communicate collaborative processes to staff, clients and stakeholders
- encourage our teams in their approach to risk and issue resolution management, at both a project and organization level, to utilize an open and collaborative philosophy
- ensure this approach is measured and managed efficiently through knowledge sharing/good practice throughout the organization.

**Our senior management and leadership will:**

- engage, direct and support employees to promote and operate within the collaborative framework
- actively sponsor a collaborative approach with suitable clients, stakeholders and supply chain compatible with our strategic direction and management of business risk
- ensure an appropriate level of resource and funding to support this policy
- ensure measurable objectives are identified and monitored on an annual basis

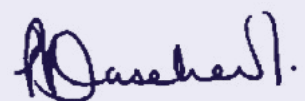
**Employees are expected to comply with the collaborative business relation programme and ensure that they:**

- promote the open and collaborative approach on both projects and all areas of their activities
- identify and engage with our collaborative partners in an appropriate fashion
- provide feedback on all aspects of, and contribute to, the continual improvement of our collaborative framework

ICS's management systems shall comply with ISO 44001:2017 Collaborative business relationship management systems as applicable to our professional services. All ICS collaborative business activities shall be planned and controlled within the framework of these systems.

Through a collaborative approach to the way that we work with our employees, clients and partners we look forward to delivering the vision and objectives set out in this policy.

*We will review and update this policy on an annual basis, or more frequently if necessary.*



**Andrew Kasekende**  
Director

July 17, 2020