

Corporate Social Responsibility Report 2022

Improving <Sustainability>
One Move at a Time

Weichert
WORKFORCE MOBILITY





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Letter from Our President



"At Weichert Workforce Mobility, we believe in raising our hand to support causes that make this world a better place."

DAVE BENCIVENGO
President

Weichert weaves the three pillars of sustainability – Environmental, Social, and Governance (ESG) – throughout our business mission. We actively employ strategies to govern our company's financial health, talent acquisition and development, succession planning and supply chain risk mitigation aspects of sustainability.

Protecting our environment is not a business issue, **it is a human issue**. As companies around the world recognize their responsibility to drive environmental change, leading global organizations such as Weichert Workforce Mobility have stepped forward to take the initiative and demonstrate a real-world commitment to minimizing our total environmental footprint in the way we conduct our day-to-day business.

We strive to be the leader in our industry by implementing practical and effective environmental initiatives across our organization. In all countries in which we operate, we reach beyond basic compliance with environmental laws and regulations. Our focus is not only on minimizing waste and emissions, reusing and recycling, reducing the use of natural resources, but also on developing pollution reduction/prevention efforts and cutting-edge sustainable practices in all our business activities.

Our Vision is to *help create futures where **people** thrive*. We recognize that cultivating a diverse, inclusive, and equitable organization is at the heart of this Vision, and our influence as a company is contingent upon the well-being of our own people. We continue to act and measure the effectiveness of our company-wide initiatives aimed at fostering a culture where differences are valued, biases are overcome, and **everyone** feels heard.

Our commitment to Corporate Social Responsibility (CSR) further drives our Vision, extending it not just to our clients, customers, partners, and colleagues, but to the communities in which we live and our broader world. Our clients have supported and applauded these actions, such as continually evaluating and advancing our internal processes and policies. And while organizations are still mapping out their path to positive change, research shows that widespread support for sustainable initiatives, in turn, helps other companies to embrace sustainable practices. According to AIRINC's Sustainability survey, 66% of participants plan to make modifications to their programs over the next 1-3 years.

This year, we have taken a big step forward with the Governance of our ESG efforts, contracting with EcoVadis for both our own sustainability rating and roadmap, as well as their Sustainable Procurement technology.

We are proud of the great strides we have made as an organization toward breathing life into our [core beliefs](#) and our commitments to our planet and the communities we operate within. The stories, goals, and achievements shared in this report are a testament of the spirit of **purpose** held by our people and partners, as well as our ambition to do better when it comes to building a more inclusive, sustainable, and future-forward organization.



About Our Company

At Weichert, we are mastering the art of employee mobility to unleash the world's talent.

We foster mobile talent to its fullest potential through custom solutions that develop global leaders, strengthen engagement, and foster a culture in which employees want to be mobile. Along the way, we give our clients the tools to drive strategy, advance growth, and demonstrate mobility's value.

We strive to offer the most comprehensive capabilities in the industry covering all aspects of the workforce mobility lifecycle - within and across borders. Our turnkey solutions are customizable to meet evolving program needs and preferences - delivering exceptional quality and cost value through our internal expertise, enterprise solutions, and strategic partnerships in essential mobility management disciplines.

For us at Weichert, every action, every engagement, every decision is guided by a set of deeply held Beliefs.

[Our Beliefs](#) represent what we, as a company, stand for. They unite us and celebrate what makes our culture unique. They provide guidance for what we expect from ourselves, and how we work and interact with customers, stakeholders and fellow colleagues.

- **Being Legendary** - delivering Legendary Experiences is at the heart of everything we do.
- **Open Doors and Open Minds** - Every day, we work to foster a collaborative, creative and inclusive global community where everyone's voice is heard, and ideas and opinions are respected.
- **Raising Your Hand** - We empower our colleagues to champion the change they want in our company (leveraging tools like our internal Optimization Lab), their communities and their careers.
- **Winning Outcomes** - We help create futures where people thrive, creating value and delivering results for our clients, our company, our partners and the mobile employees we serve.
- **Each Other** - We support and respect what every colleague brings to the table and acknowledge that the things that make us different are every bit as vital as the things we have in common.

WANT TO KNOW MORE?

Follow us on our social networks to see our many #WeCARE initiatives.





Our Commitment to Corporate Social Responsibility

Our environmental commitments are only one part of our broader Corporate Social Responsibility (CSR) initiatives. As an organization, we strive to operate as ethical, corporate citizens, recognizing that our people are our best resource.

Reduction of Carbon Footprint: working with our supplier partners to reduce emissions and participate in carbon offset programs.

Diversity, Equity and Inclusiveness: striving toward equality and belonging in all aspects of our business practices.

Community Outreach: embracing practical efforts to think beyond our day-to-day business in support of individuals and organizations within our community who are making a difference in the lives of others.

Code of Business Conduct: outlining ethical business practices and protecting against all forms of discrimination, harassment, or abuse.

Data Protection: cyber security and other security and privacy compliance initiatives.

Emergency Preparedness: maintaining contingency programs and guidelines for unexpected needs for remote work.

OUR CORPORATE SOCIAL RESPONSIBILITY MISSION

To foster an inclusive and innovative culture, free of discrimination, where everyone's point of view is valued, and ideas and opinions are respected.

- By giving voice to our diverse backgrounds, mindsets, and experiences.
- By empowering the Weichert community/ stakeholders to champion the change we want in our company, communities, and careers.

Sustainability at Weichert

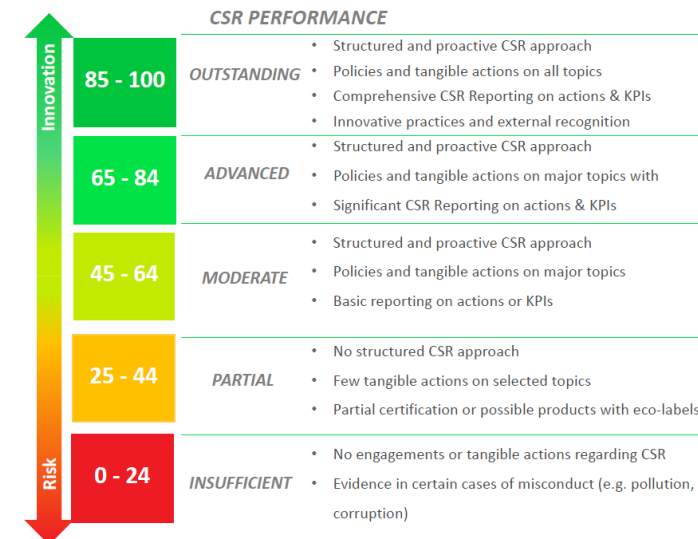
At Weichert, it's not enough to state our sustainability goals. We believe tracking our progress, and while we enjoy celebrating success, we also believe in using metrics to gauge opportunities for continuous improvement in everything we do.

For this reason, in 2021 Weichert made the decision to seek out an independent provider of sustainability assessments and certifications. Weichert chose [EcoVadis](#), the first and largest collaborative platform in the world for trading partners to share, monitor and assess sustainability performance and engage teams.

EcoVadis Ratings are the cornerstone of over 85,000 companies across 200+ industries in more than 160 countries, facilitating the sharing of sustainability ratings both upstream to stakeholders, and through downstream monitoring of their value chains. The assessment model leverages 7 management indicators across 21 criteria, based on leading standards from organizations including Global Reporting Initiative (GRI), UN Global Compact, The International Labor Organization (ILO) and ISO 26000 standards, and supervised by an international scientific committee. Company assessment is based on:

- Policies
- Actions
- Results
- Third-party/external stakeholder performance





In our inaugural monitoring year of 2021, Weichert Workforce Mobility earned an EcoVadis Bronze (moderate) certification, which included a specific roadmap for our continuous improvement.





Sustainability Governance

Our EcoVadis certification provides insight into the areas for program development:

Pillar		Roadmap
 Environment	<ul style="list-style-type: none"> • Create an environmental policy, identifying company commitments and operational objectives on primary environmental risks we face • Create framework for reporting on environmental issues • Completing our submission through the CDP (Carbon Disclosure Project) for Scope 1 and 2 emissions. 	
 Labor and Human Rights/Diversity, Equity and Inclusion	<ul style="list-style-type: none"> • Develop Key Performance Indicators and/or statistical measures in this area and a related reporting framework, focused on quality, transparency, and level of reporting available to stakeholders. • KPIs can be DEI specific and include for instance: employee turnover, the average hours of training, breakdown of employees per employee category (e.g., gender, age group, minority), ratio of basic salary and remuneration of women to men by employee category, etc. 	
 Ethics	<ul style="list-style-type: none"> • Improve supporting documentation regarding the implementation of specific awareness training programs which are implemented to enable employees to identify and address the common business ethics issues that arise in a workplace, either online or in person. 	
 Sustainable Procurement	<ul style="list-style-type: none"> • Implement contractual clauses in supplier contracts on sustainability • Implement Sustainable Procurement process/technology and related supply chain reporting 	



Environmental Initiatives Across Weichert

Going green starts at home, and in our case, our offices. During COVID, most Weichert employees were able to make a smooth transition from part- or full-time commuting to an office to a full-time hybrid or full-time work from home arrangement. As we continue to use office space for collaboration time amongst teams, it is critical to make efficient use of the common areas we maintain worldwide. Here are just a few of the initiatives we've implemented to actively encourage healthy and sustainable workspaces.

"We do not inherit the earth from our ancestors, we borrow it from our children."
- Native American Proverb

Paperless Processes

- Weichert Go technology eliminates most of the paper in our administrative processes and reduces the carbon footprint associated with extensive hard-copy records retention.
- Our company-wide payroll runs at 100% paperless.
- When we do buy paper, our policy is to purchase only certified recycled paper products. We also strive to print double-sided.

Emissions

- Our colleagues work from their home office four days a week, reducing travel, fuel consumption, harmful auto emissions and energy use.
- Whenever possible, we utilize Microsoft Teams and other videoconferencing platforms to minimize unnecessary business travel.

Reduce, Recycle, Conserve

- We incorporate sustainable practices within our service centers, such as energy-efficient lighting (with sensors) and HVAC units.
- We utilize a green recycling agency for the safe and proper disposition and recycling of outdated computers and other electronic equipment, including printer toner cartridges.
- We use an alternative-energy supplier to power several Weichert locations, including our headquarters campus.
- We maintain vigorous recycling programs, and every colleague has a recycle bin for non-confidential paper recycling.
- We use re-useable flatware and cutlery in all kitchen areas, eliminating Styrofoam and plastic cups, plates, and utensils. Dishwashers are run daily, and bins are provided for recycling.



Environmental Initiatives for Weichert Move Network

EMISSIONS DEFINED

Scope 1 Emissions

Direct emissions from owned or controlled sources.

Scope 2 Emissions

Indirect emissions from the generation of purchased electricity, heating and cooling consumed by the reporting company.

Scope 3 Emissions

All other indirect emissions that occur in a company's value chain.

As important as sustainability is at home, studies show that the biggest opportunity where companies can impact their environment comes from their supply chains and Scope 3 emissions. Sustainability in our industry can be challenging, as the emissions and pollution specifically associated with moving – domestically, intra-regionally, or globally – are significant contributors to greenhouse gases. From the waste generated and often improperly discarded when packing up a house, to the temporary use of packing materials, to the pollution generated from transportation, the practicality of moving an employee can take a toll on even the most robust sustainability plans.

However, there is also the potential for process improvement in our service delivery, and Weichert remains committed to continually identifying new ways to minimize the impact of our industry on the environment. At the core, Weichert sees leveraging our supply chain as a key element in our mission to improve sustainability, and our Sustainable Procurement solution will bring new metrics to this effort.

Special Household Goods Shipping and Storage Efficiencies

When selecting movers, we are mindful to choose companies that partake in initiatives that make the household goods shipping and storage process less impactful on the environment.

- **High-Tech Fleet:** On-board computer and satellite systems enhance the flow of information between the professional van operator, operations center and customer, saving fuel by ensuring the most effective route is taken and reducing the number of stops.
- **IdleAir:** At truck parks, van operators connect to power ports to heat and cool their cabs and run on-board electrical systems to reduce emissions from the vehicles engine.
- **Auxiliary Power Units:** Many van operators rely on these energy-efficient systems to save fuel and minimize emissions. APUs allow van operators to maintain on-board systems without idling, greatly reducing diesel consumption up to 90 percent as compared to running the engine. Some agents also employ GPS tracking to monitor vehicle use and curtail idling.
- **PrePass:** A transponder signals weigh stations (E-ZPass signals toll booths) for pre-approved clearance. This technology eliminates slowing, stopping, and idling to save time and reduce emissions.
- **Solar Energy:** Installation of solar panels on warehouse rooftops to greatly reduce electricity consumption.
- **Recycled Materials:** Use of recycled paper products for packing and recycled wood for storage vaults. Wherever possible, chlorine-free packaging products made from recycled materials are sourced, and used packaging is recycled.
- **Carbon Offset Programs:** To help reduce and counterbalance greenhouse gas emissions our partners participate in a variety of carbon offset programs (i.e., Clearpass, Terrapass, Tree Canada).



Discard and Donate by Home Sweet Home

Long gone are the days where relocating employees, particularly international assignees, are moving large household goods shipments. As organizations have looked for ways to contain costs through reduced household goods shipments, the environment may prove the hidden winner in the situation.



Weichert takes this a step further, offering a **discard and donate program** that companies can offer to their mobile talent. Relocating employees and families are provided with support to help identify items that can be donated or discarded before the move. The service then removes the items before the pack/load and ensures all items are safely and ethically donated or disposed. Relocating employees even receive a tax receipt for all donations.

By The Numbers

23 MILLION
LBS OF WASTE ELIMINATED



GALLONS OF FUEL SAVED **365k**

13+ MILLION
LBS DONATED



34k+
TREES SAVED OR PLANTED

DID YOU KNOW?

Furniture rental in the host location is a good alternative to moving large, heavy or bulky items. This not only saves money for the organization but reducing shipments results in less environmental impact.



Fighting Hunger

We are proud of our official partnership with Move For Hunger, a non-profit organization that mobilizes the relocation industry to reduce food waste and fight hunger, one move at a time.

Relocating employees can donate food items (instead of shipping or discarding it), saving companies money, reducing the move impact on our environment or the waste generated from a move. Best of all, this initiative is a great tool in the fight against hunger in our communities!

Fighting hunger is something we can all support, as our colleagues demonstrate with several WeCARE initiatives throughout the year!

- Move 2 Fight Hunger Challenge: #1 team in 2021, with 17,175 meals provided and 53 employees participating (2021)
- Weichert Thanksgiving Food drive & fundraiser 2021:
 - Total Pounds Collected: 200
 - Total Money Raised: \$3,136
 - Total Meals Provided: 8,085 meals
- Total Meals Provided by Weichert since partnership began: 122,090
- Weichert Supplier Pounds & Meals since onset of partnership:
 - 2,940,302 lbs.
 - 2,450,251 meals



2021 IMPACT

Weichert Workforce Mobility suppliers have collected

130,032 pounds

This is enough to provide

108,360 meals



**2021
PARTNER OF THE YEAR**





Diversity, Equity and Inclusion

At Weichert, our Mission and Beliefs support and guide our behavior in every aspect of our work. They magnify our commitment to be inclusive, to be responsible, and to drive the change we want to see in the company. **We teach that our Beliefs drive our Behaviors.**

44%

Female Executives

Globally

Our Belief in **Open Doors and Open Minds** tests our ability to have our minds changed through respectful dialogue. Our colleagues participate in a wide range of training and focus groups on Inclusion, Unconscious Bias, Micro-Aggressions and Bystander Responsibility to build perspective and be the best they can be.

74%

Female Employees

Globally

This training also teaches diversity of thinking, personality, culture, lifestyle, language, gender, spirituality, and the principle of “meeting others where they are” as critical distinctions and skills to best support our customers, who are going through all the mixed emotions associated with relocations and assignments. We especially emphasize the nuances of various cultures worldwide and their importance at work and in life.

We maintain a dedicated focus towards learning from our employees, and evolving our internal processes, policies, and behaviors in pursuit of our overall DE&I goals as an organization:

35%

Diverse North American

New Hires

- Protect the health of our employees by allowing flexible work arrangements such as hybrid and work from home options to most employees. Currently, 98% of our North American staff work hybrid/remotely, and 100% of staff across the EMEA and APAC.
- Invest in local talent, and thereby ensure availability of local successors.
- Create a diverse and fair career and leadership development system.

HELPING OUR CLIENTS ACHIEVE DE&I GOALS

Our clients look to us to identify and implement sustainable practices through mobility program enhancements, progressive and flexible policy components, and service delivery. By maintaining an unrelenting focus on DEI initiatives, our efforts organically extend to these clients and their mobile employees to the benefit of all organizations. Weichert views DEI initiatives as a keystone to our fiduciary responsibility, and as such we continually offer new and innovative mobility strategies, solutions, benefits, and products that achieve flexibility and enable personal choice to attract new talent and more effectively retain valued employees.



Commitment to Candor, Curiosity and Talent Development



Source: BlessingWhite

Based on [our Beliefs](#), we are dedicated to facilitating deeper, more frequent, and personalized development conversations to not only ensure the well-being of our colleagues, but to help support each other's growth. These conversations are not performance reviews. As illustrated in the X Model shown here, maximum engagement is a function of maximum contribution to the organization and maximum satisfaction for the individual. We believe this kind of tool is a particularly effective way to drive engagement among our colleagues.

Given recent events and challenges, many of us struggle to remain in the apex of both attributes. However, with periodic assessments and the willingness and ability to have a candid, caring conversation, a manager and a colleague can help the colleague achieve higher levels of either or both attributes.

These conversations offer a safe, catalytic vehicle to address the support needed to benefit both the individual and the organization. Through this practice, we have become more aware of critical and emerging themes and have used this invaluable information to act on these opportunities to deepen our commitment to developing our people.

RESOURCES

Step 1: Understanding the X-Model of Engagement
<https://vimeo.com/473221505/8d1ec80c7a>

Step 2: A Real X-Model Conversation
<https://vimeo.com/473224094/8038caf512>



Colleague Wellbeing

Wellness is practicing an active process of being aware and making choices that lead toward an outcome of optimal holistic health and wellbeing so that instead of just surviving, you're thriving. Wellness is about more than just physical health. At Weichert we are equally concerned about the **mental, emotional, spiritual, social, and environmental well-being** of our colleagues. Our health insurance coverage includes many free services, such as an online health assessment that can be used to develop a bespoke wellness plan. It addresses everything from nutrition to sleep to exercise and stress management.

Colleague Safety: The Foundation of Wellness

We recognize that feeling unhealthy or unsafe might lead to low worker productivity and morale, increasing the chances of high employee turnover or absenteeism. Lack of diversity within the leadership, corruption, and fear of retaliation for whistleblowing activity can weigh heavily on colleagues and negatively impact a company's reputation and financial standing.

At Weichert, we consistently evaluate and add policies and procedures to meet the changing standards and protocols for health and safety to conform with global standards.

Anti-Harassment and Workplace Violence Policy	✓
Smoke-Free Environment Policy	✓
Drug-Free Workplace Policy	✓
Code of Conduct	✓
Confidential Hotline	✓
COVID Safety Policy	✓
Sanitation Standards Policy	✓
Working Conditions Policy	✓

WORLDWIDE WELLNESS RESOURCES



Health Connected – a program that promotes healthy living and gives rewards for meeting healthy targets. Some services offered include Health Assessments, Team & Solo Challenges, Virtual Adventures, and a Digital Health Coach that helps you develop your personalized health plan.

Workplace Strategies for Mental Health – an online solution that provides tools and resources for workplace mental health and psychological safety.



Through our Healthcare Insurance provider in the USA, we have access to a variety of Wellness services ranging from self-assessments to telehealth wellness coaching, and various Apps and Activities.



Vitality – a wellness program that promotes healthy living and gives rewards for meeting healthy targets through events and awards programs.



Weichert Community Colleague Resources

Community Intranet

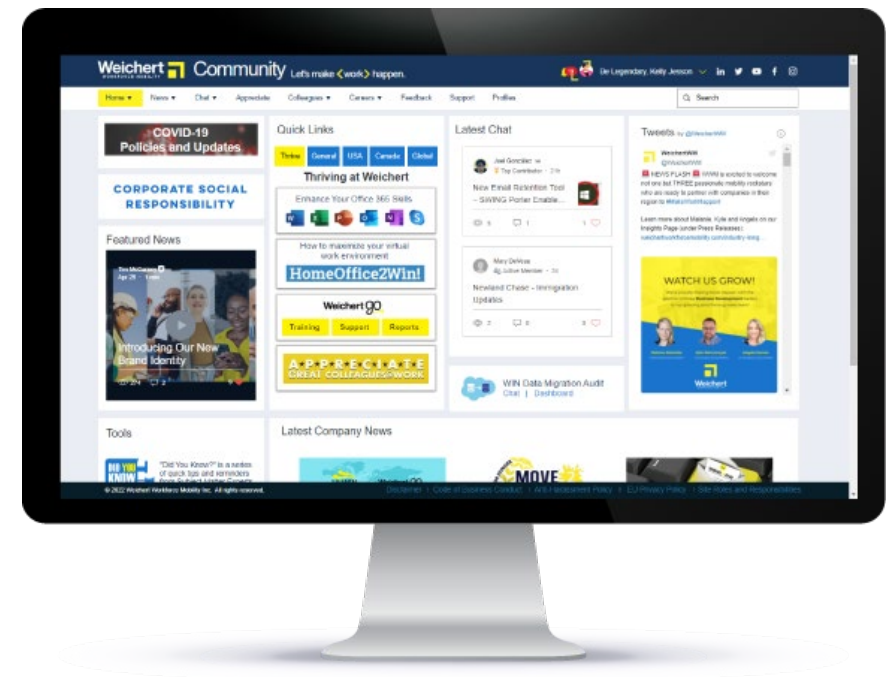
To create a modern colleague experience for disseminating and sharing news and communications across our global offices quickly and efficiently, in 2019 we launched the Weichert Workforce Mobility Community: an intranet “one-stop” space where all colleagues can go to connect, collaborate and share ideas with peers. This site plays a key role in our culture, raising awareness of colleague activities, contributions and achievements and making colleagues feel part of a vibrant community.

The intranet includes online resources such as the Active&Fit Direct™ program as well as a healthy rewards discount card that can be used for gym memberships and other fitness products and services.

When COVID struck, we set up a colleague resource center with tools, articles and websites covering everything from socializing in a socially distant world to inspiration in challenging times to tips for navigating the new work from home environment.

We have also launched an annual Virtual Health Fair; a week-long online event that offers colleagues online art classes, nutrition tips, yoga instruction, time management tools, meditation practices, resilience strategies and more.

The Weichert Workforce Mobility Community continues to evolve based on colleague feedback.





Minority Mentoring and Recruiting

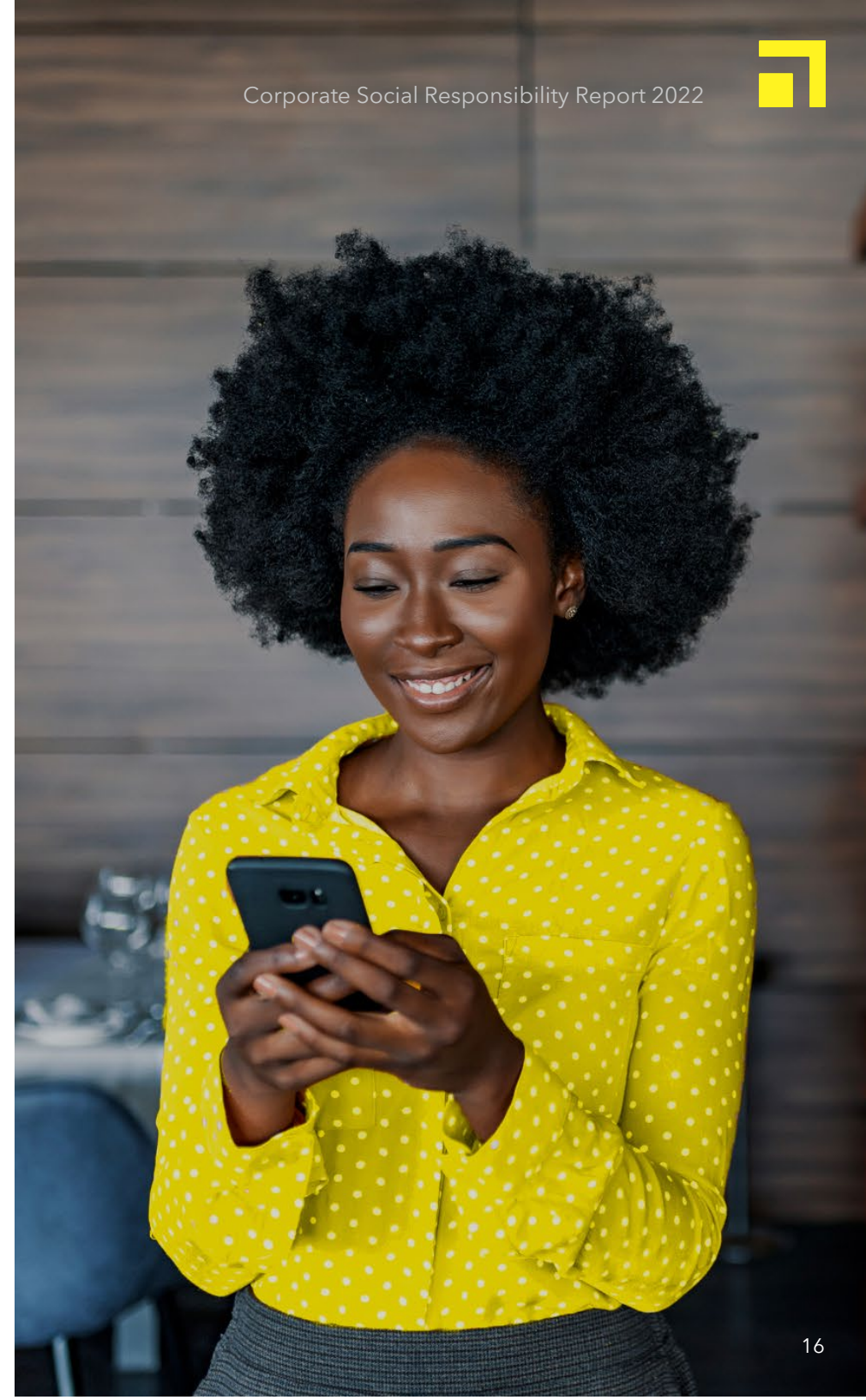
In partnership with several other mobility organizations, in 2022, Weichert will be launching a **diversity summer internship program** to serve as a pipeline of future talent, managed by Eleven+.

Eleven+ creates opportunities for underrepresented young adults to break the cycle of social and economic inequality. Eleven+ makes it easier for nonprofit organizations to access an under-utilized pool of promising talent by raising and distributing funds to support valuable internship experiences that make a meaningful, measurable difference for participating students.

Through this program, Weichert will:

- Provide a meaningful work experience to the intern that includes specific responsibilities and deliverables (outcomes), participation in meetings, and ongoing feedback on performance.
- Provide a mentor to the intern to offer coaching throughout the internship.
- Allow each intern to participate in an industry-wide project with other interns for a few hours each week.

Our participation in the Eleven + Upward Mobility Program reflects our strong commitment to making a difference in our communities, as well as our Corporate Belief in Each Other, which takes root in the fact that **the things that make us different, make us stronger.**





Colleague Training Courses

As part of our onboarding process, colleagues are expected to finish four in-depth awareness and knowledge-building programs within the first six months of employment.



DIVERSITY EQUITY & INCLUSION AT WORK

Explains workplace diversity and provides practical steps to help individuals choose inclusive actions, improve cultural competency and address personal biases. The course further emphasizes the role civility and workplace sensitivity play in promoting a respectful culture.



UNCONSCIOUS BIAS

Covers many of the most common types of bias, with examples, strategies and practices to help employees and managers reduce the influence of bias on workplace decisions and actions.



MICRO-INSENSITIVITIES IN THE WORKPLACE

Describes what micro-insensitivities or microaggressions are and the negative effects they have on others. Further, this course teaches how to respond to micro-insensitivities when overheard at work.



BYSTANDER INTERVENTION

Raises awareness of the importance of being an active bystander and provides employees with practical steps for protecting targets of abusive behavior and preventing future misconduct.



Colleague Networks

"Let us unite, not in spite of our differences, but through them. For differences can never be wiped away, and life would be so much the poorer without them. Let all humans... keep their own personalities, and yet come together, not in a uniformity that is dead, but in a unity that is living."
 – Rabindranath Tagore

Recognizing the galvanizing power of purpose, Weichert formed our Global Corporate Social Responsibility (CSR) Steering Committee made up of colleagues from around the globe.

OUR CORPORATE SOCIAL RESPONSIBILITY MISSION

To foster an inclusive and innovative culture, free of discrimination, where everyone's point of view is valued, and ideas and opinions are respected.

- By giving voice to our diverse backgrounds, mindsets, and experiences.
- By empowering the Weichert community/ stakeholders to champion the change we want in our company, communities, and careers.

Aligning with our corporate mission to *unleash the world's talent*, the CSR Steering Committee is responsible for establishing a comprehensive, on-going set of ESG strategic initiatives and operational improvements and engaging colleagues in our DEI initiatives.

In January 2022, Weichert's CSR Steering Committee conducted a companywide survey to uncover interest in forming Colleague Networks to provide an opportunity to unite colleagues of underrepresented groups.

We were pleasantly surprised to learn of an equal level of enthusiasm for inclusiveness and for allies to have the opportunity to join all colleagues in celebration of our differences.

Since then, we have launched two groups:

- LGBTQIA+ and Allies
- Inclusive Alliance

The establishment of these groups and the framework for developing additional groups reflects our corporate Belief in Each Other. Colleagues excel and are driven to perform their best when they work in an environment that is tolerant and welcoming of a broad spectrum of backgrounds, beliefs, and perspectives. This is the path that we, as a company, are determined to follow. With over 50 members each, we expect these groups to grow and evolve and reconfigure into other groups to reflect the interests, concerns, missions, and goals to represent and reach any colleagues looking to create and participate in a greater sense of belonging.



Global Community Outreach

50+

Local Charities
Supported Worldwide

Although we have grown into a global entity with colleagues and clients across the world, we have never forgotten our roots as an independent, local business with strong community ties. For over 50 years since our inception, we have cascaded that “people first” philosophy throughout our global operations, recognizing that leadership goes beyond helping our clients grow their businesses; it’s also about making a positive impact in our communities and around the world. At Weichert, we are proud to say #WeCARE.

Through our WeCARE initiative, we encourage and empower employee volunteerism and corporate giving that supports helping families and improving communities. We never cease to be amazed and humbled by our colleagues’ commitment to positively impacting the lives of others, be it employees being relocated around the globe or families in need in their respective communities.

List of Local Charities Supported Worldwide

127 Project
4TheYouth
Acres (Animal Concerns, Research and Education Society)
ADOPT Pet Shelter
Albion Fellows Bacon Center
Amazing Gracies Gifts
American Breast Cancer Research
American Cancer Society
Angelwish, Inc.
Animal Lovers League
Best Buddies
Breast Cancer Research Foundation
Candlelighters
Children's Tumor Foundation
Eleventh Hour Rescue
Ellenor
Family Assistance Ministries
French Bulldog Rescue Network

Garden of Dreams
Golden Rescue South Florida
Habitat for Humanity
Hands On Hong Kong
Healing Hearts Hooves & Paws Rescue
Heart & Stroke Foundation of Canada
Heifer International
Help Age India
Hope for Children Research Fund
Interfaith Food Pantry
Laura's House
Lebanon Township Education Foundation
Level Water
Lions Club International
Little Paws Rescue
Medecins Sans Frontiers
Misericordia Home
Motor Neuron Disease Association (MND)
New Brunswick Education Foundation

Oakville & Milton Humane Society
Operation Care for the Troops
Organization for Autism Research
Pause4Change Rescue Foundation
RAZOM Ukraine
Second Chance Pet Adoption League
SPCA Hong Kong
St. Jude Children's Research Hospital
Susan G. Komen
The Alberta Children's Hospital Foundation
The Amy Foundation
The Outreach Connection
The Periwinkle Foundation
The Society of St. Vincent de Paul Denver
Metro Council
Un1dos for Puerto Rico
Warrior Foundation Freedom Station



TALENT BEYOND
—BOUNDARIES—



What I love about this partnership is how it aligns with the caring culture of Weichert with the meaningfulness of what we do each day.

ANN STAFFORD

Regional Vice President, Canada

Architect of this partnership and responsible for managing the team working directly with displaced families.

Leveraging our Core Strengths to "Do Good"

As part of our strong belief in corporate social responsibility, Weichert Workforce Mobility is partnering with global, non-profit organization [Talent Beyond Boundaries](#), a global non-profit that matches skilled refugees with companies in need of those skills, to provide a meaningful solution to both the refugee crisis and the talent shortage.

The unique partnership will help companies meet the demand for talent by recruiting from a pool of displaced people, with the goal of maximizing relocation opportunities. Weichert Workforce Mobility and Talent Beyond Boundaries have created a distinctive suite of services to make it easier for these employees and their families to assimilate into their new locations.

"This [partnership](#) aligns perfectly with our core belief of 'raising your hand,' which encourages us—as a company and as individuals—to take the initiative to support causes that make this world a better place," said Dave Bencivengo, President of Weichert Workforce Mobility.

"Furthermore, it gives power and purpose to our mission of unleashing the world's talent, while enabling us to address both the shortage of talent and the humanitarian crisis around the globe. We are uniquely equipped to help these families and their employers accelerate resettlement and reap the rewards and competitive advantage of a more diverse workforce. It's a different way for relocation companies to think about our role in society and we're proud to continue to raise the bar – and the stakes."

Governance Model - Weichert and EcoVadis

Now that Weichert has successfully earned a Bronze rating from EcoVadis, we have raised the bar and expanded our initiative: inviting our top 175 suppliers to participate in our governance program. The services delivered by these suppliers represent over 80% of our supplier spend, so we see their participation as a critical factor in our ability to further improve our rating.

Assessments are adapted to each company and based on validated evidence and third-party data



EcoVadis methodology focuses on sustainability priorities and is aligned to global standards

21 Sustainability Criteria Covered in Four Theme Areas

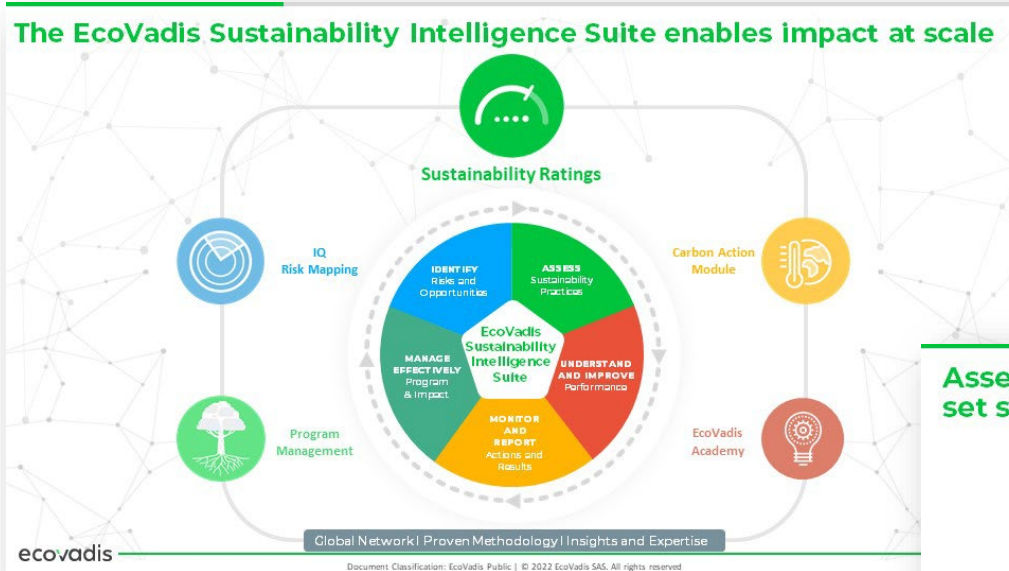


Assessment is customized by supplier category, across 21 criteria and 4 pillars: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

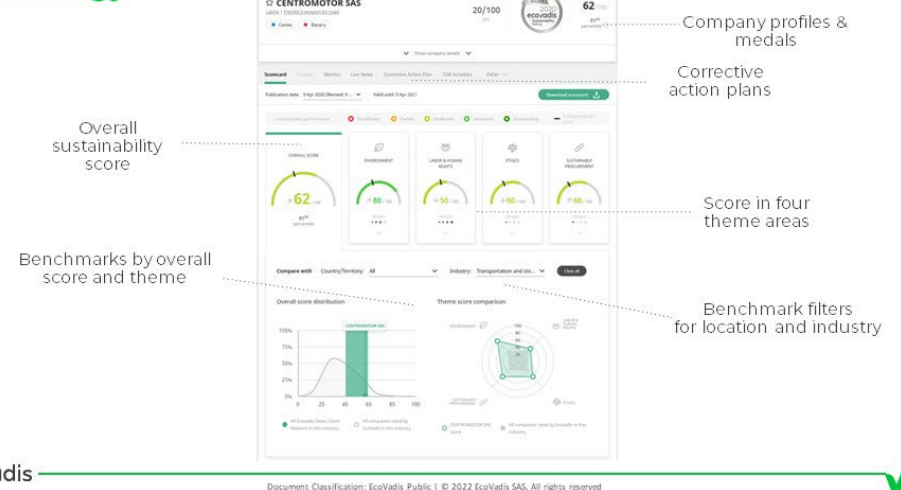
Weichert's Sustainable Procurement Program

Taking our efforts further, we began implementing our Sustainable Procurement solution, deploying the EcoVadis web-based collaboration technology with the leading providers in our supplier network.

We are currently onboarding these supplier-partners to the EcoVadis platform and should be completed by Q2 2022. From there, individual assessments and sustainability expert evaluations will occur in Q3/Q4, enabling each supplier to prepare a Corrective Action Plan for 2023.



Assess sustainability practices, benchmark performance, and set strategy





Weichert's Commitment to Responsible Performance

As part of its rigorous commitment to operational excellence, Weichert has successfully completed Service Organization Control (SOC) 2, an internationally recognized and robust set of controls for managing information security risk.

Our clients entrust us with more than just their valued mobile talent; they depend on us to **minimize the risks** associated with managing a mobile workforce and keep them compliant with ever-changing global and regional regulations that could affect their programs.

SOC Audit

On an annual basis, Weichert's processes and controls are certified by a disinterested third party, who issues SOC audit reporting.

With 10 years' experience with SOC1 certification, in 2020, Weichert took our certification a step further and achieved SOC2 Type 2 certification to elevate client confidence in our data security and compliance protocols.

Every facet of our operations runs with clockwork precision and independent audits like this ensure that the controls around our service delivery are optimally designed and performing as required. These audits also ensure our adherence to the latest global standards for data management and security.



FAIM

In mid-2021, Movers International successfully obtained upgraded FIDI-FAIM Quality Standard 3.2 with a perfect 100% audit score by FIDI's independent external auditors, Ernst & Young, in Brussels.

The FAIM (FIDI Accredited International Mover) Quality Certification sets the benchmark for quality service delivery in the international moving/relocation world and is ever evolving to meet the changing needs of customers, clients, and the industry.



The FIDI Global Alliance is the largest global network of highly qualified and quality-oriented international moving companies. **Together, strong global partnerships help to raise industry standards.**

FAIM is a globally recognized industry-specific quality certification. It not only addresses the need to comply with strict operational requirements related to quality service delivery and supply chain management but also requires proof of financial and overall organization health, providing overall assurance for both clients and customers.



GDPR

Weichert provides our clients with the confidence that the personal data of their mobile employees is being managed within industry best practice methods and processes, and that Weichert is employing these safeguards for the processing of employee personal data across all Weichert's global service offices. Weichert has implemented seven specific EU GDPR Principles:

1. Notice,
2. Choice,
3. Accountability for Onward Transfer,
4. Security; Data Integrity and Purpose Limitation,
5. Access, and
6. Recourse, Enforcement, and Liability.



We require the relocating employee to complete our Privacy Policy & Consent form to facilitate the relocation process and allow us to obtain personal information, which is shared on an as-needed basis with applicable suppliers. All Personal Identification Information (PII) is controlled and maintained exclusively using the commercially respected Salesforce and Microsoft AZURE cloud-based platform environments, and authorized Weichert contractors/service partners can only access the amount of information necessary to deliver authorized services.

Weichert's data processing and service program controls are certified annually by an independent third party who issues SOC1 Type 2 and SOC2 Type 2 reports. In addition, all Weichert contractors are committed under standardized agreements to abide by all applicable laws and regulations specifically regarding data privacy/protection. In 2018, Weichert notably implemented EU GDPR standards across its global office/servicing operations, corporate client base, and supply chain. Through our access to global information and compliance network resources, Weichert is also able to monitor and stay current with applicable changes in the legal and regulatory environment on this front.

Weichert's Go Forward Strategy

Our CSR goals and initiatives are woven into the DNA of our company. Although they are ever evolving, the objective remains to serve as exemplary corporate citizens across the globe and in our communities, and to leave this world a better place for future generations.

We welcome your questions and comments, please email us at: solutions@weichertwm.com.



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