



Corporate Social Responsibility Report 2024

Improving < sustainability >
one move at a time.



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Message from Our President



At Weichert, we're passionate about service. It's this passion that inspires the continual development of our people and our unflinching dedication to provide them with the tools they need to thrive. And it's what earned us a **Decade of Dominance** as our industry's leader in service experiences based on top net satisfaction scores from relocating employees.

We are equally passionate about being a good corporate citizen, which is why we have intentionally woven the three pillars of sustainability — Environmental, Social, and Governance (ESG) — throughout our business mission. Our commitment to being industry disruptors has helped drive our Corporate Social Responsibility (CSR) strategy, and it's making real change happen. After all, protecting our environment is not a business issue, it is a human issue.

Our influence as a company is contingent upon the wellbeing of our own people, so we maintain a steadfast focus on cultivating a diverse, inclusive, and equitable organization. This includes championing programs and platforms that foster a culture where differences are valued, biases are overcome, and everyone feels heard.

We've also worked hard to demonstrate a real-world commitment to minimizing our total environmental footprint in the way we conduct our day-to-day business. This means reaching beyond basic compliance with environmental laws and regulations and implementing practical and effective sustainable initiatives company-wide.

Our partnership with EcoVadis has helped us elevate the governance of our ESG efforts; leveraging their Sustainability Procurement technology, we're measuring and tracking progress across our entire mobility ecosystem and have refined our sustainability roadmap with ambitious new targets.



DAVE BENCIVENGO
President

We are proud of the great strides we have made toward breathing life into our core beliefs and our commitments to the broader communities in which we live and operate. The stories, goals, and achievements shared in this report reflect a spirit of purpose held by our colleagues and partners to build a more inclusive, sustainable, and future-forward organization.

As other industry players map out their path to positive change, we hope to inspire them to boldly embrace the sustainable practices that promote a more resilient planet and people—throughout 2024 and beyond.





Meet Our Corporate Social Responsibility Team



BILL WILSON

Senior Vice President, Supply Chain

“As the architect of Weichert Workforce Mobility’s sustainability journey, I firmly believe that true success in this endeavor is not a solo mission. It’s a collective effort, fueled by the passion and commitment of champions across our company and throughout our supplier channels. Together, we weave a tapestry of positive change, inspiring others in our industry, and making sustainability not just a goal, but a shared triumph for us all.”



ADAM BOWLBY

Manager, Global Supply Chain

“In the last two years, my global supply chain role has expanded to include a focus on sustainability, which led to my work with EcoVadis. This incredible partnership has helped us evaluate our company and supply chain practices as they pertain to ethics, labor and human rights, the environment and sustainable procurement. In 2023, I began representing Weichert in The Coalition for Greener Mobility. Joining forces with us in this landmark effort are the CERC (Canadian Employee Relocation Council), CHPA (Corporate Housing Providers Association), EuRA, FIDI Global Alliance, IAM (International Association of Movers) and Worldwide ERC (WERC), with Deloitte appointed to assist in defining the framework and milestones of the Global Mobility sustainability roadmap.”



Meet Our Corporate Social Responsibility Team



LAURA LEVENSON

Consulting and Advisory Practice Leader

“My work as a strategic talent mobility consultant has served as a dynamic vehicle for consciously guiding those we support towards policies and practices that are both mindful and sustainable with respect to people and our planet. Our industry has come a long way, and with many of today’s leading employers prioritizing DE&I and limiting their environmental impact, I’ve been fortunate to have had the opportunity to share my insight (and passion) at global and regional events, including The Forum for Expatriate Management’s Americas Summit, CERC’s annual Conference, and Worldwide ERC’s Global Workforce Symposium.”



CHRIS BRUNONE

Executive Vice President, Talent Development and Colleague Engagement

“Weichert’s culture is undoubtedly distinctive; our people share a relentless dedication to supporting each other, and this is apparent in how they have wholly embraced initiatives that promote diversity, inclusion, and helping others unlock their greatest potential. From our Legendary Experience strategy to our Mentorship Programs, and Colleague Resource Networks, I’ve witnessed our colleagues enthusiastically support changes that uplift their peers and broader communities. I’m proud and optimistic about the current and future impact that this will have on the direction of our company and the wellbeing of both our workforce and those we support.”

WHO WE ARE AND WHAT WE DO

About Our Company

At Weichert, our mission is mastering the art of employee mobility to unleash the world's talent.

We do this by providing custom talent mobility solutions that help our clients achieve their growth objectives, drive business strategy, develop global leaders and foster employee engagement. We offer the most comprehensive – and most celebrated – service experience capabilities in the industry, covering all aspects of the workforce mobility lifecycle.

As we pursue our mission, every action, every engagement, and 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.

We Believe In...

- **Creating Legendary Experiences** - 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, 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

Work with our supplier partners to reduce emissions and participate in carbon offset programs.

Diversity, Equity and Inclusiveness

Strive toward equality and belonging in all aspects of our business practices.

Community Outreach

Think beyond our day-to-day and embrace practical tools to support individuals and organizations within our community.

Code of Business Conduct

Outline ethical business practices and protect against all forms of discrimination, harassment, or abuse.

Data Protection

Elevate cyber security and other privacy compliance initiatives.

Emergency Preparedness

Maintain contingency programs and guidelines for unexpected needs, including 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.

Environmental Sustainability at Weichert

At Weichert, it's not enough to state our sustainability goals. We believe in 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 to partner with 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 used by over 100,000 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 Roadmap

Following the EcoVadis roadmap, Weichert has taken a series of steps (outlined below) to further develop our sustainability program, and was reevaluated by EcoVadis in 2022, receiving Bronze certification for the second year.



2021 FORMAL PROGRAM LAUNCH

- Assessed and received Bronze rating from EcoVadis



2022: STRUCTURE, INVESTMENT AND RAMP UP

- Contracted with EcoVadis for Sustainable Procurement Technology
 - Invited suppliers representing 80% of our supply chain spend to participate in our governance program
- Created CSR Global Steering Committee to help define our strategy
- Issued 2022 CSR Report - first robust sustainability strategy identified
- Calculated Scope 1 and 2 emissions
- Received second Bronze rating from EcoVadis (increased score over 2021)



2023: CONTINUOUS IMPROVEMENT

- Net-zero commitment through SBTi, CDP (net-zero by 2050)
- Formally committed to the 5-step SBTi process. Currently, we are working towards the second step, developing a near-term emissions reduction target in line with SBTi's criteria
- CDP aggregates and measures the information from our annual reporting process and scores our progress toward environmental leadership. Publicly disclosing our environmental data through CDP enables us to protect and improve our reputation, boost our competitive advantage
- Uncover risks and opportunities, and track and benchmark progress
- Contracted with EarthScope for supplier Scope 1 and 2 Emissions (WWM Scope 3)
 - Q4 rollout to supply chain (SEM Program: Supplier Emissions Measurement)



Sustainability Governance

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



ENVIRONMENT

- Created an Environmental Policy which includes sections on Energy Consumption, Greenhouse Gases, Materials, Chemical & Waste, Sustainable Procurement, Legislation and Third-Party Validation.
- Contracted with EarthScope for GHG emissions tracking and reporting.
- Formally committed to the Carbon Disclosure Project and Science Based Targets initiative (SBTi).
- Added an environment section to the Supplier Code of Conduct.



LABOR AND HUMAN RIGHTS/DIVERSITY EQUITY AND INCLUSION

- Mandatory staff training on topics including DEI in the Workplace, LGBTQ+ Inclusion.
- Micro Insensitivity and Unconscious Bias training, conducted by Traliant.



ETHICS

- Improved supporting documentation regarding the implementation of specific awareness training programs to enable employees to identify and address the common business ethics issues that arise in a workplace, either online or in-person.



SUSTAINABLE PROCUREMENT

- Implemented contractual clauses in supplier contracts on sustainability.
- Implemented sustainable procurement process/technology and related supply chain reporting.

ENVIRONMENTAL SUSTAINABILITY AT WEICHERT

Environmental Initiatives Across Weichert

Going green starts at home, and in our case, our offices. Although many of our colleagues have the option of a full-time hybrid or full-time work from home arrangement, we continue to use office space for collaboration time amongst teams, and 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 the Weichert Move Network



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.

According to our partner, EarthScope, supplier emissions are the largest single category of emissions, accounting for more than 50% of overall corporate 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 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 believes in leveraging our supply chain as a key element to improving sustainability, and our sustainable procurement solution will bring new metrics to this effort.

EarthScope and Weichert's Supplier Emissions Measurement (SEM) Program

Understanding that corporate activities are a major contributor to greenhouse gas (GHG) emissions, Weichert's SEM Program was established in 2023, to measure and report those emissions for our supply chain. The foundation of this program leverages EarthScope's SaaS tool, which walks suppliers through detailed questionnaires to help them assess where their current emissions stand and the largest contributors. With licenses purchased by Weichert and provided to suppliers at **no cost**, this tool has helped us receive and aggregate all GHG emission data in one location. And most importantly, this information has also helped us foster regular dialogue with suppliers on how we can work collaboratively to lower emissions and set actionable targets.

For more information about EarthScope, visit their [website](#).



ENVIRONMENTAL SUSTAINABILITY AT WEICHERT

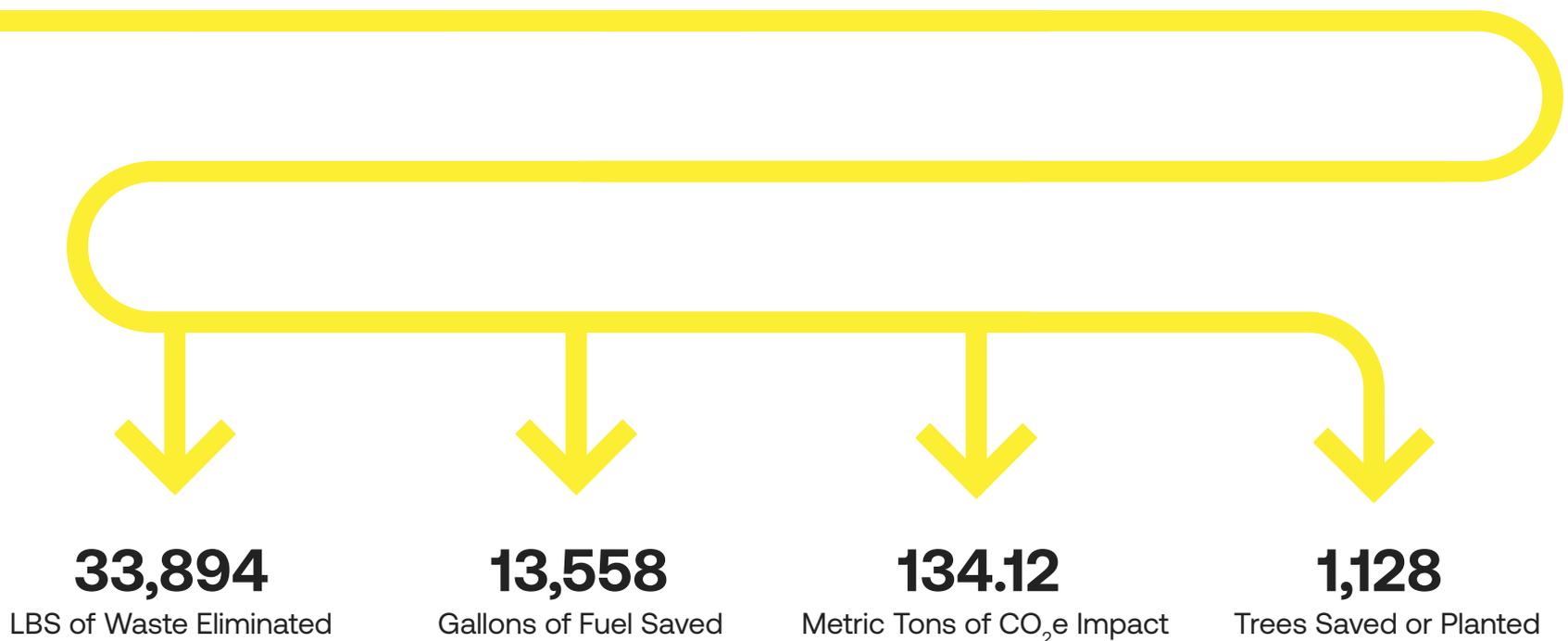
Discard and Donate by Home Sweet Home

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, helping to reduce the size of the load and the carbon impact of transporting it. Selected items are removed before the pack/load, and the team arranges the safe and ethical donation or disposal. Relocating employees even receive a tax receipt for all donations.

Furthering our relationship with Home Sweet Home, Discard and Donate was one of the new service lines developed in Weichert Go in 2023, allowing us to place and manage orders on our platform.

By the Numbers (Q1-Q4 2023)



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.

ENVIRONMENTAL SUSTAINABILITY AT WEICHERT

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!

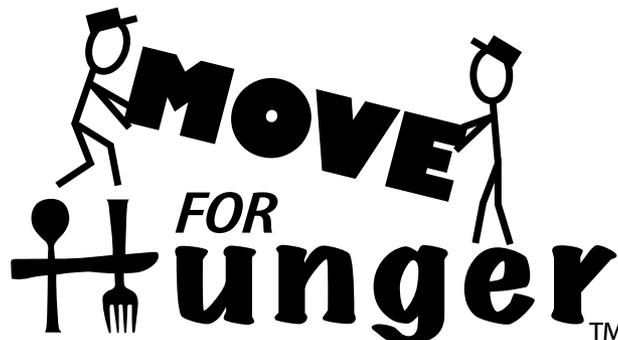
Fighting hunger is something we can all support, as our colleagues demonstrate with several WeCARE initiatives throughout the year.

- Move2Fight Hunger Challenge: #1 team in 2023 (third year in a row)
 - Since 2021, we've raised over 240K meals; over 25K in 2023
- Weichert Holiday Food Drive 2023
 - Total Pounds Collected: 752
 - Total Money Raised: \$2,889
 - Total Meals Provided: 7,936
 - Since 2022, we've provided over 33K meals
- TCS NYC Marathon Charity Run by Weichert colleague, Jaime Calero, on November 5, 2023 raised over \$5.1K, equivalent to over 12.8K meals



3.1M

Total Meals Provided
by Weichert/Suppliers
Since Partnership Began



ENVIRONMENTAL SUSTAINABILITY AT WEICHERT

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.**

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.

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 colleagues, and evolving our internal processes, policies, and behaviors in pursuit of our overall DE&I goals as an organization:

- Protect the health of our colleagues by allowing flexible work arrangements such as hybrid and work from home options to most colleagues. 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.
- Foster platforms where employees with shared backgrounds or interests can connect, share experiences, and encourage a sense of belonging. Over 2023, our Colleague Networks have met monthly to discuss current events and issues and concerns both inside and outside the workplace.



44%

Female Executives
Globally



74%

Female Colleagues
Globally



35%

Diverse North American
New Hires

HELPING OUR CLIENTS ACHIEVE DE&I GOALS

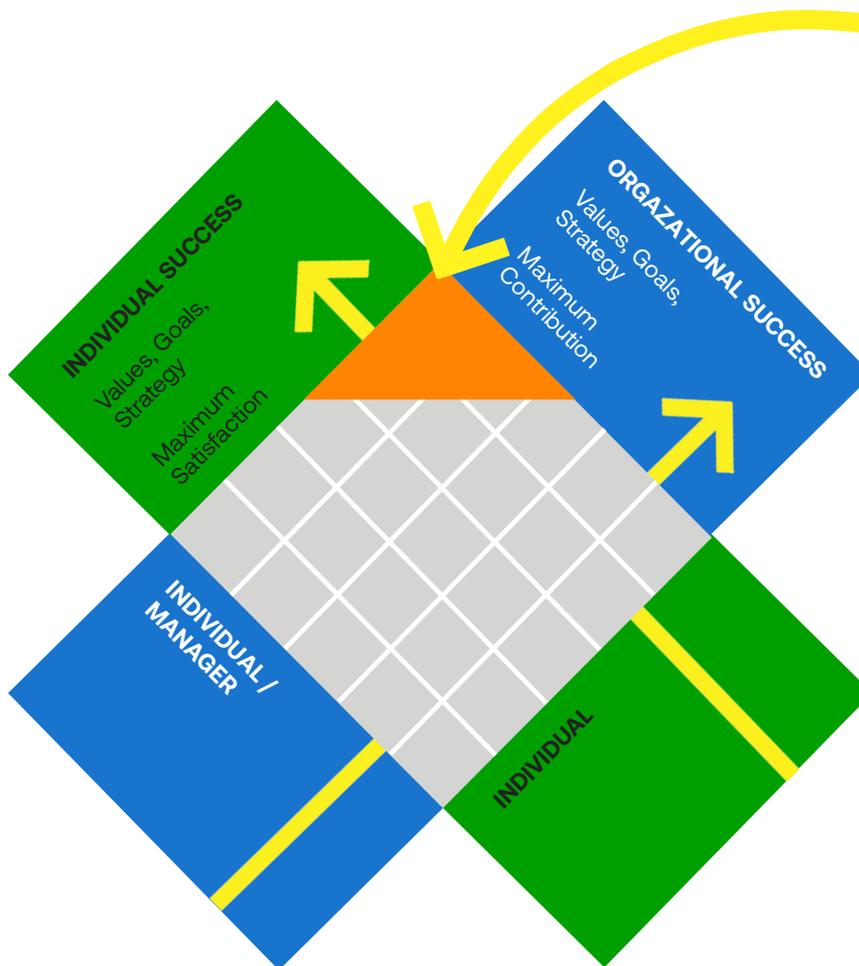
At Weichert, we help our clients identify and implement sustainable practices through mobility program enhancements, flexible policy components, and service delivery. By focusing on DEI initiatives, our efforts extend to our clients and their mobile employees to benefit all organizations. Weichert views DEI initiatives as a keystone to our fiduciary responsibility, and we continually offer new and innovative mobility strategies, solutions, benefits, and products that achieve flexibility and enable personal choice to attract new talent and retain valued employees.

Colleague Development and Support

X MODEL

Based on **our Beliefs**, we are dedicated to facilitating deeper, more frequent, and personalized development conversations to not only ensure the wellbeing of our colleagues but to help support each other's growth. 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.

The reality is that many of us struggle to remain at the apex of both attributes. However, with periodic assessments and the willingness and ability to have a candid, caring conversation, a manager can support the colleague in achieving higher levels of either or both attributes.



Engagement level can be anywhere in the grey diamond with the levels of contribution and satisfaction assessed separately. Full engagement is depicted in the orange triangle called the APEX where an individual is contributing at the maximum level and is satisfied at the maximum level.

Source: BlessingWhite

COLLEAGUE DEVELOPMENT AND SUPPORT

Helping Others Succeed, Upward Feedback

In 2023, we introduced the practice of **Helping Others Succeed, Upward Feedback**, which opens the door for colleagues to participate in a mid-year touch point calibration on their performance and share input with their managers. Flipping the traditional performance review process and encouraging two-way communication builds trust and provides colleagues with the tools to raise their game and perform at their best.

It is part of our servant leadership process for leaders and managers to share and discuss these six questions every 3 and 6 months:

1. Where are we going?
2. Where are you going?
3. What is going well?
4. What needs improvement?
5. How can I help?
6. What feedback do you have for me to better serve you?

This new process has garnered numerous comments from leaders that their eyes have been opened to ideas, issues, and insights that are top of mind for their team members.

The X Model and Upward Feedback conversations offer a platform to address the support needed to benefit the individual and the organization. Managers can provide better coaching, direction, and support to engage colleagues. And colleagues experience improved quality of conversations and relationships, and this deeper engagement drives performance and a sense of fulfillment. Through this practice, we have become more aware of critical and emerging themes, and we have leveraged this information to deepen our commitment to developing our people.

As your Manager, **circle** 5 things I do well and make a **check mark** next to 1-3 things I can do more of or get better at to help support your success as we look forward!

1) Establishing clear performance expectations and objectives	16) Taking action to ensure that I feel important, trusted and a valued member of the team and the organization.
2) Giving timely feedback on my progress	17) Sharing your personal insights and experiences.
3) Working with me to improve performance when it falls below expectations	18) Recognizing my outstanding contributions and achievements.
4) Ensuring I have a written development plan and discussing it regularly with me	19) Helping me master all the skills I need to succeed on the job.
5) Keeping me aware of promotions/lateral reassignments and helping me understand the skill requirements and selection criteria	20) Being available when I need you for advice, information, decisions, or problem-solving.
6) Explaining clearly how my job fits in and why it is important.	21) Being an advocate for my development opportunities, promotional options and career growth.
7) Staying informed about the most important goals and projects I am working on	22) Fostering an environment of innovation.
8) Communicating clearly and candidly.	23) Providing support when I take on new challenges.
9) Conveying to me that sharing information and ideas between us is a mutual responsibility.	24) Soliciting my input on the best way to achieve a goal.
10) Giving timely feedback on the perception of my strengths	25) Respecting my ability to make decisions.
11) Giving me timely feedback on the perception of my areas for improvement with an intent to help and not to belittle.	26) Respecting my ability to select the right resources to accomplish goals.
12) Delivering on promises made.	27) Asking the right questions to help me think through a situation, encouraging self-discovery to gain insights.
13) Keeping me informed on changes and other news affecting the organization and my job.	28) Creating a work environment where my team is constantly encouraged to raise the bar of our performance.
14) Addressing my attitudes and concerns with candor and a willingness to help.	29) Assigning projects that encourage continuous improvement, and on-going learning to broaden my experience.
15) Demonstrating that he or she cares about me.	30) Other: Look at the good, acknowledge progress, celebrate more.

Source: Helping Others Succeed, Upward Feedback

COLLEAGUE DEVELOPMENT AND SUPPORT

Colleague Wellbeing

At Weichert, we prioritize the holistic wellbeing of our colleagues. Wellness is an active process of making choices that lead to optimal health and wellbeing, beyond just physical health. 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, covering mental, emotional, spiritual, social, and environmental wellbeing.

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 colleague 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.

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.

COLLEAGUE DEVELOPMENT AND SUPPORT

Colleague Resources - Community Intranet

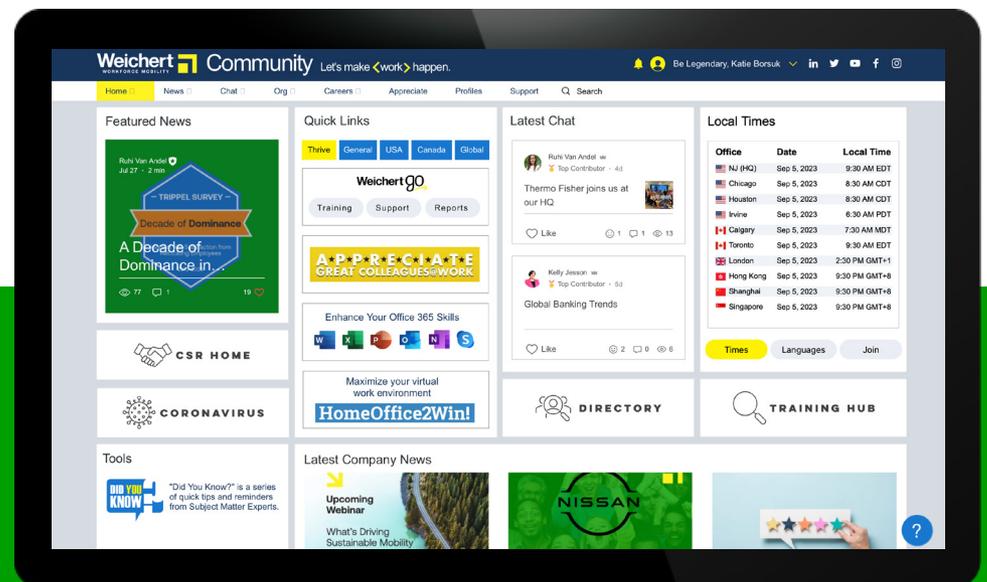
Sharing, Connecting, and Recognizing Distinctive Service

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 connect, collaborate and share ideas with peers. This site plays a crucial role in our culture, raising awareness of colleague activities, contributions, and achievements and making colleagues feel part of a vibrant community.

As well as providing direct links to valuable resources – like training, tech support, health & wellness programs, and regional payroll platforms -- Community features a **Corporate Social Responsibility hub** housing our CSR report, mission statement, and a dedicated CSR chat where colleagues can ask questions, share updates, and connect with others on internal initiatives.

Appreciate, our internal employee recognition platform, is also accessed via the Community site. Through Appreciate, colleagues can nominate and share stories of how their Weichert peers or teams have lived out our Company Beliefs, going above and beyond for a customer, a client, or one another. Each month, the winning individuals and teams are selected and showcased on our Community site, each receiving a monetary gift for their efforts.

The Weichert Workforce Mobility Community continues to evolve based on our colleagues’ feedback.



COLLEAGUE DEVELOPMENT AND SUPPORT

Mentorship at Weichert

In 2023, we designed, developed, and launched the **Next Generation Leadership Experience**, an 8-month mentoring pilot project that paired emerging leaders with senior leaders to foster a high-performing leadership pipeline. The intent was to build upon the strengths of untapped talent and expose managers and leaders to other areas of the organization and the business. A career development initiative, the project succeeded in broadening their perspective, deepening global relationships, and empowering participants to tackle real business challenges and projects, creating future readiness for the organization.

Customized to each mentor-mentee relationship, each experience included monthly learning modules based on cases and articles covering some of the following development topics:

- Getting to Know One Another
- Mentor the Whole Person
- Thinking More Strategically
- Building Your Personal Brand
- Leading with a Purpose
- Storytelling and Culture Change
- The Three Box Solution

Developed and guided by Chris Brunone, EVP, Talent Development and Colleague Engagement, the program included periodic meetings with Chris to ensure focus and recalibration and culminated in a 90-minute dialogue and exchange that highlighted the business challenges and the real work tackled throughout the eight months, including revenues captured, processes streamlined, innovations approved, colleague issues solved, empathy gained, and so much more.



“We intend to craft similar innovative experiences for additional cohorts in 2024 and beyond. Through this, we can create a better-connected leadership pipeline to ensure organizational readiness and individual career growth. In the end, leaders create culture, and culture impacts results.”

CHRIS BRUNONE

Executive Vice President,
Talent Development & Colleague
Engagement

COLLEAGUE DEVELOPMENT AND SUPPORT

Minority Mentoring and Recruiting

In partnership with several other mobility organizations, in 2022, Weichert launched a diversity summer internship program to serve as a pipeline for 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 commits to:

- Providing a meaningful work experience to the intern that includes specific responsibilities and deliverables (outcomes), participation in meetings, and ongoing feedback on performance.
- Providing a mentor to the intern offering coaching throughout the internship.
- Allowing 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 is rooted in the fact that the things that make us different, make us stronger.

In the summer of 2023, we welcomed an Upward Mobility intern to our Business Process team. A recent graduate of Drew University, he served as a Business Process Analyst, and the opportunity afforded him great insight into the mobility industry.



“It really exposed me to what it means to relocate families because it is not just about helping them find a new home...especially if we’re talking about foreign relocation, where the family may need help with language, culture, schooling, taxes, and more. My co-workers at Weichert were helpful in not only explaining their work, but also being open to questions and helping me whenever I needed it.”

- Intern, Business Process Analyst

COLLEAGUE DEVELOPMENT AND SUPPORT

Colleague Training Courses

Throughout the year, colleagues are expected to finish a series of in-depth awareness and knowledge-building programs. Offered through our partner, Traliant, these e-learning courses are engaging and interactive, helping to instill the behaviors that create better workplaces, performance, and results. Offered in bite-sized episodes, courses are easily consumable and can be seamlessly integrated into our colleagues' schedules, helping to increase viewership and compliance with training deadlines.



7

training courses



78%

of colleagues have taken at least 5 courses



BYSTANDER RESPONSIBILITIES

This course raises awareness of the importance of being an active bystander and provides colleagues with practical steps for protecting targets of abusive behavior and preventing future misconduct.



CULTURAL COMPETENCE IN THE WORKPLACE V2

This course introduces colleagues and managers to the importance of cultural competence in the workplace. It identifies practical ways to increase this critical work competency and details practical actions colleagues can take to avoid misunderstandings and ensure communications and interactions are effective, respectful and successful across any culture.



DIVERSITY, EQUITY, INCLUSION IN THE WORKPLACE V4.1

This course clarifies what diversity is and how it comes together with equity and inclusion to benefit not only the organization, but teams and individual colleagues as well. The course examines what makes inclusion efforts successful and provides practical actions colleagues can take to tap the benefits of a diverse workplace.



LGBTQ+ INCLUSION

This course introduces learners to some of the issues members of LGBTQ+ community face at work. Learners are taught the impact inappropriate conduct can have and how inclusive work relationships help the team succeed. They also learn the importance of treating everyone with respect, how making assumptions can hurt and how to be an ally.



MICRO INSENSITIVITY

This course explores micro insensitivities and how they can be harmful to individuals and the workplace. Participants will learn what micro insensitivities are and their effect on others. In addition, learners will gain an understanding of why certain remarks are considered micro insensitivities and how to respond to them in a positive and effective manner.



RELIGION, SPIRITUALITY, AND BELIEFS: EMPLOYEES V2.1

This course provides an overview of religion, spirituality and beliefs in the workplace, an explanation of its associated positive effects, and some practical tips for making the workplace more inclusive of religious and spiritual expression.



UNCONSCIOUS BIAS

This course helps people making personnel and management decisions understand some of the underlying causes of unconscious bias. It discusses how these biases work against building a diverse and inclusive workforce and presents techniques for helping to overcome unconscious bias in decision making.

CAREER MANAGEMENT & TRAINING

Weichert offered colleagues the opportunity to help grow their careers and expand their skills and purchased LinkedIn Learning licenses (March 2023 to December 2023) for 168 learners.



2 Hours 58 Minutes

Average time spent on courses



2,141

Courses Viewed



10,091

Videos Viewed



81%

Course Completion



8,158

Video Courses Completed

COLLEAGUE DEVELOPMENT AND SUPPORT

Colleague Networks

STEERING OUR CSR MISSION

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

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.



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.



“I’m grateful to work within a company that cares and not only talks about DE&I, but acts on it, creating platforms to have unbiased and unfiltered conversations about the topics that impact our people. This initiative closely aligns with our Belief in Open Doors and Open Minds, and it’s helping to ignite real change while reinforcing a culture that encourages people to bring their authentic selves to work.”

TERESA CLAY-CHRISTMAS

Client Service Manager,
Movers International
(Leader of Weichert Inclusion Alliance)

LET'S TALK

In January 2022, Weichert's CSR Steering Committee conducted a company wide survey to uncover interest in forming Colleague Networks to provide an opportunity to unite colleagues of underrepresented groups leading to the launch of two groups:

- [LGBTQIA+ and Allies](#)
- [Inclusion Alliance](#)

The establishment of these groups and the framework for developing additional groups reflects our corporate Belief in Each Other.

We believe that colleagues thrive in an environment that is tolerant and welcoming of diverse backgrounds, beliefs, and perspectives. We are committed to this path. Our Colleague Network groups, each with over 50 members, will evolve and reconfigure to reflect a diverse spectrum of interests, concerns, missions, and goals, fostering a greater sense of belonging.

In 2023, these groups met monthly to discuss current events, issues, and concerns inside and outside the workplace. Colleagues have commented that they find these groups refreshing and an opportunity to connect with co-workers across departments and regions. These networks generate thoughtful, relevant content distributed through our internal and external communications. Our Writer's Circle, born from our Inclusion Alliance Colleague Network, amplifies diverse voices across our organization and brings to light issues impacting colleagues and customers.

BLOG POSTS FEATURING OUR WRITER'S CIRCLE

- [Supporting the Success of the LGBTQIA+ Expatriate](#)
- [Mental Health & Mobility: Looking Inwards](#)
- [Celebrating National Hispanic Heritage Month](#)
- [Invisible Disabilities: A Mother's Story](#)
- [Supporting the Relocation of Elder Family Members](#)



“As a passionate DE&I advocate with an academic background, it has been such an honor to contribute my voice and insight on issues that impact our industry, our people, and our broader communities. Looking at mobility through a diversity lens can't be an afterthought but rather a critical priority to providing best-fit support, and I value that Weichert provides opportunities and platforms to amplify this message.”

MELISSA GUNSHON

Business Travel Coordinator

COLLEAGUE DEVELOPMENT AND SUPPORT

At Weichert, WeCARE

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 colleague 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 families relocating around the globe or families in need in their respective communities.



50+

Local Charities Supported Worldwide

127 Project	Garden of Dreams	Oakville & Milton Humane Society
4TheYouth	Golden Rescue South Florida	Operation Care for the Troops
Acres (Animal Concerns, Research and Education Society)	Habitat for Humanity	Organization for Autism Research
ADOPT Pet Shelter	Hands On Hong Kong	Pause4Change Rescue Foundation
Albion Fellows Bacon Center	Healing Hearts Hooves & Paws Rescue	RAZOM Ukraine
Amazing Gracies Gifts	Heart & Stroke Foundation of Canada	Second Chance Pet Adoption League
American Breast Cancer Research	Heifer International	SPCA Hong Kong
American Cancer Society	Help Age India	St. Jude Children’s Research Hospital
Angelwish, Inc.	Hike for Mental Health	Susan G. Komen
Animal Lovers League	Hope for Children Research Fund	The Alberta Children’s Hospital Foundation
Best Buddies	Interfaith Food Pantry	The Amy Foundation
Breast Cancer Research Foundation	Laura’s House	The Outreach Connection
Candlelighters	Lebanon Township Education Foundation	The Periwinkle Foundation
Children’s Tumor Foundation	Level Water	The Society of St. Vincent de Paul Denver Metro Council
Eleventh Hour Rescue	Lions Club International	Unidos for Puerto Rico
Ellenor	Little Paws Rescue	Warrior Foundation Freedom Station
Family Assistance Ministries	Medecins Sans Frontiers	
Feeding Westchester	Misericordia Home	
French Bulldog Rescue Network	Motor Neuron Disease Association (MNDA)	
	New Brunswick Education Foundation	

Doing Good, Giving Back

As part of our strong belief in corporate social responsibility, Weichert Workforce Mobility has partnered with global, non-profit organization **Talent Beyond Boundaries** (TBB).

This unique partnership is helping companies meet the demand for talent by recruiting from a pool of displaced people, with the goal of maximizing relocation opportunities to safe jurisdictions for displaced talent. With more than 80,000 displaced people registered on TBB's Talent Catalog, this pool is considered the largest, fastest growing, and most geographically diverse database of refugee skill profiles in the world. This is an incredible resource for our clients, particularly those struggling to recruit and retain the skilled talent they need to thrive.

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.”



Tune into this **episode** of Let’s Make Work Happen, where our VP of Advisory Services, Jennifer Connell, sits down with Patrick O’Leary, Chief Operating Officer at Talent Beyond Boundaries, to hear more about the transformative impact of this partnership.



TALENT BEYOND
—BOUNDARIES—



“What I love about this partnership is how it aligns with the caring culture of Weichert, enhancing 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.

WEICHERT'S COMMITMENT TO RESPONSIBLE PERFORMANCE

Tracking our Progress and Managing 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.



Science Based Targets initiative (SBTi)

The **Science Based Targets initiative** was established in 2015 to help provide companies with a clearly-defined path to reduce emissions in line with climate science and the Paris Agreement goals and support the global economy to halve emissions before 2030 and achieve net-zero before 2050.

In 2023, we formally committed to the 5-step SBTi process. Currently, we are working towards the second step, developing a near-term emissions reduction target in line with SBTi's criteria.



Carbon Disclosure Project (CDP)

The **Carbon Disclosure Project** or CDP was established in 2000 and is a not-for-profit charity that runs the global disclosure system helping organizations measure and manage their risks and opportunities on climate change, water security and deforestation.

Annually we supply information to CDP that is used to score and measure our journey towards environmental leadership. Publicly disclosing our environmental data through CDP enables us to protect and improve our reputation, boost our competitive advantage, uncover risks and opportunities, and track and benchmark progress.





SOC AUDIT

On an annual basis, Weichert’s processes and controls are certified by an independent 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 2023, Movers International successfully earned the FIDI Accredited International Mover (FAIM) Quality Assurance re-certification by FIDI’s independent external auditors, Ernst & Young, achieving the highest possible rating across all categories. This audit featured the upgrade to the new FIDI 2022 Quality Standard, which requires three additional components to be addressed and documented within the company’s Quality Manual: Risk Management, ESG, and Cybersecurity.

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.



FIDI ACCREDITED
INTERNATIONAL
MOVER



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.

