

## Environmental, Social & Governance Goals



BGRS has pledged carbon neutrality by 2030. We understand the urgency of the climate crisis and are focused on how we can do our part: optimizing office footprint, recycling, reducing waste, travel, and shifting behaviors.



BGRS currently holds a bronze rating from EcoVadis, a sustainability ratings company, reflecting our focus on environmental, inclusive, and ethical policies. We are committed to achieving Gold in the future and have created a roadmap to get us there.



We intend to have our ISO 14001 certification by 2023. It provides a global standard for environmental management and emphasizes accountability and transparency in our organizational commitment to the earth's resources.

## Data evokes change. You must know where you are to improve.

Customers, employees, and investors alike are requiring more of organizations in terms of Environmental, Social, and Governance (ESG) initiatives. With the United Nations 17 Sustainable Development Goals as our guiding principles, BGRS has committed to positive change in the mobility industry and the world. Our unique position as a leading provider of global employee mobility solutions allows us to evolve ESG initiatives - not only within our own practices, such as facilities and Human Resources, but also across our supply chain and our clients' organizations. In order to monitor and improve in all these areas, we collaborate cross-functionally to define metrics that we can use to establish a baseline. The data featured in this report is the foundation from which we intend to focus on continual improvement and report against our vision and accreditation goals. Collaboratively, we are working to make our industry greener, and to drive diversity, equity, and inclusion objectives.

# Facilities

Each of our offices has an environmental policy in place. We work hard and innovatively to reduce our carbon footprint by recycling, using renewable energy, employing a comprehensive waste policy, and influencing employee behaviors. We report all relevant metrics into CDP, an international non-profit organization that helps companies and cities disclose their environmental impact. We use the metrics to improve our EcoVadis rating and reach our carbon net neutral goal for 2030.



25% of the energy consumed in our office portfolio is powered using renewable sources.



62% of the generated waste in each of our facilities is fully recycled.

**100%** of our electronic waste is recycled.

Each of our offices use recycled paper and follow a no single-use plastic policy.

# Human Resources

We are committed to Diversity, Equity, and Inclusion (DEI), mental health and physical wellbeing initiatives, and corporate social responsibility through education, training, projects, and policies. We have a comprehensive range of ESG-focused training, practice inclusive hiring, and strive to affect positive change in attitudes and behaviors. We actively listen to BGRS's employees to gather more insight on diversity needs and engagement.



Our global employee population is comprised of 62.8% females and our leadership team is made up of 63% women.

## “Serving a world in need”

We have partnered with Lions Club International Foundation, providing opportunities for our employees to create positive impact on a global scale through community activities.

**100%** of managers have participated in our Inclusive Leadership training series in the last 12 months.

We hold EcoVadis' 'Good' rating for Labor & Human Rights and actions to promote gender inclusion in the workplace.

# Supply Chain Management

An ESG-aligned supply chain is essential to fulfill our carbon net neutral goals. We surveyed suppliers' practices and found that most have some sustainability initiatives in place, but that tracking carbon emissions across the whole ecosystem is challenging. Our industry-first partnership with ecolgiT calculates and offsets household goods move-related carbon emissions. As we expand ecolgiT to other service lines, the carbon impact reporting will help BGRS set supplier expectations which will eventually become requirements.

**100%** of our household goods movers are enrolled in BGRS's ecolgiT carbon offset program.

**67%** of our supplier partners have a sustainability policy in place.

**42%** of our supplier partners present environmentally friendly alternatives to customers.

**5%** of our supplier partners fully track carbon emissions across the scope of their business operations.



61% (3 out of 5) of our supplier partners have a DEI policy in place.

# Consulting Solutions

Our company's internal consulting practice, Mobility Experience Solutions, guides clients to build mobility programs that advance their organizations' ESG goals. Through design of flexible programs, policy amendments, suggestions for encouraging more sustainable behaviors, and designing and delivering training focused on inclusive mindsets and supporting diversity, we champion ESG initiatives across the industry. Within the past year, we have produced:

**12** Thought Leadership assets focused on ESG topics .

**13** consulting and talent development engagements/ collaborations related to ESG topics.

**21** client policy iterations for guidance on various ESG topics, such as:

- reduced household goods shipments
- discard & donate
- cultural and language training
- childcare provisions
- virtual orientation trips
- public transport budgets
- locally specific DEI training
- virtual assignments