



2015 global citizenship report



content

INTRODUCTION	3
Statement of Support from CEO	3
WHAT WE DO	4
Help Families Find Their Way to New Homes, New Communities, and New Experiences	4
CARTUS CULTURE	5
Making the UN Global Compact Principles Our Own.	6
OUR PEOPLE	8
We Respect Those We Work With and For	9
Diversity and Inclusion Make Us a Better Company	11
Recognizing People Who Do Great Things	13
ETHICS AND COMPLIANCE	15
We Are Recognized for Doing the Right Thing	16
Stringent Data Security Protocols Protect Those We Work For.	17
CARING FOR OUR COMMUNITIES	18
Cartus Cares for People Where We Live and Work	19
ENVIRONMENTAL STEWARDSHIP	24
Our Employees Take the Extra Step to “Go Green”	25
SUSTAINABLE PROCUREMENT	28
Ensuring Compliance, Security, and Value	29
Promoting Supplier Diversity	31

introduction

Statement of Support from CEO



To Cartus Stakeholders:

For the last 60 years, Cartus has helped families settle in to new homes, new communities, and new experiences. As we mark this milestone in Cartus' history, our promise to provide "trusted guidance" applies not only to supporting our clients and their relocating employees but also how we give back to our communities around the world. When you operate in more than 185 countries, measuring success becomes more than just an accounting exercise: it relies on an understanding of—and sensitivity toward—the many cultures and environments we work with and within.

As such, we actively support the ten principles of the UN Global Compact by continuing our efforts in the key areas of concern (Human Rights, Labor, Environment, Anti-corruption). Over the last year, we have made exciting strides in these areas with new initiatives and practices, all described in the Global Citizenship Report that follows.

Highlights of our progress include:

- Remaining focused on worldwide compliance in the environmental and human rights circles, evidenced by continued efforts in every aspect of our business—including our new Environmental Policy and continued emphasis on supplier compliance.
- Working to protect our clients by maintaining stringent controls to ensure data integrity and protection, including policies and procedures for protection of private information, SSAE 16 and ISAE 3402 compliance, and Safe Harbor self-certification.
- A record-breaking year in terms of charitable contributions as Cartus employees around the world raised more than US\$400,000 through various events and volunteered hundreds of hours of time to their chosen causes and communities.
- And, as always, being guided by the concept of what's right: a focus on ethical behavior that unifies our practices and interactions. For the fourth straight year, our parent company—and by extension, Cartus—was named one of the World's Most Ethical companies. We work diligently to earn this designation every day.

A lot has changed over the last six decades, but one thing that hasn't is our commitment to social responsibility and global citizenship. Once again, I encourage you to read the report and witness the spirit of giving represented by Cartus and the people who make up our company.

A handwritten signature in black ink, reading "Kevin Kelleher". The signature is fluid and cursive, with a long, sweeping underline.

Kevin Kelleher
President and CEO

On a sunny Friday afternoon in Danbury, CT, Cartus employees lined up to buy a chance to pour a bucket of ice water over CEO Kevin Kelleher's head for the ALS Ice Bucket Challenge.



what we do

Help Families Find Their Way to New Homes, New Communities, and New Experiences

Our expertise began 60 years ago, when Cartus first offered U.S. domestic homefinding assistance. Since then, we have grown to become the most trusted guide in the global relocation industry.

- Cartus is the industry leader in mobility support to organizations worldwide. With nearly 2,900 Cartus employees—more than 800 based in EMEA and APAC—and 18 offices worldwide, our clients trusted us to assist more than 171,000 employees and their families into and out of nearly 150 countries in 2014.
- Our services cover every aspect of the relocation process—from selling a home and shipping household goods to settling into new communities around the world. We provide logistical support as well as international assignment compensation services, intercultural and language training, consulting services, real estate assistance programs, and talent management and retention.
- Cartus is part of Realogy Holdings Corp (NYSE: RLGY), a global leader in real estate franchising and provider of real estate brokerage, relocation, and settlement services.



The "Alliance for Workplace Excellence" honored Cartus with four awards during its 2015 celebration of excellence in the workplace. Cartus was the only relocation company to be named, and one of just 10 companies to be recognized in all four categories: Workplace Excellence Seal of Approval, Health & Wellness Seal of Approval, EcoLeadership Award, and Diversity Champion Award.



For the fourteenth consecutive year, Cartus was recognized by Training magazine as one of the Top 125 companies.



Cartus APAC won the Relocation Management Company of the Year Award (over 10,000 moves) from the Forum for Expatriate Management for the third year in a row. This award recognizes the strategic partnership we have with our clients that enables us to transform mobility services and drive greater business growth.

cartus
culture





cartus culture

Making the the UN Global Compact Principles Our Own

We exist to
provide trusted
guidance.

The Cartus culture drives everything we do—both collectively as an organization and individually as members of the Cartus family. As part of that culture, our focus on global citizenship reflects our commitment to the ten principles of the UN Global Compact. Specifically, this commitment shows not only in how we provide service to our clients and their relocating employees, but also in what our company and employees give back to our communities and our planet.

Mission

We come to work every day to help our customers and clients succeed, fulfilling the needs and earning the trust of those whose lives we touch.

Vision

We will provide trusted guidance by sharing and leveraging our vast body of knowledge and experience to create superior solutions, build relationships, and bring more value to all our stakeholders. We will work together each day to achieve excellence in all we do, fostering trust and confirming our leadership position in the markets we serve.

Values

Service: We are defined by our service.

Financial Responsibility: We manage all resources as if they were our own.

Respect: We respect others and treat people well.

Collaboration: We are better when we work together.

Ethical Behavior: We do the right thing.

As a business participant in the UN Global Compact, Cartus has made a commitment to integrate the ten principles into our strategic planning and day-to-day operations. The following Communication on Progress (COP) details our efforts to fulfill this mission.

cartus culture (CONTINUED)

Making the the UN Global Compact Principles Our Own

UN GLOBAL COMPACT PRINCIPLE

CARTUS EFFORTS

Human Rights

Principle 1: Support and respect the protection of internationally proclaimed human rights.

Principle 2: Ensure that the company is not complicit in human rights abuses.

Because Cartus is a service-based business, the services we offer are only as good as our people. Our mission is to provide trusted guidance so our clients and customers succeed—that is our focus. As part of this mission, we follow the UN Global Compact human rights principles according to the nature of our business.

Labor

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Work to eliminate all forms of forced or compulsory labor.

Principle 5: Work to effectively abolish child labor.

Principle 6: Eliminate discrimination with respect to employment and occupation.

We are an extremely diverse global organization, including age, gender, religion, heritage, family, interests, experiences, and style. This diversity helps everyone—from employees to suppliers worldwide—expand their understanding of the world, and these differences foster richly varying perspectives.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

As a corporate citizen of planet Earth, we are committed to reducing the environmental impact of our company and continually look at multiple ways to reduce our carbon footprint and to educate our employees on conservation activities. Through these efforts, we show our commitment to the environmental principles of the UN Global Compact.

Anti-corruption

Principle 10: Work against corruption in all forms, including extortion and bribery.

We know that how we carry ourselves and treat others affects how our stakeholders ultimately view our company. In support of this goal, we maintain a Compliance and Ethics program that includes specific anti-corruption policies and procedures; key components include our Code of Ethics and Key Policies, the two cornerstone documents of our corporate culture. The result: our parent company has been named one of the World's Most Ethical Companies for four straight years.

Our service is
only as good as
our people.



our
people

our people

We Respect Those We Work With and For

At Cartus, we respect others and treat people well. We show respect to everyone we interact with, internally and externally, earning both their confidence and their trust in return. Being both global and diverse, we are attuned to the nuances of culture and diversity. We foster and sustain an environment that is inclusive and supportive; we consider this essential to both the excellence of our work and to the company we strive to be. We create opportunities for our employees to get involved, build satisfying careers, balance life and work, and grow personally and professionally.

Comprehensive Health and Safety Program

Highlights of the ways in which we continued to encourage and support the overall health and safety of Cartus employees this past year include:

- Our offices around the world held wellness fairs, health screenings, and information sessions as part of a workplace program to promote healthy living. For example, on National Wear Red Day®—the first Friday of each February—Cartus employees around the world brought attention to women’s battle with heart disease by donning crimson-, scarlet-, and ruby-hued shirts to show support for the cause.
- Our Crisis Management team updated the company’s Pandemic and Infectious Disease plan to reflect further changes in direction from the World Health Organization.
- Through our parent company, Realogy, we provide access to a wellness portal where employees can review their health statistics, manage their healthcare,

and learn about wellness opportunities available to them. Realogy’s wellness program, called iThrive, frequently communicates useful information on topics ranging from fitness and nutrition to mental health and fiscal responsibility.

- Our Danbury headquarters completed a major overhaul of its onsite security system and process, including reducing the number of entrances to the building and installing new proximity-sensor turnstiles to eliminate “tail-gating” and confirm whether an employee is inside or outside the building in the event of an emergency.
- Our Facilities and Security teams implemented a revamped training schedule for all designated Floor Wardens, who are responsible for organizing and directing employees in the event of an emergency.
- Cartus was awarded a Singapore HEALTH Gold Award for excellence in workplace health programs, presented by the Health Promotion Board.
- In 2014, the onsite Wellness Center in our Danbury headquarters—staffed by a physician assistant and nurse practitioner—supported nearly 3,500 visits. Since it opened 12 years ago, Cartus employees have made more than 48,000 visits to the center. By doing so, they have saved hundreds of thousands of dollars in co-pays and health insurance fees.



our people



The Geneva team begins a day of cultural celebration with a scrumptious breakfast.



2015 Danbury Wellness Fair: 30 wellness exhibits + 650 employees who stopped by = 100% success.



Staff in Hong Kong celebrated Lunar New Year by inviting a lion dance troupe to spread luck throughout the office.



Swindon shows its true colors on National Wear Red Day®.

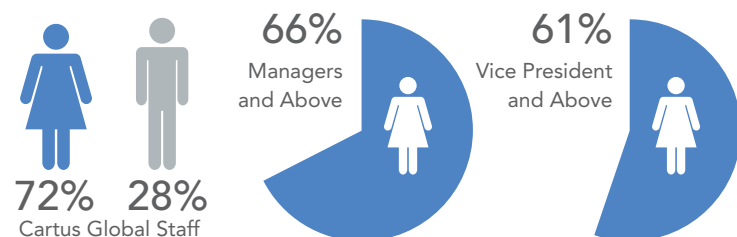
our people (CONTINUED)

Diversity and Inclusion Make Us a Better Company

At Cartus, understanding and accepting cultural diversity remain key to our core value of Respect. We embrace diversity because it resonates with our value to respect and welcome differences. Our sensitivity to each other and to our customers' unique and individual needs not only makes us a better service provider, but also makes us a richer, more vibrant company.

In our hiring and advancement practices, Cartus continues to disregard race, color, religion, national origin, citizenship, age, sex, gender, sexual orientation, sexual preference, veteran status, marital status, disability, or any other characteristic protected under applicable laws and regulations. We make reasonable accommodations for qualified disabled employees and applicants.

We are particularly proud of our gender diversity.



The Cartus Global Diversity and Inclusion Council, executive sponsored by President Kevin Kelleher, has coordinated inclusion activities across our company.

Through the Diversity Council and its associated resource groups, we create an inclusive environment in our offices and learn more about one another. Diversity events have included:

- Diversity & Inclusion Week, featuring dozens of unique events across the globe, such as employees learning folk and country dances from around the world and International Food Day, which saw employees bring in dishes from different cultures to share with coworkers.
- A "Get Involved" Fair for employees to find out about all the groups, clubs, and organizations available.
- A [Veterans Wall of Honor](#) created in three of our offices for the second straight year. More than 150 Cartus employees from our offices worldwide submitted photos and stories of their loved ones for the walls.
- "What Would You Do?" Lunch & Learn exploring reactions and observations to the controversial scenes acted out in the hidden-camera reality show of the same name.
- Regular communications and events celebrating various heritage/identity months, including Black History Month, Gay Pride Month, and Hispanic Heritage Month.
- A monthly photo contest featuring Cartus employees at work, at play, and at special celebrations, or reflecting Cartus' global footprint with local festivals, iconic features, or landscapes. The winning images will be featured in the 2016 Diversity Calendar.

Collectively,
our employees
speak more than
50 languages
worldwide.

our people



APAC employees enjoy delectable delights on International Food Day.



Our Veterans Walls attracted a great deal of well-deserved attention while on display.



As part of the Diversity celebration in Lisle, IL, Charles Coulon showed his colleagues some Scottish dance moves while attired in his formal Scottish Country Dancing ensemble.



Director of Customer Finance, Beth Schaedel, has been chosen as the 2014 winner of the Cartus Diversity and Inclusion Award for her ongoing support of Cartus diversity initiatives.

our people (CONTINUED)

Recognizing People Who Do Great Things

As part of our core value of Respect, Cartus creates opportunities for our employees to get involved, build satisfying careers, balance life and work, and grow personally and professionally. We extend this internal culture of respect to all those whom we touch every day because respect is essential to every healthy relationship.

Evidence of the value we place on our employees includes the exceptional benefits Cartus provides, including:

- Paid parental leave—a benefit expanded to support U.S. employees in 2014
- Adoption assistance
- Domestic partner benefits
- Flexible work options such as telecommuting and flex-time

More than 60 percent of Cartus employees take advantage of flexible work scheduling—whether in the form of shifted business hours, work-from-home opportunities, or a reduced or compressed work week.

Additionally, we are proud of the career opportunities we provide. In 2014, Cartus promoted or offered new positions to 619 employees—21 percent of our workforce.

In March 2015, our offices and employees around the world celebrated BRAVO! Day—a global event and opportunity to say thank you for everyone's contribution to great service, collaboration, respect, financial responsibility, and ethical behavior. Special celebrations

were held in all offices by our various departments to say thanks to our most important asset—our people.

Cartus is also proud to recognize the winners of the 2014 BRAVO! President's Awards, which recognize exceptional achievement and consistent demonstration of one or more of Cartus' company values.

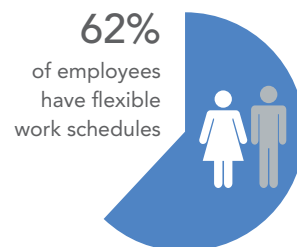
Team

- Cartus Broker Services

Individual

- **Gold:** Bill Tully—Director, Account Management
- **Silver:** Veronica Dinkins—Director, Account Management
- **Bronze:** Justin Arcadipane—Director, Client Services

These winners truly exemplify the Cartus culture.



Our most
important asset
is our people.

our people



BRAVO! President's Gold Award winner, Bill Tully. Bill worked tirelessly this past year in support of his clients and Cartus business initiatives.



BRAVO! Day recognizes those who come to work every day to help Cartus' customers and clients succeed by providing trusted guidance through actions that demonstrate the company's five core values. Pictured here are employees in Cartus' Singapore; Folsom, CA; and Swindon, UK, offices.



ethics and compliance

ethics and compliance

We Are Recognized for Doing the Right Thing

100% of
our employees
complete **code**
of ethics training
every year.

Being ethical and compliant in everything we do—“doing the right thing”—is a core Cartus value. This value mandates ethical behavior in all our business dealings. We conduct ourselves and our business with the utmost integrity. We comply with our internal and external commitments, and we make the ethical choice whenever challenges present themselves. Our culture of integrity as a company is absolute and non-negotiable.

As part of the Realogy value circle, we are proud to be named to Ethisphere® Institute’s “World’s Most Ethical Companies” (WME) list for the fourth consecutive year. The WME designation recognizes companies that truly go beyond making statements about doing business ethically and translate those words into action.



Click above to view this celebratory video highlighting Realogy's designation as one of 2015 World's Most Ethical Companies.

Our company's efforts to continue doing the right thing include:

- Maintaining the 24/7 Ethics Hotline, where employees can raise concerns or ask questions about ethical issues. The Code of Ethics Line is accessible in 200 languages, either by phone or by Web.
- Annual required Compliance and Ethics training for all Cartus employees, including:
 - Code of Ethics and Key Policies
 - Information Management and Security
 - RESPA & Global Anti-Bribery
- Regular distribution of a series of lighthearted-yet-serious “Ethical Moments” videos by The Second City Communications to enliven existing ethics and compliance education and training programs.
- Maintaining a collection of Manager Toolkits with the Ethical Leadership courses provided for employees who have one or more direct reports.

ethics and compliance (CONTINUED)

Stringent Data Security Protocols Protect Those We Work For

The security for all of our systems remained a key focus for us in 2014 as we:

- Launched a new information security awareness program to help employees avoid falling victim to phishing. Each month, all employees are immersed in simulated phishing scenarios in order to provide training and raise awareness around the sophistication and dangers of phishing.
- Were subject to regular reviews by our clients, external auditors, and other professional oversight organizations.
- Successfully completed one full Disaster Recovery Exercise as well as participated in two Realogy Disaster Recovery Exercises.
- Ensured seamless service and business delivery in the face of 30 major weather-related events globally through our Business Continuity plans.
- Received annual SSAE 16 and ISAE 3402 certification covering key controls over our domestic and international relocation accounting services.
- Protected data by implementing encryption strategies for data backups and data at rest.

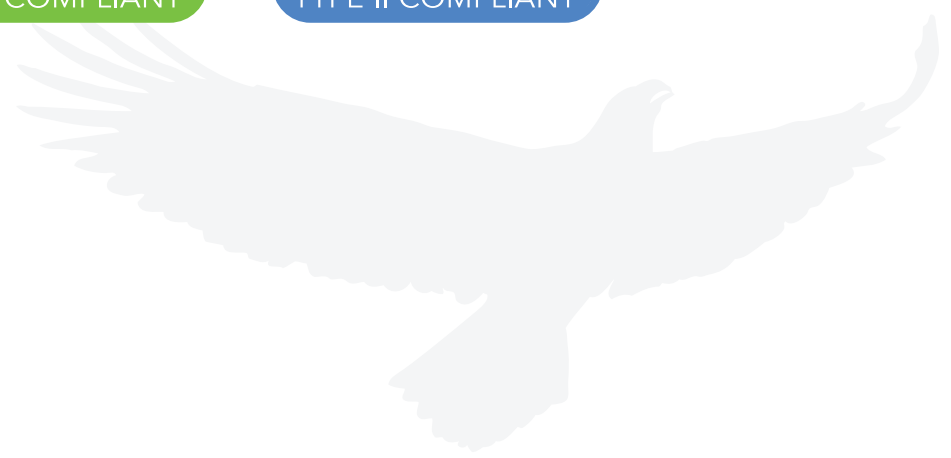
Additionally, penetration tests are used to determine security weaknesses of a computer system, network, or Web application to find vulnerabilities that an attacker could exploit. They can also be used to test an organization's security policy compliance, its employees' security awareness, and the organization's ability to identify and respond to security incidents. In 2014, Cartus was subject to penetration testing by multiple independent third-party resources to verify compliance.

Corporate Compliance & Ethics Week

Corporate Compliance & Ethics Week is celebrated the first full week of November every year as a means to highlight the importance of ethics and compliance in our workplace.



In 2014, Cartus systems blocked more than 34 million spam messages and over 2,600 viruses. They also encrypted 5.1 million messages.





caring for our
communities



caring for our communities

Cartus Cares for People Where We Live and Work



In 2014, Cartus employees around the world raised more than US\$400,000 through charitable events in support of the United Way, Community Health Charities, American Cancer Society, Junior Achievement, March of Dimes, Red Cross, British Heart Foundation, Children in Need, Dementia UK, Singapore Cancer Society, Children's Aid Society of Singapore, and many other charities supported by our employees. Our people also donated hundreds of hours of time to their chosen causes and donated food, clothing, and other goods to where they were needed.

- 120 volunteers participated in the United Way's annual Day of Action, volunteering more than 800 hours dedicated to projects in the community around our corporate headquarters in Danbury, CT.
- The Walk 'n' Roll—Danbury's signature kickoff event for Cartus' annual Charitable Giving Campaign—raised US\$29,293 in a single day.
- The Cartus Cares Committee in APAC organized a "Lots of Socks Day," with staff in Singapore, China, and Hong Kong wearing their most vibrant and colorful socks in support of World Down Syndrome Day.
- The Swindon and London offices held a charity day in aid of Comic Relief, a UK-based organization that helps those in poverty in the UK and Africa.
- Irving, TX, employees demonstrated the spirit of service and respect with their donation of 18 baskets of supplies for clients of The Bridge, which assists homeless and mentally ill people in Dallas.



Cartus kicks off its annual Charitable Giving Campaign with its signature event, the Walk 'n' Roll, which raised over US\$29,000 last year.



The London office gets pretty in pink for Breast Cancer Awareness.



caring for our communities (CONTINUED)

Cartus Cares for People Where We Live and Work

Our employees
“give back” in
countless ways.

- Cartus Danbury’s Women’s Advisory Council sponsored a “Reinvent the Dress” drive to donate prom dresses, shoes, and jewelry to assist young women in obtaining promwear and accessories.
- The iThrive Committee collected 331 pounds of donated Halloween candy to send to our troops overseas.
- Volunteers from Cartus’ Singapore office spent a fun-filled day playing and sharing experiences with children suffering from Duchenne Muscular Dystrophy.
- Cartus was named for the fifth straight year to The Governor’s Prevention Partnership 2015 Corporate Mentoring Honor Roll, which recognizes our leadership in mentoring through our alliance with local non-profit, Danbury Schools and Business Collaborative (DSABC). This year also saw the induction of Jim Moretti into the Corporate Mentoring Hall of Fame for his leadership serving as DSABC’s Cartus liaison for the past 20 years.
- Team members in our Lisle, IL, office made 20 fleece blankets for DuPage Hospice.
- The Swindon office hosted their annual coffee morning, with employees bringing in homemade cakes to raise money for the Macmillan Cancer Support charity, which provides practical, medical, and financial support for better cancer care.
- Our Hong Kong Cartus Cares committee crafted gift boxes filled with educational and hygiene items to be distributed to underprivileged children in Asia.
- Cartus volunteers collected old, broken, and even new crayons donated by schools and individuals, which they donate to SCARCE (School & Community Assistance for Recycling and Composting Education), which then sorts and melts them down to make super crayons for use by children with special needs.
- The team from Lisle, IL, and some of their children volunteered to hand-pack 38,616 meals specifically formulated for malnourished children in Nicaragua for the charity Feed My Starving Children.
- The Amsterdam office raised funds for “Dress for Success,” an organization that provides donated suitable, smart clothes to job seekers with limited budgets so they can dress appropriately for an interview.
- The London and Swindon offices in the UK joined together to raise funds for Sport Relief via “The BIG Cycle event” (stationary bike-riding), Zumba classes, and a costume contest to help homeless British youths.

caring for our communities in the americas



Cartus recognized the winner of the annual Cartus Cares Global Citizenship Award in 2014: Patty Ginochio, Director, Account Management. As director of the Bodega Bay (California) Community Emergency Response Team (CERT)—a non-profit disaster preparedness group—Patty not only participates in emergency medical and safety response training for local citizens but also managed a major fundraising effort to enable the purchase of a new ambulance.



Our Lisle office presented a check to their colleague, Joe Kettner, in support of the organization created to honor his late son, Carter: Cancer Kiss My Cooley.



The Cartus Irving (TX) office helped to bridge the donation gap for The Bridge.



Cartus employees unite to lend a hand in United Way's annual Day of Action.

caring for our communities in emea



Cartus heroes unite to support UK Children In Need.



The theme of Cartus UK's Comic Relief fundraiser was "Make Your Face Funny for Money," and our colleagues certainly did just that.



The London and Swindon offices join together to raise funds to help homeless British youths.



Swindon's Dean Hunt puts the "Sport" back into "UK Sport Relief" via The BIG Cycle Event.

caring for our communities in apac



Volunteers from Cartus' Singapore office spent a fun-filled day playing and sharing experiences with children suffering from Duchenne Muscular Dystrophy.



Cartus APAC knocks its socks ON in support of World Down Syndrome Day.



The APAC Cartus Cares committee organized a tour of Singapore's new National Stadium for the Thye Hua Kwan Moral Society, a non-profit voluntary welfare organization providing community-based services.



Cartus Singapore volunteered at KidzFEST-Korea, managed by the Singapore Children's Society. Twenty-eight children participated in activities.



environmental
stewardship



environmental stewardship

Our Employees Take the Extra Step to "Go Green"

At Cartus, we are committed to staying abreast of the ever-growing environmental needs of our industry and our clients, and pursuing and maintaining high corporate environmental standards. Therefore, we are constantly developing and implementing new policies and procedures as we see the need.

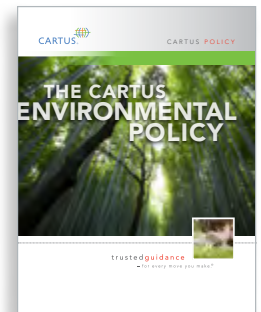
In 2015, we published the Cartus Environmental Policy to demonstrate our commitment to promoting environmental protection, preventing pollution, supporting sustainable development, and minimizing waste.

In addition, our Conservation Committee has been in place for a dozen years, looking for ways to decrease our environmental impact as a company and educate our employees on conservation activities. We participate in the Carbon Disclosure project and continually look to reduce our footprint in all areas. We are also working to establish additional baseline measures (e.g., travel miles, domestic and international air travel) to set more meaningful goals.

- In 2014, the Connecticut Department of Energy and Environmental Protection (DEEP) recognized Cartus for our efforts to protect the environment and natural resources. Cartus was one of just 16 Connecticut businesses and individuals to receive the award. The award underscored our positive environmental impact, some of which is credited to the Cartus rideshare program that has hundreds of registered riders, with the majority using rideshare on a weekly basis.

- The Cartus Conservation Committee sponsors the annual Danbury Earth Day Fair, which provides our employees with environmental and conservation products and services for both home and office. This year's fair had 600-plus attendees.
- Where Cartus has control over the building, we continually look to make improvements with the environment in mind. For example, we are replacing our HVAC equipment in Danbury with much more energy-efficient units, including boilers and rooftop units. In Swindon, we are replacing our diesel generator tank with a double-layer tank to further ensure there will be no chance of leakage.
- Cartus currently has two printer and toner recycle programs, one for multifunction printers that are being recycled by the manufacturer and another that donates any small desktop printer cartridges to a school recycling program.
- The Cartus purchasing program enables employees to purchase office supplies made from recycled materials.

We continually
look for ways
to decrease our
environmental
impact.



*Click above to read our
new Environmental Policy.*





environmental stewardship (CONTINUED)

Our Employees Take the Extra Step to “Go Green”

In 2014, 360 employees were actively involved in carpooling, an effort that reduced CO₂ emissions by nearly 396 tons.

Other ongoing conservation efforts include:

- Window blinds are systematically closed during days of extreme temperatures.
- Non-essential lighting throughout the facility is turned off during days of extreme temperatures.
- Computer monitors enter sleep mode after 10 minutes of non-usage. Each monitor only consumes the same amount of electricity as a 75W light bulb.
- Computers, printers, and photocopiers are programmed to switch to power-save mode when they have been idle for a specified period of time.
- All computer monitors are turned off at the end of the business day.
- Overhead lighting is turned off each day at 11:00 p.m.
- Motion-sensing faucets and toilets have been installed in most of our bathrooms.

Our global recycling efforts in 2014 resulted in these accomplishments:

- Cartus’ office supply recycling program saves the company an estimated US\$25,000 annually.
- We recycled approximately 30 tons of commingled waste—material that will not end up in landfills.
- Our employees recycled 806 pounds of lamps, batteries, and other office items.
- Use of Shred-it® bins resulted in an estimated 1,759 trees saved.

Carpooling—Because Our Environment is Riding on YOU

In 2014, the Cartus Conservation Committee sponsored our second annual International Transit Day. Cartus employees all over the world joined together to make a positive impact on the environment by sharing a ride, walking, taking a train or a bus, or riding a bike to work—and in some cases, using roller skates, skateboards, and tricycles.

The goal of this event was to decrease (and track) our company’s carbon footprint in an effort to raise environmental awareness.

Cartus also hosted multiple transit-related lunch and learn sessions promoting its ridesharing initiatives, called “Find your Perfect Ride,” in its Danbury headquarters.



Hundreds of Cartus employees worldwide participated in our second annual International Transit Day, saving approximately 237 gallons of gas and reducing emissions by approximately 2.3 tons. Click above to view the video.

environmental stewardship



Cartus employees literally go green over the plant and herb selection at the Cartus Conservation Committee's 2015 Earth Day Fair in Danbury, attended by more than 600 employees.



Cartus Amsterdam puts the pedal to the pavement in the most bicycle-friendly capital city in the world.



Conservation Committee members chip in to pick up during one of Cartus' regularly scheduled street clean-up initiatives.



Swindon employees show their class by saving gas.

sustainable procurement



sustainable procurement

Ensuring Compliance, Security, and Value

Our commitment to global sustainability extends to managing the suppliers we use to serve our clients and their employees. **Cartus has maintained ISO 9001:2008 certification for 10 years**, and we manage a network of suppliers around the globe who provide support to clients and assignees in more than 185 countries in every key phase of the relocation experience, including destination support, home finding, temporary housing, and household goods shipment. Our networks are experienced and monitored by 95 regionally based Cartus Supply Chain staff, facilitating accurate, proximate monitoring and support.

- Cartus holds every member of our supply chain to the same standards we apply to our efforts. Each network supplier signs a contract agreeing to full compliance with all laws and regulations.
- Our global network suppliers undergo mandatory annual ethics and compliance training.
- Cartus has invested in a risk management system called Compliance 360, which allows Cartus to easily document, monitor, and report on inherent risk factors associated with managing third-party vendors. The system tracks hundreds of data points that provide a view into the global compliance of each and every network member. We ensure that our network consists of reputable vendors that have passed the highest level of scrutiny in the industry.

We strongly encourage our supplier partners to develop and implement innovative solutions to sustainability challenges in the services they provide our clients. Over the last year, some of these solutions included:

- A property management partner's new app, which eliminates the requirement for a field agent to print out a six-page walkthrough form.
- A renewed focus on environmental initiatives by our van line partners, many of whom have implemented specific truck-idling mandates and invested in auxiliary power units to save fuel and significantly reduce air pollution. One of our van line partners is investing in the research and development of solar panels for moving trucks to reduce engine run-time and fuel consumption.



We hold our
suppliers to
the highest
standards.



sustainable procurement



Flags displayed for each country represented at the 2014 Cartus Global Network conference.



Cartus Broker Network members gather at our annual conference to receive training, attend workshops, and share best practices.



Mike Brannan presents Cartus' Global Citizenship Award to The Arpin Group, Inc., of Rhode Island. This award is given annually to a Cartus supplier who is committed to making an impact on the health, welfare, and safety of others.

sustainable procurement (CONTINUED)

Promoting Supplier Diversity

Cartus is dedicated to promoting supplier diversity and building it into our corporate culture. Since establishing a formal department in 1983, Cartus has become a recognized leader in this area and the recipient of numerous awards. Our supplier diversity team conducts outreach, monitoring, and measurement on behalf of numerous clients.

To achieve these goals, the department focuses on developing and maintaining bidder lists of small, minority-, and women-owned business enterprises (S/M/WBEs) from all possible sources, while also ensuring the inclusion of S/M/WBEs in all solicitations for products or services which they are capable of providing. To ensure an equitable distribution of business, we periodically rotate potential subcontractors on bidder lists and require the bid proposal review board to document its reasons for not selecting low bids submitted by S/M/WBEs.



In 2014:

- Cartus disbursed US\$43.9 million to small, minority-, and women-owned businesses. Over the past five years, we have disbursed more than US\$225 million.
- Tom Davis—Cartus' Vice President of External Supplier Diversity—was elected chairperson of the Greater New England Minority Supplier Development Council's (GNEMSDC) board of directors.
- Cartus President and CEO, Kevin Kelleher, was again a keynote speaker at the GNEMSDC Advanced Leadership Program.

We are a
recognized
leader in supplier
diversity.



Cartus Vice President of External Supplier Diversity, Tom Davis, presents the GNEMSDC's Supplier of the Year award.



Trusted Guidance – For Every Move You Make®.

Cartus guides our clients through thousands of unique and complex programs. Ideally equipped to lead you, Cartus is ready to help—whatever, whenever, wherever your relocation program is moving.

To learn more, please email trustedguidance@cartus.com or visit our [citizenship page](http://www.cartus.com) on www.cartus.com



WE SUPPORT



www.cartus.com | trustedguidance@cartus.com | connect with us



© 2015 Cartus Corporation. All rights reserved. Cartus and the Cartus logo are registered trademarks of Cartus Corporation.