

**UNGC COP
2021
Allied (Korea)**

Table of Contents

1. Statement of continued support by the CEO/President/Owner
2. Description of action
 - Human Rights
 - Labour
 - Environment
 - Anti-Corruption
3. Measure outcomes

Allied (Korea) - UN Global Compact Communication on Progress
Period: February 2020 to February 2021
Statement of Continued Support

To our stakeholders:

Allied (Korea), a moving and relocations service provider located in South Korea, is a globally recognized franchise within the SIRVA corporation. We operate on global ethic and business conduct standards that align with the Sustainable Development Goals and it is important to our company that we meet and continually improve upon our corporate social responsibilities as well as the services we provide for our consumers.

I am pleased to confirm that Allied (Korea), reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption, in addition to the 17 Global Sustainability Development Goals.

In this annual Communication of Progress, we outline our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using primary communication methods.

Kind Regards,



K.B. Ahn
CEO / President
5 February 2021

Description of Practical Actions in each four areas:

1. Human Rights

- We fully agree with the National Constitution Article 10 and Universal Declaration of Human Rights.
 - In our company, Human Rights are part of day-to-day culture and operations. Any Complaints are delivered and discussed within a system of escalations among management without repercussions.
 - We promote non-discrimination practices in all aspect of the workplace and hiring concerning genders, ages, nationality, region, religion, sexual orientation, educational elitism, or nepotism.
 - In order to more clearly share our company's stance on the issues of non-discrimination, sexual harassment, and confidentiality with our employees; we completed an updated employee contract that described what is expected and unacceptable in the workplace. All employees required to sign these updated policies in 2019 or when they are hired new.

2. Labour

- We follow the law of Ministry of Employment and Labor in Korea by providing the below to all employees:
 - Annual leave, maternity and parental leave, sick leave, death of family member leave, and honeymoon leave. All of which can be easily applied for by each employee privately on an online forum that only management can view.
 - 4 major insurances for workers
 - Support and require regular medical check-ups.
 - Comply with minimum wage and increase salary with experience appropriately.
 - Comply with an 8-hour day, 5-day work week maximum under full time salary contract. More than 40 hours requires appropriate pay for appropriate hours worked. Beyond the requirement of the law, we also allow for flexible working hours depending on each employee's personal situation. We have installed an electronic check-in at the entrance of our office to easily and accurately track hours.
- We follow the convention of International Labor Organization
 - Freedom of association
 - No forced labor
 - No child labor.
 - Beyond the legal requirements, we provide a clean work environment as we hire additional cleaning services from a 3rd party for the office. We require regular safety checks and maintenance on all operated equipment to provide safety to our crew in the office and the field.
- For recruitment, promotion and allocating positions:

- No discrimination on genders, ages, nationality, region, religion, sexual orientation, education elitism, or nepotism.
- Company encourages the employment of women whose careers may have been stalled due to family rearing or personal situations.
- From 2019 we began anonymous written evaluations by each employee and compiled / reported by a 3rd party company so that employees can speak freely about their satisfaction in the workplace and efficiency of work to fairly allow for salary increase, promotion based on value of work, and changes in operation to meet employee satisfaction.

3. Environment

- In an effort to avoid unnecessary waste, we have been working with the Beautiful Store, a non-profit organization, which sells used items and uses a portion of the profits to give organizations helping high risk population groups, such as, children, the elderly, and the unemployed. We collect unwanted items from our clients moving out of the country and then donate, with their permission, to this organization. If we did not collect these gently used furniture, clothes, kitchenware, or miscellaneous items, they would end up in landfills. We see it as our corporate social responsibility to the environment to provide this service free of charge to ensure minimal waste.
- We take additional care to recycle all cardboard, papers, plastic, cans, glass, etc.
- We make sure all power and lights are turned off in the office when empty.
- We keep a proper and stable temperature in the office in order to reduce energy waste.
- We use online shared Intranet to report so that we reduce printing papers and make the sharing of information easier to access. We have also added at the end of each email the following statement to avoid unnecessary printing: 'Please consider your environmental responsibility before printing this e-mail.'
- We encourage employees not to use single-use disposable items, and to bring personal reusable cups/mugs, instead.
- From 2019 we have used recycled card stock to print environmentally friendly name cards and look into other electronic options for sharing business card information. We are also researching more environmentally friendly or green initiatives that can be applied in our industry.

4. Anti-corruption

- We follow and meet all requirements set by the local Kim Young Ran law which is an anti-bribery and anti-lobbying act to avoid corruption between government and big business or between business entities.
- We have publicly stated and signed our commitment to anti-corruption as a member of the Fair Players Club in 2018 and plan to continue our membership in 2021.
- Company social dinners are not a requirement and do not affect promotion. To avoid the current socially accepted form of biased and corrupt promotion, we provide an opportunity once a week at our expense for an employee group lunch. It is not a mandatory event; but allows our employees to socialize without this cultural pressure.

A Measurement of Outcomes

* Statistics

- 2020 Demographics of management and employees by diversity factors as an equal opportunity employer (currently 19 employees)
 - Gender----- Male: 7 Female: 12 Other: 0 / Unknown
 - Ethnicity--- Ethnic Korean: 17 Non- Ethnic Korean: 1
 - Age ----- 18-30: 2 31-40: 5 41-50: 8 51-above: 4
- 2020 has a 100% compliance on approved working contracts.
- Printed materials have seen a decrease of 20% in 2020.
- Plastics and paper have 85% recycle rate in 2020.