

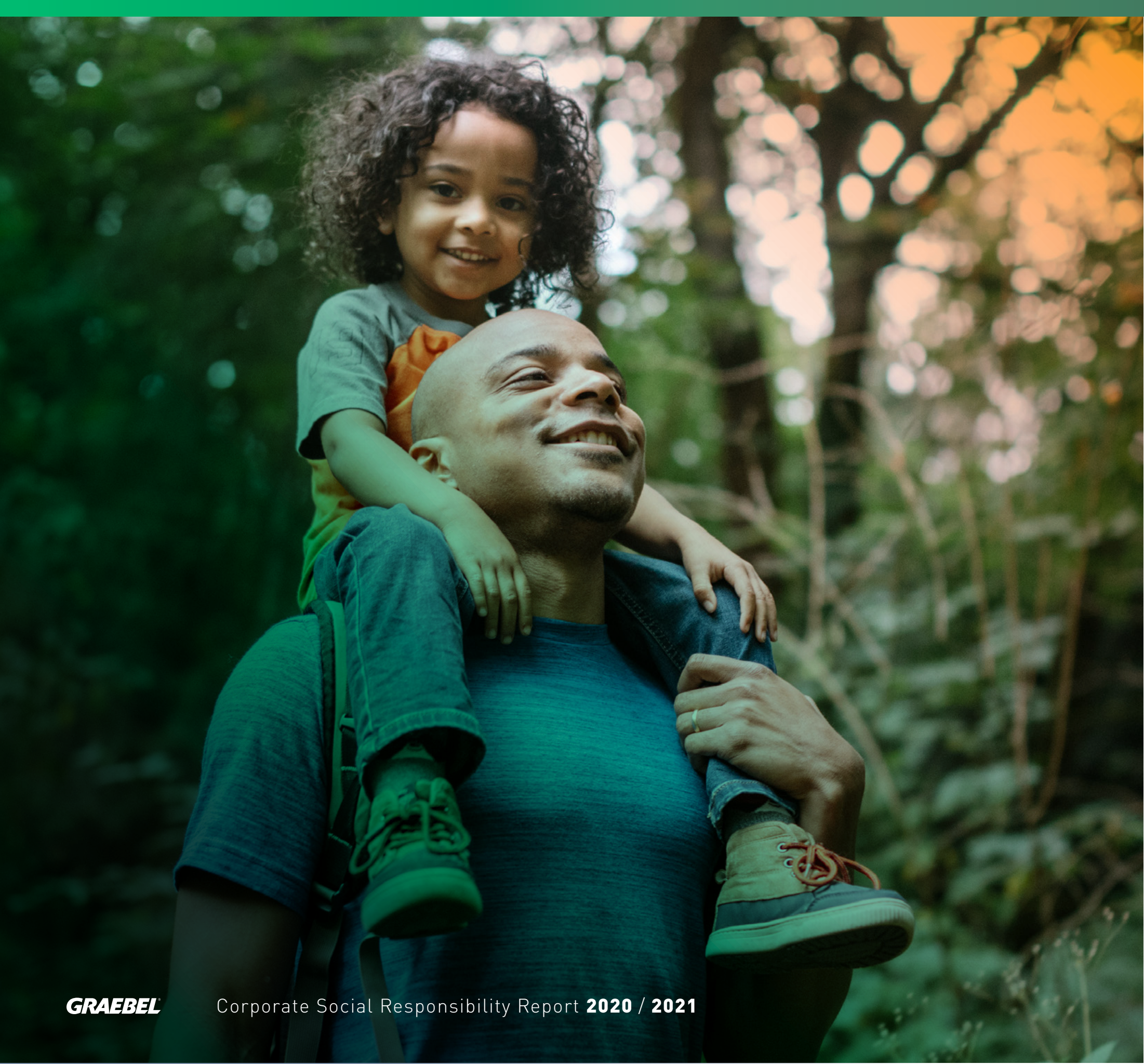
2020 / 2021

CORPORATE SOCIAL  
RESPONSIBILITY REPORT

Truth.  
Love.  
Integrity.

Our Company's Values Reflect Our Commitment  
to the **UN Global Compact**

**GRAEBEL**<sup>®</sup>



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Corporate Social  
Responsibility  
Report  
**2020 / 2021**



**VISION:**  
BE THE TRUSTED  
GLOBAL BRAND

Operate in a Safe  
and Compliant  
Manner

Our Values

- › Truth
- › Love
- › Integrity



**MISSION:**  
DUTY OF CARE

Become the  
Global Employer  
of Choice

This report is a reflection of the activities and results that demonstrate Graebel's commitment and willingness to maintain a sustainable, safe and equitable working environment. It's also an affirmation of how our values of Truth, Love and Integrity guide everything we do.



**VALUES:**  
TRUTH, LOVE & INTEGRITY

Leave it  
Better Than You  
Found it



“

Our company was founded on the simple question: “What do you need and how can I help?” **We strive to ask and answer that question every day.**



## Bill Graebel

# A Letter from the CEO



**As I reflect on the past year and a half, I'm humbled and in awe of the resilience and commitment demonstrated by our employees and suppliers who have risen to the multiple challenges of:**

- Serving clients and their mobile employees in times of crisis and uncertainty
- Staying safe and healthy
- Maintaining a positive outlook for the future

Graebel's 800+ employees quickly adjusted to the work-from-home guidance provided by our Human Resources and leadership teams following the coronavirus outbreak. In that uncertain environment, our employees continued to keep our clients' and their relocating employees' needs front and center. Our people-first commitment was elevated beyond even my own expectations.

Our suppliers also adapted quickly, implementing new safety measures while closely following global public health organization guidelines to ensure the safety and well-being of their employees who had been designated as essential workers. These Graebel partners were on the front lines providing relocation services despite the dangers they faced as the pandemic spread around the world.

Equally impressive were the mobile employees themselves and their

families, whom we were honored to relocate. These modern-day pioneers uprooted their lives to transition to new communities or countries and take on critical assignments for their employers, while accepting the risks and restrictions imposed during the pandemic. During this same period, the heightened awareness of racial injustices and social unrest globally reminded us of the extent of the journey still ahead of us: to create an even more visibly and invisibly inclusive workplace and a culture of inclusion and belonging.

So, as I review our commitment to the 10 Principles of the UN Global Compact, I do so with sincere thanks and gratitude to our Graebel family operating throughout the world. When faced with adversity and challenges, our organization remained #GraebelStrong, and survived and thrived. I attribute this to our people who continued to emphasize Graebel's values of Truth, Love and Integrity in every aspect of their work.

The UN Global Compact and The Climate Pledge, which we joined this past April with 100+ other global companies, continue to provide us with a universally accepted framework and a global road map to validate and guide our policies and actions. We are delighted to submit our annual Communication on Progress report.

### **Throughout this report we highlight key actions that we're proud we took in 2020-2021**

- Continuing to improve our employee engagement scores and aligning them with our commitment to be the Employer of Choice in our industry.

- Expanding our Diversity, Equity and Inclusion (DEI) initiatives, including appointing a global head of DEI, Valencia Culbreath. (Read more about Graebel's priorities, progress made thus far and vision for the future on page 12).
- Joining The Climate Pledge, with a commitment to achieve net zero carbon emissions by 2040. (Read more on page 10).
- Continuing to sponsor the Move for Hunger organization in support of their work to reduce hunger.
- Partnering with our suppliers worldwide to embrace sustainable services and practices. (Read more on page 17).
- Re-certifying our Graebel Movers International, Inc. - Aurora, CO, to the ISO 14001-2015 Environmental Standard.

Both the pandemic and DEI were reminders of the fragility and the interconnectedness of our world. We see our corporate social responsibility program as an ongoing and evolving journey with unlimited opportunities to take action to make a positive impact.

### **Here's to the world ahead®**

Sincerely,

**Bill Graebel** | Chairman and CEO

# UN Global Compact Alignment Index

As part of their commitment to the Global Compact, corporations have a responsibility to: uphold human rights in the workplace and more broadly within their sphere, to protect the environment

and serve their employees and communities in a fair and equitable way. The following principles show our Communication on Progress (COP) to the United Nations Global Compact (UNGC)

## 1 Businesses should support and respect the protection of internationally proclaimed human rights.

### POLICY & IMPLEMENTATION ALIGNMENT

Human Rights Policy  
Code of Business Conduct and Ethics  
Mission / Vision / Values  
PTO Policy  
Business Partner Code of Conduct

## 2 Businesses should ensure that they are not complicit in human rights abuses.

### POLICY & IMPLEMENTATION ALIGNMENT

Code of Business Conduct and Ethics  
Business Partner Code of Conduct

## 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

### POLICY & IMPLEMENTATION ALIGNMENT

About our Company

## 4 Businesses should uphold the elimination of forced or compulsory labor.

### POLICY & IMPLEMENTATION ALIGNMENT

Human Rights Policy  
Business Partner Code of Conduct

## 5 Businesses should uphold the effective abolition of child labor.

### POLICY & IMPLEMENTATION ALIGNMENT

Human Rights Policy  
Business Partner Code of Conduct

## 6 Businesses should uphold the elimination of discrimination in respect of employment and occupation.

### POLICY & IMPLEMENTATION ALIGNMENT

Prohibitions of Discrimination and Harassment Policy  
Code of Business Conduct and Ethics  
Business Partner Code of Conduct  
Diversity, Equity & Inclusion Council  
Supplier Diversity Policy

## 7 Businesses should support a precautionary approach to environmental challenges.

### POLICY & IMPLEMENTATION ALIGNMENT

Graebel Companies Environmental Policy  
Business Partner Code of Conduct  
ISO 14001 Environmental Management System (General)  
Graebel Movers International, Inc. - Aurora, CO  
Agile Work Policy  
Remote Work Policy

## 8 Businesses should undertake initiatives to promote greater environmental responsibility.

### POLICY & IMPLEMENTATION ALIGNMENT

Graebel Companies Environmental Policy  
Business Partner Code of Conduct  
Graebel Commitment to The Climate Pledge  
Agile Work Policy  
Remote Work Policy

## 9 Businesses should encourage the development and diffusion of environmentally-friendly technologies.

### POLICY & IMPLEMENTATION ALIGNMENT

ISO 14001 Environmental Management System (General) - Graebel Movers International, Inc. - Aurora, CO  
Agile Work Policy  
Remote Work Policy

## 10 Businesses should work against corruption in all its forms, including extortion and bribery.

### POLICY & IMPLEMENTATION ALIGNMENT

Code of Business Conduct and Ethics  
Business Partner Code of Conduct  
Conflict of Interest  
Sanctioned Countries Policy  
TRACE International

- ▶ Full-time employees are granted up to **24 hours of volunteer paid time off** to participate in charitable activities.



## Graebel Gives Back

# People and Communities

### Earth Day 2021



#### Earth Day 2021: Celebrating our #GraebelStrong Global Commitment

**This year's Earth Day was an event embraced by Graebel employees and their families around the world. Many used this annual event to enjoy outdoor activities, join local events and to remind themselves and communities about the importance of taking action when it comes to preserving the environment and making sustainable choices everyday!**

Colleagues from China, Switzerland, the UK, Czech Republic, Singapore, Ireland and the U.S. participated in Earth Day team walks, commuted by bike instead of car to

reduce emissions, built new gardens, went on walks and hikes with friends and family, plus other activities. It made us realize how important it is to take time to get outdoors, and to share those experiences with those whom we're closest to.

And although Earth Day only comes around once a year, our employees act on small efforts each day that lead to a more sustainable and environmentally friendly lifestyle, and make a big impact year-round!

Graebel employees around the globe look for creative and fun ways to support local charitable causes.

### Our Commitment to Move for Hunger



#### Move For Hunger: An Ongoing Commitment and Partnership

**Over the past four years, Graebel employees across the U.S. have participated in multiple local fundraisers for the Move for Hunger organization, raising over \$30,000.**

Since 2009, Move for Hunger, a U.S. nonprofit organization, has worked with relocation industry providers to collect surplus food items from families who are moving and deliver it to local food pantries.





## Volunteer Paid Time Off

We established a Volunteer Paid Time Off (VPTO) policy in 2015 so employees can donate their time – up to 24 hours per calendar year – toward charitable organizations in their respective communities. Through this program, we’ve provided donations and volunteer time to the following organization in 2020-2021.

- |  |                                   |
|--|-----------------------------------|
| Boy Scouts of America                  | National Leadership Academy       |
| Colorado UpLift                        | Northwest Harvest Food Drive      |
| Dress for Success                      | Rotary International              |
| Food Bank of the Rockies               | St. Jude Children’s Hospital      |
| Habitat for Humanity                   | Salvation Army                    |
| Josephinum Academy of the Sacred Heart | United Way                        |
| Junior Achievement                     | Wausau Performing Arts Foundation |
| Marathon County Humane Society         | Willing Hearts Soup Kitchen       |
| Move for Hunger                        |                                   |

## A Walk to Remember



**In September of 2020, employees from our Dundalk, Ireland office joined the local “I Would Walk 500 Miles” fundraiser to benefit the Save our Sons and Daughters Charity (SOSAD), and to coincide with Worldwide Suicide Prevention Day on Sept. 10, during the height of the COVID-19 pandemic.**

The EMEA team’s goal was to walk the equivalent kilometers/miles to represent the distance between Dundalk and Aurora, Colorado (Graebel’s world headquarters), or 7029km/4368 mi. Donations for the walk benefited the SOSAD charity. Charlotte O’Connell, a member of the Dundalk Social Committee, summarizes this inspiring feat, by saying, “We have embarked on a long ‘journey’ from Dundalk to Aurora, Colorado in support of SOSAD. We have reached our destination and crossed the virtual finish line today 14th September 2020. Thank you all who participated in this challenge, we hope that it was a welcomed distraction and gave you the reason to go out and enjoy the outdoors at the same time.”

The walk helped keep spirits up in this region during the pandemic and encouraged employees to take physical and mental breaks during a challenging year! (View a [light-hearted look](#) of the walk’s events, as told through Brendan Duffy and Anthony Bellew’s eyes!)

**7,029 km / 4,368 miles**  
 From Dundalk, Ireland to Aurora, Colorado  
 In support of Save our Sons and Daughters Charity

**GRAEBEL** | Here's to the world ahead

## Graebel Joins The Climate Pledge:

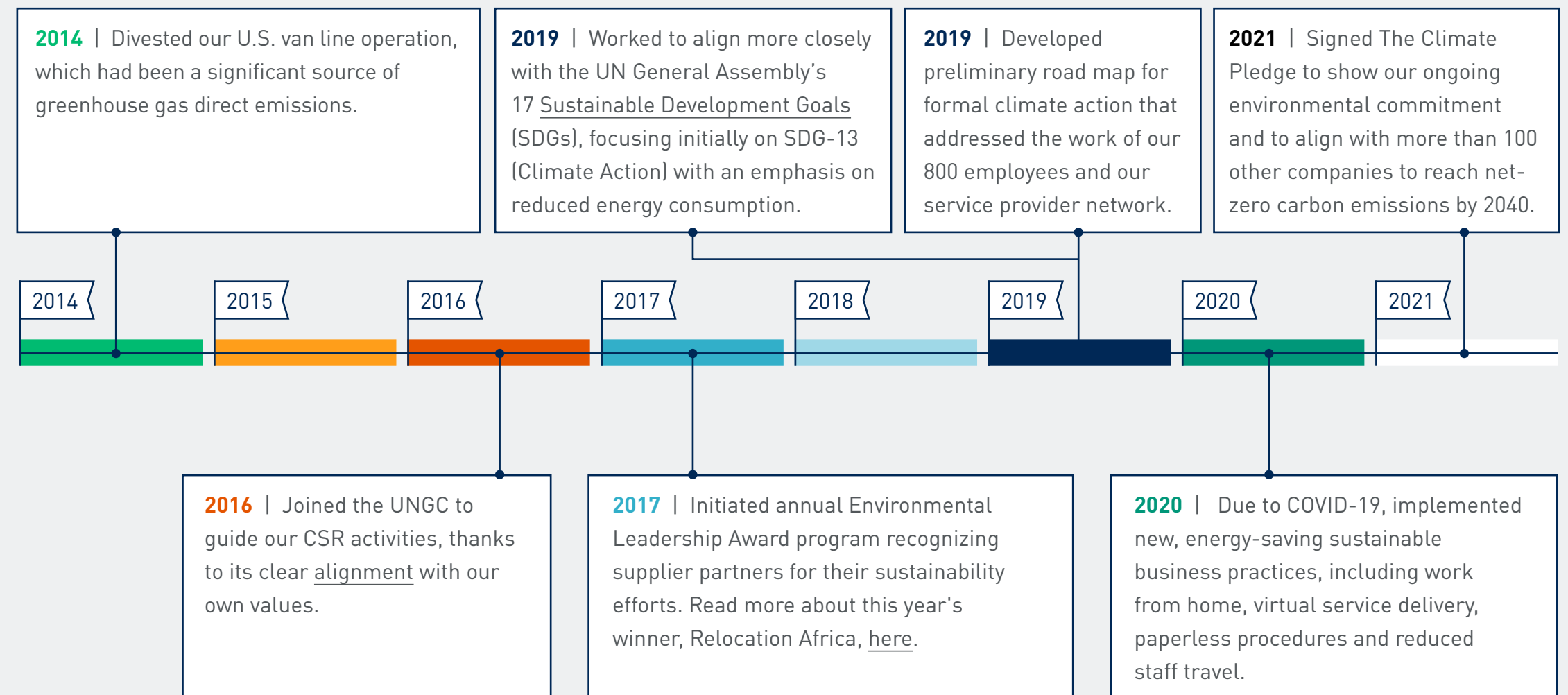
# Joining a Movement For Positive Environmental Change



In April of 2021, Graebel signed The Climate Pledge – a commitment co-founded by Amazon and Global Optimism – to meet the goals of the Paris Agreement 10 years early and achieve net zero carbon by 2040. We were one of the first 100 companies in the world to join this initiative to help solve the climate crisis, save our planet and create the economy of the future.

This was another step in our stewardship journey guided by our Corporate Social Responsibility (CSR) program, where we evaluate and enhance Graebel's economic, social and environmental impact on society. Our company viewed The Climate Pledge initiative as an opportunity to enhance the level of accountability within the environmental portion of our CSR mission. We also saw it as a logical extension of our five-year-long commitment to the United Nations Global Compact (UNGC).

## A history of environmental progress leading up to The Climate Pledge



## Protecting the environment is in our DNA

In 2016, Graebel joined the UNGC to guide our CSR activities. We saw clear alignment between the UNGC's 10 principles and our own values as expressed in our policies and programs. As our company extended its global reach – with new clients and service centers in EMEA, APAC and Latin America – the UNGC community was the ideal partnership to demonstrate our CSR commitments, given the global respect and consensus of the program. At that same time:

- ▶ The UN General Assembly adopted the 17 Sustainable Development Goals (SDGs), intended as a framework for future global development on topics including anti-poverty, health, education, equality, justice, climate action and others.
- ▶ We enhanced our CSR commitment with the UNGC and aligned our activities with these SDGs in 2020 – with SDG-13 (Climate Action) being one of the first that we focused on.
- ▶ Graebel Movers International, Inc. - Aurora, CO, has maintained its ISO 14001 certification since 2007, to demonstrate its ongoing commitment; we also extended our goals for reduced energy consumption to align with this SDG.



The Climate Pledge gave us the blueprint we needed to look forward to the new normal beyond 2020.

Bill Graebel Chairman and CEO

## Joining The Climate Pledge: A logical and natural step

The rigor of The Climate Pledge's goal of 2040 net zero carbon (NZC) emissions is appreciated and necessary. We were pleased to join with a number of Graebel clients who were among the original Climate Pledge participants when we became a member of this pioneering group of 100+ companies in April of this year.

By signing on to The Climate Pledge, we've agreed to leverage our economic market clout to stimulate investment in the development of low carbon products and services.

### Specifically, we've committed to:



**Measure and report greenhouse gas emissions on a regular basis:** This will include our 15 locations and the 1,200 providers who make up our supplier network.



**Implement decarbonization strategies in line with the Paris Agreement through real business changes and innovations:** This will include efficiency improvements, utilization of energy from renewable sources, materials reduction and other carbon emission elimination strategies. We'll set service standard goals for Graebel and our suppliers regarding lowering emissions and uncovering other innovative solutions to reduce emissions.



**Neutralize any remaining emissions with additional, quantifiable, real, permanent and socially beneficial offsets:** We intend to utilize offsets only as a last alternative. Carbon elimination will be our primary focus.

## Our Climate Pledge action items

Thanks to The Climate Pledge, we've mapped out an ambitious short-term timeline.

### Throughout the balance of 2021, we will:



Develop a climate-risk assessment and baseline emission measurements.



Complete our inventory of the scope-1 and 2 greenhouse gasses and begin the process of measuring scope-3 emissions.



Increase our formal dialogue with the Graebel Partner Alliance<sup>SM</sup> network to educate and engage these companies on our journey.



Continue to identify and share best practices for each major relocation service category.



Seek out opportunities to share our story of environmental action with other organizations as well our employees and our industry to inspire action.

This is both an exciting and a hopeful time for Graebel as these environmental goals help us connect even deeper with our company's core values of Truth, Love and Integrity. We know there's a long road ahead to achieve The Climate Pledge's goal, but we're inspired by our partners, employees and clients who share the passion to leave our planet better than we found it.

## A Progress Report on

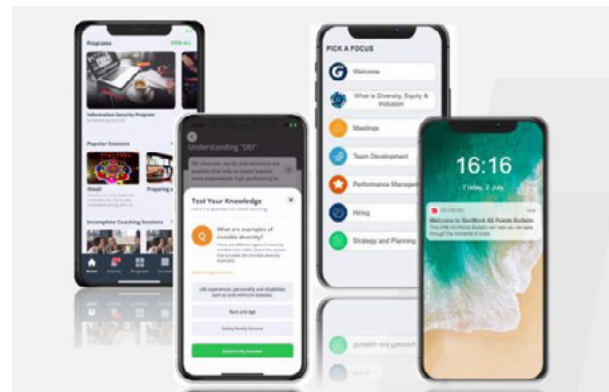
# Graebel's Diversity, Equity and Inclusion Journey

The protection of international human rights and elimination of discrimination as it relates to employment and occupation are two of the 10 tenets of the [UN Global Compact's Alignment Index](#). Our efforts and progress toward Diversity, Equity and Inclusion (DEI) at Graebel are influenced by them, but these fundamental beliefs have been part of our company's mission, vision and values for more than 70 years.

We began our formal [DEI program](#) in 2018, and while we still have room to grow, we made important strides over the last 18 months. In early 2020, we renamed our efforts. "Diversity & Inclusion" became "Diversity, Equity and Inclusion." Equality means providing the same thing to every person. But not every person needs the same kind of resources or support to achieve success. Equity addresses this and levels the playing field. That's why it's been so important to embrace that concept, as we continue our DEI journey.

Here are some of the recent highlights of progress made:

- ▶ **Building an [Inclusion Virtual Coach app](#)** – we launched a newly designed app in partnership with [RevWork](#):
  - Our extended leadership team piloted the program and explored its tools for integrating DEI mindfulness into our everyday business activities
  - Early users identified ways to enhance our experience with the app – for example by adding Graebel-specific coaching sessions



*Inclusion Virtual Coach App used by Graebel extended leadership team*

- ▶ **Initiating DEI training** to help us move from unconscious bias to inclusive behavior.

Soon everyone at Graebel will have the opportunity to embark on their own Learning Journey.

- ▶ **Incorporating our DEI mission and vision** into our recruiting, interviewing and new hire orientation programs to show our commitment to these ideals as part of our company values
- ▶ **Distributing "The Power of Us" DEI quarterly communication** to all employees. Each issue explores a DEI topic and offers learning opportunities so team members can get a deeper dive with [Something to Read](#), [Something to Watch](#) and [Something to Do](#) sections.
- ▶ **Extending DEI outreach and guidance** to our clients and their mobile employees:
  - In early 2020, our Global Head of DEI, Valencia Culbreath (see Bio, next page), hosted a session at our insideMOBILITY® conference on how to make assignments more accessible
  - In that forum and others, we've seen that corporate mobility leaders clearly understand that mobility assignments are a pathway to leadership positions. These industry

professionals embrace the role they can play within their own organizations to ensure that considerations related to equity and diversity come to bear when these assignment selections are made. We've been helping companies plan and take steps forward in this space; for example, adjusting global mobility policy terminology to be more inclusive.

### ▶ **Sharing DEI awareness with our supplier partners**

- In 2020, Valencia Culbreath presented at our annual Alliance Conference to our key suppliers, titled, "Global Diversity, Equity & Inclusion at Graebel." She shared the message about our DEI goals and emphasized that our partners are an extension of Graebel.
- Since our supplier network has an extended reach to mobile employees that relocate all over the world, she challenged them to always think about their services through the lens of DEI. Valencia has partnered with our Global Supplier Development team to continue this outreach and co-host sessions with our destination supplier partners to help them better understand the importance of cultivating DEI in their roles.

# Meet Our DEI Council Leadership Team

Progress cannot be made without the vision and actions of our collective DEI team members, employees, partners and the executive leadership support. Learn more about the DEI Council leaders:



**Valencia Culbreath**  
– Global Head of DEI

Valencia joined Graebel in 2007 and now leads company-wide efforts and education in areas of diversity, equity and inclusion (DEI). In addition, she chairs Graebel's DEI Council. Leveraging her extensive account management experience in global mobility, Valencia supports current clients and prospects in developing more accessible and inclusive employee experiences. She holds Certified Relocation Professional (CPR®) and Global Mobility Specialist (GMS®) designations from the Worldwide ERC®.

Valencia also serves as an executive board member for her local school district's foundation, ensuring equitable access and opportunity for every student. She maintains an advisory role in support of the school district's goals around equity and inclusiveness by holding the district accountable to interrupt the predictable and unfavorable experiences for the marginalized and underrepresented populations in the community.

**In fulfilling our commitment to carry our DEI mission to our global locations, we've appointed three regional councils led by local chairs:**



**Marta Schilling-Gogain**  
– Americas Regional DEI Chair

Marta has long been chasing her North Star. She left her native Poland at age 19 with \$20 in her pocket and a dream. As a mother of two young girls, her ultimate goal is to raise her daughters in a world that not only includes but celebrates everyone's authentic and whole self. In addition to other life experiences, Marta credits Graebel's DEI council for opening her eyes and mind to today's challenges related to diversity in race, religion, heritage, age, gender and sexual orientation. She strives to be part of the generation that makes a difference in the quest for a world where all are welcomed.



**Nowzad Wadia** – APAC Regional DEI Chair

Nowzad Wadia, is a wanderer and a self-described people observer. Belonging to a now diminishing tribe of Zoroastrians, his upbringing teaches him "Good Thoughts, Good Words and Good Deeds." He is a pet parent to numerous rescued dogs and cats and shares a keen passion for cuisine. He leads Graebel's India operations and is enjoying his new stint in Bengaluru, away from his home in Mumbai.



**Beverly King** – EMEA Regional DEI Chair

Beverly King is a linguist by background with a lifetime love of learning, international culture and travel. Working globally across a variety of cultures has driven her desire to understand the world by seeking answers and trying to understand the "Why?" Leading cross-cultural training in one of her earlier roles led her to especially appreciate diversity. Helping people feel more included and equal in these training settings propelled her passion for DEI. Beverly also studied psychology and is a keen supporter of mental health issues. She has two young sons who also want to make a difference in this world, and she strives to be a great role model for them and others.

## Q&A Session with our DEI Council Leadership Team

**Q. Did the pandemic slow down Graebel's DEI efforts?**

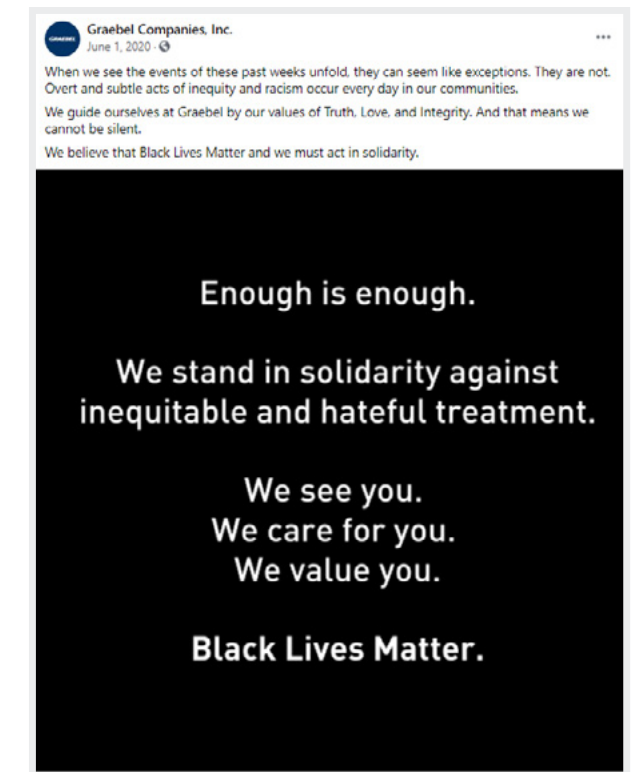
**Valencia Culbreath:** We made significant progress with our DEI programs despite the coronavirus pandemic. We learned that inclusive leadership in a virtual environment requires intentionality. Perceptive leaders saw they needed to be more intentional about connecting with their team members and understanding what each individual needed in order to perform, let alone thrive. In that vein, they sometimes saw technology, lifestyle and interaction issues that perpetuated the status quo for members of marginalized groups. Moving forward, we all will be more thoughtful and purposeful about our interaction with people we know and with people and groups we thought we may have understood.

We stand in solidarity against inequitable and hateful treatment.

In 2020, the Graebel Leadership Team addressed head on the clear evidence of racial bias in our country that had come

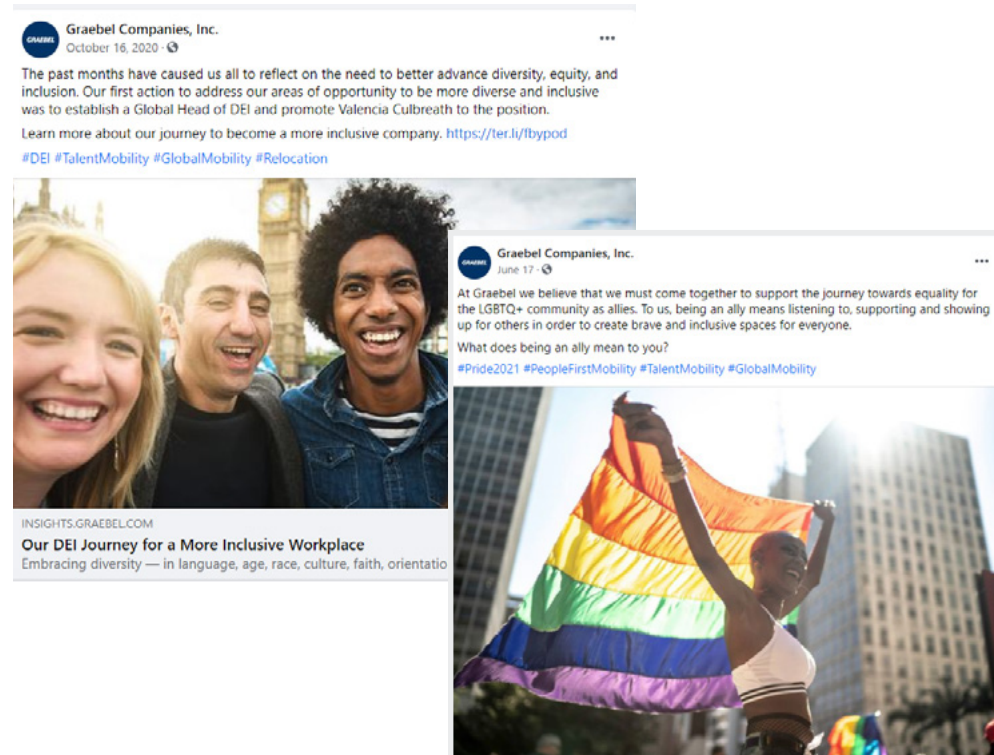
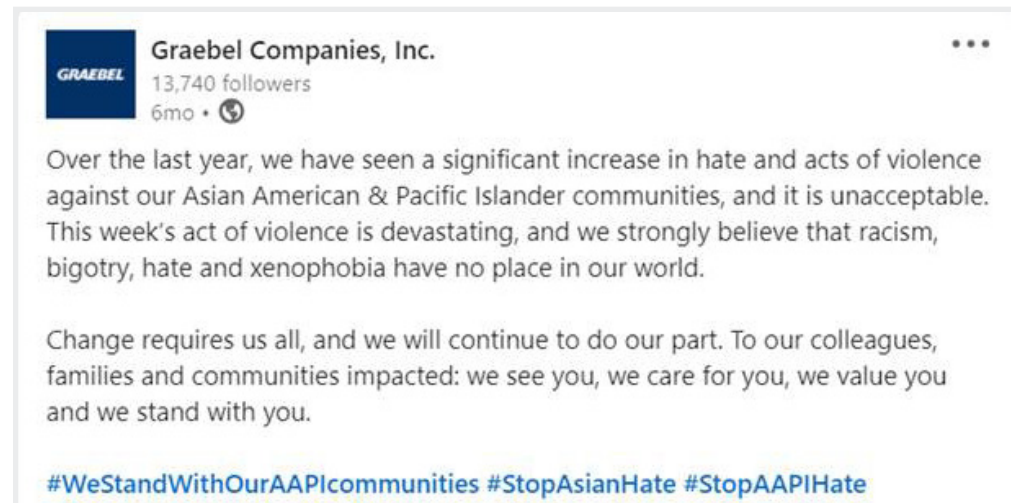
to light in very stark ways. We did this by having discussions in town halls, leadership communications and open dialogue within small group discussion forums throughout the company and within our senior and extended leadership.

Specifically, Black Lives Matter created a sense of urgency and a heightened awareness around how black, brown and other marginalized groups experience the world and how they often must navigate life according to a different set of rules.



# Q&A Session with our DEI Council Leadership Team (continued)

Incidents targeting Asian-Americans made us all more aware of the similar challenges faced by that community. Our response was swift, and our position is clear.



**Q. What are the challenges for a global company like Graebel to maintain a DEI program that's relevant in each of its locations around the world?**

**Valencia Culbreath:** We've developed a unified program because Graebel is a global company and must speak with one global voice. But while diversity is a high-level imperative for us worldwide, what that means can vary by location. In some cases, it's an ethnicity issue, in other locations and cultures it relates more to gender or religion.

**Marta Schilling-Gogain:** The main challenge is to resonate with the entire workforce, worldwide, while addressing the regional nuances and challenges. The challenges within the Americas are different than those of Europe and Asia Pacific. At the same time, we all care about equity in hiring and career pathing across the organization, regardless of our culture, background or geographical location. The key to success is to find the common areas and honor other regions' differences.

**Nowzad Wadia:** At the outset, we need to be aware of cultural nuances across the world and within a region and understand that we hire from diverse backgrounds. But to be truly equitable, we need to create and nurture that talent, for example by helping employees with their education and language proficiency skills and by developing a curriculum that eases them into the system, so they have an equal chance to succeed.

**Beverly King:** DEI isn't a sprint but a marathon. We have leadership support and enthusiastic backing across the organization to be better. We all need to step out of our own bubble to better understand those around us – to be curious; to ask difficult

questions; to demonstrate empathy; and to show mutuality, love and respect. By being allies to our colleagues, our clients and their employees, we will do the right thing while making what we do relevant to all.

**Q: Recruitment is one area that's been prioritized by the DEI Council and the Graebel leadership team. What has Graebel done to build a stronger, more diverse team?**

**Valencia Culbreath:** We're casting a wide net by using a passive recruiting tool that reduces bias in the process because it removes profile names and photos. But we realize that we won't become more diverse just through candidate outreach. That's why we're also taking the opportunity to look at our entire hiring process. We need to be a more attractive employer and an identify-safe employer. That means, for example, we'll be using a more diverse slate of interviewers, coaching those interviewers on how to avoid bias and ensuring that each candidate meets with more than one interviewer.

We're pleased with our progress and the path we've mapped out to move our DEI initiatives forward. An organization like ours is only as strong and committed as its employees and partners. We understand the inequities and biases in the business world and embrace our individual responsibility to address those matters. DEI transformation isn't simply a program, it's the sum of individual internal discoveries and actions that make change and progress happen.

## 2020 Environmental Stewardship Award

# Relocation Africa Group



**For the past four years, we have acknowledged one of our supplier partners for exceptional sustainability efforts. We were proud to honor 2020's Environmental Stewardship Award winner, Relocation Africa.**

Relocation Africa provides seamless immigration and destination services throughout Africa to enable mobile employees to be effective as soon as possible. The company has been a valued partner with Graebel for more than four years, reliably supporting our clients' employees throughout the region.



Led by Director René Stegmann, the employees at this regional relocation management company serving the African Continent have adopted a full scope of sustainability measures at their facility and throughout their business operations.

The company has shifted business practices to include paperless processes, implemented a comprehensive recycling program and invested in rainwater collection and solar power generation systems in their consideration of the environmental impacts. The company's green focus also extends to its vegetable gardens on its rooftop and in a ground-level, former floral garden.

Just as impressive, the team has embraced a larger view of sustainability as they work hands-on to address poverty, hunger, equality

and education in their community. René is passionate about people and the environment, and how we are all interconnected as an ecosystem. This ideal is echoed in her fundamental goal for Relocation Africa: "We want to impact the people in our community as well as the planet." As an example, she and her team have reconditioned a nearby home to serve as a safe house for homeless children (The Honeybun Foundation - <https://www.facebook.com/thehoneybunfoundation>). The company sponsors an education program to help these young people break the cycle of poverty so they can envision and achieve a better and more productive future. Since food poverty is another challenge in the area, one day each week, the staff prepares sandwiches to distribute to the homeless within their Cape Town, South Africa neighborhood.



We're all interconnected in one global ecosystem.

René Stegmann  
Director | Relocation Africa

## Relocation Africa Group Sustainability by the Numbers



### PAPERLESS OFFICE

Paper usage decreased by **80%**



### RAINWATER COLLECTION

Water usage decreased by **50%**



### SOLAR PANELS

100% self-sufficient in summer months with additional power donated to the grid



### VEGETABLE GARDENS

approximately 120 sq. meters



▶ Since 2015, Graebel contributed funds to American Forests that equate to the **planting of over 35,000 trees**





# Graebel's Efforts in Environmental Stewardship

**Our CSR Committee is charged with establishing environmental measures and initiatives across the globe. By integrating our environmental work with that of our supplier partners, internal teams and organizations, we help to minimize our carbon footprint throughout the relocation process.**

Since 2007, we've maintained ISO 14001 certification for Graebel Movers International, Inc., Aurora, CO, providing structure for our environmental management systems. In addition to adhering to these standards, we're using our industry leverage to encourage partner companies to also operate according to these principles.

## Our Efforts:



Planted over **35,000 trees since 2015** in partnership with American Forests



Expanded use of virtual pre-move survey processes to **minimize fuel usage**



Expanded use of consolidated containerized shipping options to **reduce transportation miles**

## Our Suppliers' Efforts:



**Revised International Supplier standards** to include requirement to adopt, maintain and implement policies which align with UN Global Compact principles



Transportation service providers encouraged to **convert to higher CARB-compliant standards** and **enhance the recycling and reuse of their packing materials**



Temporary housing providers are mandated to **offer onsite recycling services** and **use energy-efficient design and utilities**



# Graebel's Commitment to Operating Responsibly

**Graebel aspires to secure the certifications which apply to our industry segments to demonstrate our commitment to the highest standards.**

In addition to our commitment to the UN Global Compact, we follow guidelines from the following organizations to ensure quality for international moves, data collection, security, privacy, environmental leadership and other concerns related to protecting our clients' information, as well as anti-bribery and custom-trade partnerships:

**FIDI-FAIMPLUS**, the premier seal of quality for the international moving industry. We've qualified in each of the past 20 years, re-certifying to 3.2 standard in 2021 with Top Performer recognition.

**ISO 14001: 2015**, which certifies Graebel Movers International, Inc. - Aurora, CO, as having an effective environmental management system, providing us with a solid framework for organizational performance.

**The General Data Protection Regulation (GDPR)**, an EU legal framework that sets guidelines for the collection of data and personal information of our clients and their employees. We've also established an annual testing plan for GPDR compliance, including breach notification.

**Annual SOC-2 compliance audits**, which relate to data security, availability, processing integrity, confidentiality and privacy.

**TRACE International**, a non-profit membership that specializes in anti-bribery due diligence reviews.

**The Customs-Trade Partnership Against Terrorism (C-TPAT)**, which seeks to safeguard the world's vibrant trade industry from terrorist—audited and recertified in 2019.





2020 / 2021

CORPORATE SOCIAL  
RESPONSIBILITY REPORT

## Contact Us

For Questions or  
Further Information.

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