

GRAEBEL[®]

2022 Sustainability Report

» *Leave It Better
Than You Found It*

[Graebel.com](https://www.Graebel.com)



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Here's to the world ahead®

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.

2022 Sustainability Report

Mission

Duty of Care

Become the
Employer of
Choice

Vision

Be the Trusted Global Brand

Operate in a
Safe and Compliant
Manner

Values

Truth, Love and Integrity

Leave It
Better Than
You Found It



A Letter from **Our CEO**

Despite the many trials global companies continue to face, including the rising cost of energy, supply chain challenges, labor shortages and the continued reimagining of the workplace, I'm continually impressed by Graebel employees, supplier partners and clients as they navigate these challenges to create exceptional relocation experiences. Graebel ended 2021 on a stellar note and continued that success into 2022, setting company records for our most successful quarter and strongest employee satisfaction rate. I recognize the additional workloads mobility professionals have taken on over the last year and am truly appreciative of the support and partnerships that have contributed to our mutual success.

As we elevate and formalize our Corporate Social Responsibility (CSR) work and continue to dedicate time, resources and people to the journey, we remain committed to the UN Global Compact as a framework to guide our policies, goals and progress. We're proud to submit this annual Sustainability Report as our Communication on Progress.

Throughout this report we highlight key actions we're proud we took in 2021 – 2022, such as:

- ▶ Making progress on the short-term goals we established last year after joining The Climate Pledge, including completing our inventory of Scopes 1, 2 and 3 emissions. [Read more on page 4](#)
- ▶ Developing a Sustainability Program and Policy to formalize our sustainability efforts and align with the UN Global Compact and The Climate Pledge goals. [Read more on page 6](#)
- ▶ Establishing the Graebel Sustainability Partner Program to recognize and encourage the sustainability efforts of our network of trusted supplier partners. [Read more on page 7](#)

- ▶ Continuing our Diversity, Equity and Inclusion (DEI) initiatives within Graebel, by: beginning Employee Learning Journeys; expanding our efforts to work with supplier partners and clients; and launching our Graebel® DEI Consulting Services and hosting collaborative informational opportunities. [Read more on page 9](#)
- ▶ Empowering our employees to get involved in their local communities and the causes that matter most to them, by: participating in Earth Day and Move 2 Fight Hunger programming; building local CSR committees; and providing relief to those fleeing the war in Ukraine. [Read more on page 12](#)
- ▶ Participating in industry best-practice sharing and initiatives to elevate the industry as a whole on the CSR journey. [Read more on page 14](#)

Regardless of whatever challenges may lay ahead, I have faith in our industry and Graebel employees to rise above them and continue to help mobile employees relocate with compassion and understanding, while helping companies meet their organizational goals. As we've seen over the last couple years, when we work together, we can accomplish so much. I look forward to working alongside each of you on this journey.

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, 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):

01 **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
- › Agile Work Policy

02 **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

03 **Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.**

Policy & Implementation Alignment

- › About our Company

04 **Businesses should uphold the elimination of forced or compulsory labor.**

Policy & Implementation Alignment

- › Human Rights Policy
- › Business Partner Code of Conduct

05 **Businesses should uphold the effective abolition of child labor.**

Policy & Implementation Alignment

- › Human Rights Policy
- › Business Partner Code of Conduct

06 **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
- › Graebel Companies Diversity Policy
- › Diversity, Equity & Inclusion Council
- › Supplier Diversity Policy

07 **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

08 **Businesses should undertake initiatives to promote greater environmental responsibility.**

Policy & Implementation Alignment

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

09 **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 Certification
- › Data Request Policy
- › User Account Termination Policy
- › Anti-Bribery and Foreign Corrupt Practices Policy
- › Anti-Bribery Training

Our Progress Towards UN Global Compact Principles

UN Principles and SDG Alignment	Graebel Actions	2021 – 2022 Efforts	Future Goals
 <p>Environment <i>UNGC SDG</i></p>	Carbon emissions and waste reduction	<ul style="list-style-type: none"> Established 2021 Scopes 1, 2 and 3 greenhouse gas emissions with assistance of accredited consultant and supplier partners Collaborated with key category suppliers to develop comprehensive emission data 	<ul style="list-style-type: none"> By 2023, develop Scope 3 emission reduction strategies for top four supplier managed categories By 2025, reduce Scope 2 electricity and natural gas use by 20% By 2025, reduce travel costs and emissions per employee by 10%
 <p>Human Rights <i>UNGC SDGs</i></p>	Diversity, equity and inclusion initiatives	<ul style="list-style-type: none"> Began internal Employee Learning Journeys company-wide, including facilitated discussions of learning modules Continued distributing <i>The Power of Us</i>, a DEI quarterly Launched Graebel® DEI Consulting Services Hosted hands-on DEI workshops and DEI Master Class at insideMOBILITY Austin and Berlin 	<ul style="list-style-type: none"> Increase the number of women and people of color in leadership positions by 20% Maintain an employee DEI engagement score above 80 By the end of Q1 2023, complete foundational DEI training through Graebel's DEI Learning Journey curriculum, with 85% of employees completing coursework
 <p>Employee well-being efforts</p>	Employee well-being efforts	<ul style="list-style-type: none"> Declared 2022 as the Year of Empowerment, encouraging employees to get involved in CSR efforts Continued developing local CSR committees to plan local and company-wide CSR events Renewed Move for Hunger partnership and conducted successful Move 2 Fight Hunger Global Challenge Created a sustainability intranet site 	<ul style="list-style-type: none"> Regularly measure employee engagement with the target of a 50% employee NPS score Target 50% participation in global CSR events and a 25% utilization rate of the Graebel Volunteer Paid Time Off Policy Support local employee-led and global community initiatives including Earth Day and hunger action campaigns
 <p>Anti-Corruption <i>UNGC SDGs</i></p>	Data protection, security and governance	<ul style="list-style-type: none"> Conducted privacy and encryption training with employees and vendors Held regular risk and cyber-security steering committee meetings to review data and security matters Expanded formal Data Governance Committee and data security and privacy teams Created thought leadership content to prompt industry conversations 	<ul style="list-style-type: none"> Have 100% of Graebel employees complete data protection and security training each year Screen and approve 100% of critical and high-importance supplier data security programs
 <p>Industry leadership, collaboration, governance and reporting</p>	Industry leadership, collaboration, governance and reporting	<ul style="list-style-type: none"> Participated in FIDI and EuRA webinars, panels, committees and best practice reporting Created the Graebel Sustainability Partner Program to engage suppliers, establish goals and implement meaningful sustainability practices Established formal Senior Vice President of Sustainability role Earned Private Company Board of the Year Award 	<ul style="list-style-type: none"> Have 100% of critical and high-importance suppliers participating in the Graebel Sustainability Partner Program by Q4 2023 Continue partnering with leading associations to establish sustainability policies and standards



Our Environmental Efforts



Continued Progress on Our Sustainability Journey

Graebel Develops New Sustainability Program and Policy

In 2022, Graebel evolved its sustainability efforts and goals into a Sustainability Program and Policy. Graebel leaders worked with employees, clients and local communities to assess their level of interest in environmental and social sustainability initiatives, then built out a plan incorporating that stakeholder feedback. Our goals in the Graebel Sustainability Program and Policy, which are aligned with the UN Global Compact and The Climate Pledge, include reducing carbon emissions, expanding the Graebel Sustainability Partner Program and continuing our diversity, equity and inclusion journey to create actionable change and inclusive workplaces.

As part of these efforts, Graebel launched the *Graebel Sustainability Quarterly*, a sustainability newsletter educating employees and encouraging them to leave the world better than we found it. Graebel also created a sustainability intranet site — which includes overviews of our commitments to the UN Global Compact and The Climate Pledge, news and pictures of recent and upcoming events and ideas for living sustainably at home or the office — as another way to reach and engage with employees.



Graebel Maintains 'Gold Status' from Colorado Department of Public Health and Environment's Environmental Leadership Program

Since 2015, Graebel has achieved 'Gold Status' in the Colorado Department of Public Health and Environment's Environmental Leadership Program (now known as the Colorado Green Business Network), which is Colorado's statewide environmental recognition program. It offers benefits and incentives to members that voluntarily go beyond compliance with state and federal regulations and are committed to continual environmental improvement. To achieve Gold Status, Graebel had to demonstrate its environmental achievements, provide environmental improvement goals, maintain a fully functional Environmental Management System and have a three-year clean compliance record.



Progressing Our Commitment to The Climate Pledge

In April 2021, Graebel was one of the first 100 companies in the world to join The Climate Pledge, an initiative to help solve the climate crisis, save our planet and create the economy of the future by reaching net zero carbon emissions by 2040.

Since then, we've taken steps to meet the short-term goals we established last year, which were to:

- 1** Develop a materiality assessment and baseline emission measurement that inventories our Scope 1, 2 and 3 greenhouse gas emissions.
- 2** Increase our formal dialogue with the Graebel Partner AllianceSM network to engage these companies on our journey and share best practices for each major relocation service category.
- 3** Seek out opportunities to share our story of environmental action with other organizations, our employees and our industry to inspire action.

Status		
<p>We engaged Ruby Canyon Environmental as our greenhouse gas consultant to confirm our 2021 baseline emissions across Graebel's 11 global offices and downstream services.</p> <p>2021 Scope Emissions</p> <ul style="list-style-type: none"> • Scope 1 = 95 Metric Tons • Scope 2 = 966 Metric Tons • Scope 3 = 28,522 Tons 	<p>We connect with our supplier network throughout the year and annually at our Graebel Partner Alliance Conference, which is an opportunity for discussion, learning and best-practice sharing so supplier partners can take their programs to the next level.</p> <p>Additionally, we established the Graebel Sustainability Partner Program in 2021 to recognize partners committed to sustainability, particularly those working to reduce their carbon emissions.</p>	<p>Graebel experts have volunteered as members of panels and webinars for industry groups such as EuRA and FIDI to support the organizations' efforts to create sustainability standards and increase sustainability education.</p> <p>Graebel has engaged our partners and industry associations to establish carbon-emission calculations.</p>
Goals		
<ul style="list-style-type: none"> ➤ By 2023, develop Scope 3 emission reduction strategies for top four supplier-managed categories. ➤ Reduce Scope 2 electricity and natural gas use (per square foot) by 20% by 2025. ➤ Introduce the Sustainable Travel Policy to reduce travel costs and emissions per employee by 10% by 2025. 	<ul style="list-style-type: none"> ➤ Have all of our elite-level supplier partners join the Graebel Sustainability Partner Program by the end of 2022. ➤ By the end of 2023, have 100 percent of critical and high-importance suppliers as members of the program. 	<ul style="list-style-type: none"> ➤ Actively engage with major category associations — including Worldwide ERC, the European Relocation Association, FIDI and Corporate Housing Providers Association — to share data and develop standards and best practices.
<p>Scope 1 = Direct emissions from company operations Scope 2 = Indirect emissions from the generation of electricity, heating, cooling, etc. consumed by company Scope 3 = Indirect emissions from value chain of company</p>		

Graebel Sustainability Partner Program

2022 marks our sixth year as a signatory to the UN Global Compact and our second year as a member of The Climate Pledge. As we continue our sustainability journey, we see significant opportunities to engage with our partners to support our sustainability programming. Many of our supplier partners are taking tangible actions to be sustainable organizations, which is why we developed the Graebel Sustainability Partner Program to recognize and encourage those efforts, while celebrating our partnerships on this important journey.

To join the Graebel Sustainability Partner Program, supplier partners must:



Provide evidence of an Environmental or Sustainability Policy



Share an overview of their organization's sustainability program, which demonstrates a clear commitment to the environment and/or sustainability



Identify a sustainability leader available to collaborate with Graebel



Our goal is to use our experience, knowledge and commitments to introduce practical steps that reduce our impact on the environment.



Gary Grund, Senior Vice President
Budd Van Lines



2021 Environmental Stewardship Award

Budd Van Lines

In each of the past five years, we have acknowledged one of our supplier partners who shares our commitment to sustainable practices, including environmental protection, progressive social policies and community involvement. In late 2021, we were proud to honor **Budd Van Lines** as Graebel's 2021 Environmental Stewardship Award winner.

Budd Van Lines is a family-owned and -operated van line company with a reputation for providing a highly personalized and consistent moving experience. They have been a trusted partner in providing exceptional household goods shipping experiences to Graebel clients for about 10 years and are a valued member of the Graebel Sustainability Partner Program.

Budd Van Lines has made sustainability an important part of its business and under the guidance of Gary Grund, Senior Vice President, the company has implemented a variety of environmental initiatives, including becoming a member of the Environmental Protection Agency's SmartWay program. When asked about the most impactful changes the company has made, Grund shared two highlights:

Designing and Using Eco-Crates or Eco-Pak

Budd Van Lines designed and uses Eco-Crates, which are reusable containers that save thousands of corrugated and wooden boxes a year. By using these crates to safely transport mobile employees' belongings, Budd estimates that in 2020 alone they saved: 130 tons of corrugated material, 375,000 gallons of water by reducing corrugated manufacturing and recycling, more than 900 trees and more than 175 yards of cubic landfill space.

Leveraging the Load It Once Modular System

The Load It Once system consists of a custom-designed, fixed frame truck that accommodates two to four modular containers. The containers are only loaded once and then are removed from the truck with their contents still sealed and placed into storage until it's time for delivery. In addition to reducing the risk of damage and loss, this system increased labor efficiency, as what would normally take two days to load and unload now takes 30 minutes — saving driver hours and warehouse lighting, heating and cooling.



» Our Social Efforts

Growth and Evolution of Diversity, Equity and Inclusion

Not only is supporting diversity, equity and inclusion in the workplace at the core of our values of truth, love and integrity, it's at the heart of our commitment to the UN Global Compact's tenets of protecting international human rights and eliminating employment and occupational discrimination. As we've continued our DEI journey, our goals have remained the same — to create transformative change and build inclusive workplaces.

Over the past year, we've increasingly focused our DEI initiatives on education and collaborative engagement to meet our employees, clients, prospects and supplier partners where they are on the journey.

DEI Initiatives at Graebel

We've expanded our commitment to DEI by fostering programs that build a human connection among our employees. By continuing to identify ways that connect us beyond our day-to-day work functions, we give each other, and Graebel as a whole, a platform to gain valuable insights and experiences.

Here are several steps we've taken on our [DEI journey](#) over the last year:

Beginning Employee Learning Journeys

In early 2022 we rolled out the Learning Journey to all Graebel employees. This programming includes course assignments with companion guides to encourage employees to dive deeper into the topic. Upon completion of each course, we offer virtual small-group facilitated discussions to foster collaborative interaction with team members from around the world.

Employee Feedback on Facilitated Discussions:

"I got to know a few of my co-workers better and see diversity at work in Graebel by hearing different people's thoughts and challenges."

"The facilitated discussions really tie what we learned in the online modules to reality and roles at Graebel. They provided great examples to help with understanding."

Distributing *The Power of Us*, a DEI Quarterly

We've continued to distribute *The Power of Us* DEI quarterly, which includes resources to read, watch and do around a particular topic. These newsletters are designed to educate employees on tangible ways they can take action to support DEI efforts. It's also an opportunity to keep employees updated on our company-wide DEI initiatives and the DEI Council.

Creating the Women in Leadership Blog Series

In September 2021, we launched the Women in Leadership blog series to celebrate Graebel's female leaders and amplify their voices. In interviews with 15 women Graebel leaders, we explored:



[Taking Opportunities and the Impact of Supporting One Another](#)



[Making the Case for Mentorship and Advice for Up-and-Coming Leaders](#)



[The Impact of Diverse Leaders on Graebel's Evolution](#)

More than 40 percent of Graebel's senior management is composed of women, so supporting and empowering women in leadership roles is a conscious effort to which we remain committed.

➤ Continued on next page





DEI Initiatives for Clients, Prospects and Supplier Partners

In addition to its internal efforts, Graebel is committed to engaging and supporting its clients, prospects and supplier partners with their own DEI journeys. Here are a few of the company's key external DEI initiatives:

Launch of Graebel® DEI Consulting Services

In July 2022, we launched [Graebel® DEI Consulting Services](#) to help clients implement purposeful and strategic DEI initiatives, within their mobility programs, that inspire strong cultural and business performance outcomes. At a time when workplace and company cultures are being challenged and redefined, these services help global organizations structure and level up their global mobility DEI initiatives.



insideMOBILITY® DEI Master Class and Workshops

Graebel's annual insideMOBILITY events are opportunities for mobility professionals to meet with peers and explore and expand their knowledge on topics of interest. A key topic at [insideMOBILITY Austin](#) in May 2022 was diversity, equity and inclusion. We invited guest speaker Trina Scott, chief diversity officer with Rocket Companies, to host a [master class](#) on the topic and to present her insights on current trends and challenges in DEI.



In addition, we hosted a DEI workshop for mobility professionals in Austin and Berlin, helping them assess where their organization is on its journey and providing guidance on how to identify, implement and measure meaningful activities and initiatives.

Educational Supplier Partner Meetings led by Graebel DEI Leadership

Led by Graebel's Global Head of DEI and SVP of Global Supplier Development, we hold regular educational sessions with supplier partners to help them further incorporate DEI into their policies and programs, creating an equitable, inclusive relocation process from beginning to end. This activity will continue in the future.

As we look ahead, our future DEI goals include:



Increase the number of women and people of color in leadership positions by 20%



Maintaining an employee DEI engagement score above 80



Completing foundational DEI training through Graebel's DEI Learning Journey curriculum, with 85% of employees completing coursework by the end of Q1 2023

Empowering Our Employees

Graebel declared 2022 the [Year of Empowerment](#) and, as part of that, we empowered our employees to get involved in their local communities and the causes that are important to them. In doing so, our entire organization is helping leave the world better than we found it.



SPOTLIGHT Megan Malloy

— One of our dynamic CSR leaders

Megan joined Graebel in 2005 and, in addition to being the facilities manager at our Wausau, Wisconsin office, she plays an integral role in Graebel's CSR initiatives. Megan led our company-wide efforts to survey employees across our global offices to better understand their interest in global and local CSR initiatives.

Based on the survey results, Megan and the other CSR committee members helped structure Graebel's 2022 CSR plan to include company-wide initiatives for Earth Day and Move 2 Fight Hunger, while supporting each office in establishing their own local initiatives. Our goal is that every office will organize at least two local events, in addition to the two global events.

Each of our offices has a local CSR committee charged with determining the local events each office will participate in, setting goals and ideating partnerships based on employee interests; Megan leads our Wausau committee. On top of that, all the local committees meet once a quarter to share best practices and updates. While we are learning as we go, the most important piece of the puzzle is allowing for interest and ideas to grow organically and locally.

Key Results from Employee CSR Survey:

73%

said **our CSR program** was either extremely or very important to them



Animal welfare, children & youth and the environment were the three most important CSR initiatives to respondents

86%

were interested in an **Earth Day event**

Volunteer Paid Time Off

Seven years after we established our Volunteer Paid Time Off (VPTO) Policy, Graebel employees are still taking advantage of the 24 hours of annual paid time off to volunteer for the causes and programs they believe in. In working with local and national organizations, Graebel employees are helping build stronger communities where they live and work. As we work to better track VPTO, we're aiming for a 25% utilization rate of the policy.

- Boy Scouts of America
- Colorado Uplift
- Dress for Success
- Food Bank of the Rockies
- Food Bank of Singapore
- Habitat for Humanity
- Josephinum Academy of the Sacred Heart
- Junior Achievement
- Marathon County Humane Society
- Move For Hunger
- National Leadership Academy
- Northwest Harvest Food Drive
- Rotary International
- Save our Sons and Daughters Charity
- St. Jude Children's Hospital
- St. Patrick Food Pantry - Dundalk
- Salvation Army
- United Way
- Wausau Performing Arts Foundation
- Willing Hearts Soup Kitchen



Celebrating Earth Day 2022

Each of our 11 offices across eight countries participated in Earth Day events in 2022. Employees helped preserve the environment and give back to local communities.



The Ireland team participated in a park clean up near our Dublin office.



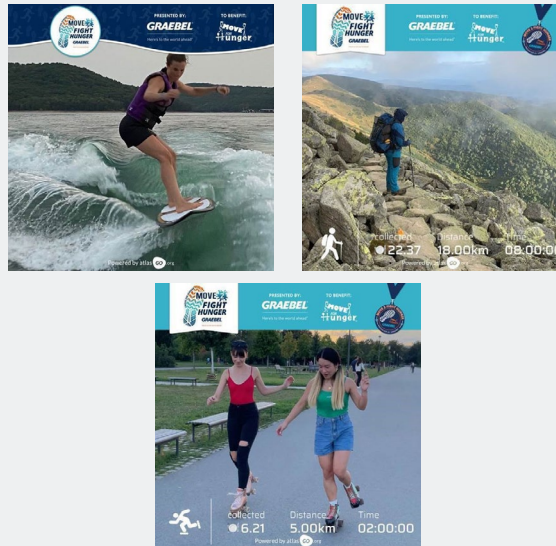
The Singapore team created reusable drawstring pouches for those in need.



Graebel Employees Turn Movement into Meals

Since 2016, we've partnered with Move For Hunger, supporting their efforts to fight hunger — and aligning with the UN Global Compact's Sustainable Development Goal to eradicate hunger. Three hundred and fifty Graebel employees across 11 countries participated in the 2021 Move 2 Fight Hunger Challenge, a virtual activity encouraging people to get out and exercise.

In addition to the Move 2 Fight Hunger Challenge, our partnership helped provide resources for food banks in the United States, Singapore, the Czech Republic, United Kingdom and Ireland.



Graebel employees around the world hiked, surfed, skated and more as part of the Move 2 Fight Hunger Challenge, helping to raise over \$18,000.



Ukraine Crisis Relief

Led by Casey Phelps, senior vice president of Client Services, EMEA, employees in our Prague office took charge to [make a difference in a time of extreme need](#) in Europe earlier this year. With Prague experiencing an influx of refugees from the war in Ukraine, she and her team collected donations from colleagues, friends and family and provided support to those displaced by the war.



Casey Phelps and the Prague team collected essentials like food, water and clothing for refugees of the war in Ukraine. In addition, Phelps and team supported refugees by assisting with temporary living accommodations and enabling continued education for children.



Our Governance Efforts



Guiding Our Company and the Relocation Industry With Best Practices

Board of Directors Guides Graebel with Award-Winning Best Practices

The Graebel Board of Directors was recognized by MLR Media, publishers of *Private Company Director*, *Family Business and Directors & Boards*, as a [2022 Private Company Board of the Year](#). This annual award recognizes private company boards that serve stakeholders with best practices in governance that go far beyond what's required. The recognition acknowledges the essential role of the board members who have helped guide Graebel through times of rapid and sustained change and embodied our values of truth, love and integrity.

This award proves what I have known to be true about our Board of Directors. Each member brings experience, focus and a willingness to support us and our fellow employees at every turn. I'm grateful for their dedication to our company, clients and employees.

Ron Dunlap, President

New Senior Vice President of Sustainability Role Established

In January 2022, Ben Ivory assumed the new role of Senior Vice President, Sustainability. He has been with Graebel for 40 years and previously served as the company's Senior Vice President, Supplier Development-Transportation Services. The new position formalizes Graebel's commitment to a sustainability

program that reflects our company values and supports the needs of our various stakeholders.

In this role, Ben is focused on honoring our commitments made, such as the UN Global Compact and The Climate Pledge, and leading the charge on developing the company's sustainability program and policies. He also leads Graebel's efforts to engage with the relocation community on its sustainability journey, serving as a focus group participant for FIDI's ["Moving to 2030: the Sustainable Development Goals & the International Moving Industry"](#) report and contributing to EuRA's [Sustainability in Mobility module](#).

To gain additional insight for this role, Ben completed the Loyola University Chicago Graduate Certificate program in Sustainability Planning and Assessment, which helps participants develop valuable skills to help organizations measure, regulate and report their natural resource use and environmental impact.

"My goal is to engage everyone — our supplier partners, clients, employees and the relocation industry as a whole — in our journey to leave the world better than we found it."
– Ben Ivory, SVP, Sustainability



Ben Ivory serving as a panelist at the 2022 FIDI Conference in Cannes, France.



SPOTLIGHT

Dan Graebel

Supports Industry Sustainability Initiatives

Graebel believes sustainability is a group journey and therefore is active in developing and promoting industry-wide education and best-practice opportunities. Dan Graebel on the Supplier Development Team has been heavily involved in these efforts on behalf of Graebel, serving as a focus group participant for:

FIDI's ["It's Up to You: How to Become Environmentally Sustainable in the Moving Business"](#) best practices and guidelines report. The document creates a common framework and sketches the industry's journey toward sustainability; Dan shared how Graebel signed the UN Global Compact in 2016 and has since used that framework to guide the company's sustainability strategy.

FIDI's ["Moving to 2030: the Sustainable Development Goals & the International Moving Industry"](#) report, which outlines how the relocation community can do its part in the global effort to achieve the UN Global Compact's 17 Sustainable Development Goals. Graebel provided best-practice examples that were included in the report, on topics such as volunteer paid time off and DEI programs.

2022 Sustainability Report

» *Leave It Better Than You Found It*

Contact Us

For questions or
further information.

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