

2023

WHR GLOBAL

Corporate Social Responsibility Report



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WHR GLOBAL COMPANY CULTURE

Our Core Values

At WHR Global, we run every decision through our 5 core values:

- Empathy
- Trustworthy
- Proactive
- Hardworking
- Results-Driven

Does this decision put people first?
Would this decision keep us consistent and trustworthy?
Are we making decisions proactively to avoid future issues?
Are we putting our best efforts into this decision?
Will this decision provide the best possible results?

Our Mission

To be the innovator in the relocation space known for excellent service and concrete results.

Our Passion

Advancing > Lives > Forward. ®



We are a private company founded on the industry needs to offer cost-effective relocation benefits without compromising empathy, ethics, or service.

This belief forms the basis of our “**high-tech, human-touch**” business model.



A MESSAGE FROM OUR CEO

“It’s our moral obligation, be it an entity or human being, to always leave the planet in a better place than when we first arrived.”



ECOVADIS CERTIFICATION

EcoVadis is largely considered the “World’s Most Trusted Business Sustainability Rating provider.”

They rated over **100,000** companies in **175+** countries and **200+** industries.

In 2023, WHR Global received the Bronze medal in recognition of our sustainability achievement, placing us in the 62nd percentile of all companies.

EcoVadis helps companies manage ESG risk and compliance, meet corporate sustainability goals, and drive impact at scale by guiding the sustainability performance improvement of your company and your value chain.

The detailed audit covers four main pillars of CSR:

Environment: Operational factors (e.g. energy consumption) and product stewardship (e.g. customer health and safety issues).

Labor & Human Rights: Human resources (e.g. career management) and human rights issues (e.g. discrimination and/or harassment).

Ethics: Corruption, bribery issues, anti-competitive practices, and responsible information management.

Sustainable Procurement: Social and environmental issues within the company supply chain.

Each year, WHR is continuously improving our CSR ranking by implementing recommendations from our corrective action plan, a guideline tool shared between evaluated companies to collectively define and track progress of ESG. This tool also helps to better prepare for future assessments.

By following CSR guidelines year-after-year, WHR Global is making the best changes to sustain our processes.



SCIENCE-BASED TARGET

The Science- Based Target Initiative (SBTi) provides companies with clearly defined paths to reduce emissions in line with the Paris Agreement Goals.

According to the United Nations Climate Change website, The Paris Agreement is a legally binding international treaty on climate change that was adopted by 196 parties in Paris, France in 2015, and implemented on 4 November 2016.

Science-based targets provide a clearly defined pathway for companies to reduce greenhouse gas (GHG) emissions, helping prevent the worst impacts of climate change and future-proof business growth.

Targets are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

In 2023, WHR was approved for a science-based target. WHR Global commits to reduce scope 1 and scope 2 GHG emissions 50% by 2030 from a 2018 base year, and to measure and reduce its scope 3 emissions.

Near-term targets outline how organizations will reduce their emissions, usually over the next 5-10 years. These targets galvanize the action required for significant emissions reductions to be achieved by 2030. Near-term targets are also a requirement for companies wishing to set net-zero targets. WHR's near-term target is to limit warming to 1.5°C by 2030.

*WHR's public commitment can be found here:
Companies taking action - Science Based Targets*



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



IT & TECHNOLOGY



Our clients need to know their information is always secure and that WHR is prepared for any potential threats. To ensure the confidentiality, integrity, and availability of its IT systems and associated assets (hardware, software, and data), WHR maintains an information security program aligned to Federal Government Standards:

Implementation of protocols as laid out by the Office of Management and Budget (OMB)

Formal FISMA / NIST 800-53 based cybersecurity program

Annual SOC 1® Type 2

Annual third-party risk assessments

Employee training and testing to improve our resilience to phishing and external threats

GDPR compliant

Privacy Shield certified (EU and Swiss)

Client audits and assessments

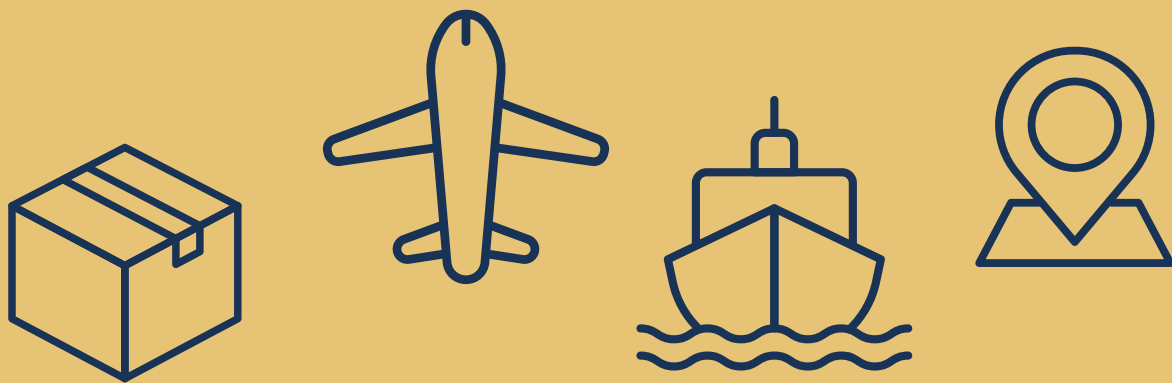


SUPPLIER PARTNERS

WHR's Supplier Partner Diversity spend

- We are committed to ensuring the utilization of small, Disadvantaged, HUBZone, Woman-Owned, Veteran-Owned, and Service-Disabled Veteran-Owned small businesses as subcontractors. WHR works with thousands of small businesses and we make every effort to ensure that these businesses have an equal opportunity to compete for subcontracts.
- Our overall policy is for small, Disadvantaged, HUBZone, Woman-Owned, Veteran-Owned, and Service-Disabled Veteran-Owned business concerns to be given the maximum practical opportunity to competitively provide services consistent with the efficient performance for our clients and customers. We set diversity goals based on an analysis of the past year's contracting experience with a goal to meet and exceed the previous year's results.

Results of our efforts include a 36.9% spend on suppliers with any diverse classification in 2022.



SUPPLIER PARTNER CODE OF CONDUCT

- *WHR, through its relocation management activities touches many people's lives across the globe. Maintaining the trust and confidence of these stakeholders requires WHR to ensure that its values are translated into consistent and appropriate behavior worldwide.*
- *WHR requires all supplier partners to comply with its Supplier Partner Code of Conduct. WHR promotes innovation and strives for economic, social, and environmental sustainability to ensure the long-term success of our company and its stakeholders. WHR is committed to sustainability in all business activities and aims to apply the highest ethical standards. In support of this goal, our company demands strict adherence to our principles for labor, environment, health, and safety as outlined in this Code of Conduct. WHR's suppliers play an important role as enablers of our company's sustainable growth and overall success.*
- *Suppliers with certifications such as EcoVadis, Science-Based Target, ISO 14000, or similar and with a comparable sustainability commitment to WHR shall be preferred.*
- *WHR's suppliers' business behavior must comply with all applicable international, national, and local laws and contractual terms, as well as with generally accepted standards in relation to child labor, safety, and anti-bribery. WHR requires its suppliers to act in a socially responsible and ethical way. Suppliers shall have a zero-tolerance policy to prohibit all forms of bribery, corruption, extortion, or embezzlement.*



DONATIONS



- WHR is very conscious of its corporate responsibility and strives to provide financial support in the communities we serve. Examples of organizations we support include:
- Move for Hunger in Neptune, New Jersey, US, which is a national non-profit organization that mobilizes transportation networks to deliver surplus food to communities in need;
- The Women's Center in Waukesha which provides safety, shelter, and support to those impacted by domestic abuse, sexual violence, child abuse, and trafficking;
- St. Marcus Lutheran School & Church which is one of the largest urban schools in Milwaukee with an enrollment of primarily minority students;
- Mayo Clinic's Pancreatic Research Program, Hunger Task Force, and Children's Hospital of Wisconsin.



Move for Hunger Shark Week Donations



WHR Global is an independent, full-service relocation management company with offices in the US, Switzerland, and Singapore. Since 1994, WHR Global has been a leader in the global mobility industry dedicated to Advancing Lives forward for employees and their global workforces. With a proprietary technology suite, WHR strives to offer cost-effective relocation benefits without compromising empathy, ethics, or service.



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