

2024

WHR GLOBAL

Corporate Social Responsibility Report



Contents

Green Mission Statement	3
Company Culture	4
A Message from our CEO	5
Recycling & Other Green Missions	6
EcoVadis Certification	8
Science Based Targets.....	10
IT & Technology	12
Supplier Partners	14
Supplier Partners Code of Conduct.....	16
Donations.....	18
DEI & B.....	20



WHR GLOBAL'S GREEN MISSION

WHR Global is dedicated to preserving a sustainable future for generations to come. Our goal is to operate and relocate employees in a socially responsible manner while being cognizant of our own environmental impact and partnering with sustainable companies who are united in this belief. WHR Global is committed to our worldwide community.



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 to meet the industry's need for 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 always our moral obligation, be it an entity or human being, to always leave the planet in a better place than when we first arrived.”

RECYCLING & OTHER GREEN INITIATIVES

WHR Global has implemented a range of waste minimization efforts worldwide, reducing paper and electronic waste and promoting sustainable office practices:

- **Paper Reduction & Recycling:** Offices prioritize paperless operations, with locations like Singapore fully paperless. Shredded paper is recycled monthly, saving trees and reducing waste.
- **DocuSign – Paperless Processing Files:** WHR Global utilizes paperless processing for all transferee files. Utilization of DocuSign allows legal documents to be signed electronically without paper. Annual statements from DocuSign allow WHR to visualize the impact of wood, water, CO2, and waste saved by using paperless processing files. Implementation of this process originated in 2018.
- **Faxes – Electronic Faxes:** WHR Global implemented paperless faxes in 2024 using Dropbox Fax. All faxes are sent and received electronically with no paper usage.
- **Electronic & Plastic Recycling:** Partnering with Elian Electronics and GFL Environmental, WHR recycles electronic devices annually and 4 yards of plastic and other recyclables weekly.
- **Reusable Products:** Employee cafes offer reusable items, and dishwashers are used three days per week to limit water use.
- **Reduced Single-Use Items:** Minimal paper and one-time office supplies are needed due to near-paperless operations.

As a company, we remain committed to sustainable waste management, from bottle cap recycling to promoting reusable materials!



WHR Global is committed to sustainable operations, aiming to reduce our environmental impact through compliance with environmental regulations, a 50% reduction in Scope 1 and 2 GHG emissions by 2030, and managing Scope 3 emissions. Our Green Team leads initiatives in reduction, reuse, and eco-education, while we collaborate with suppliers and stakeholders to prioritize sustainability across our network.

WHR DocuSign Environmental Savings

In 2023 WHR Global Saved an Estimated:



14,296 lbs of carbon emissions



17,900 gallons of water



6,079lbs of wood



987lbs of waste eliminated



This is Equivalent to Removing:

1 Car from the road



Skipping 12 loads of laundry



Conserving 18 trees



Saving over 70,000 pages of paper!!



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 2024, WHR Global received the Silver medal in recognition of our sustainability achievement, placing us in the 15th 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 the 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 the 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.

A close-up photograph of a yellow bicycle's front basket. A black sign with yellow text is attached to the basket. The sign reads "Share More Consume Less". Below the sign is a silver reflector and a bicycle headlight. The background is a blurred green field with small pink flowers.

Share More
Consume Less

SCIENCE-BASED TARGETS

In 2023, WHR committed to Science Based Targets for Small and Medium-Sized Enterprises

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 2024, 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

WHR utilizes VMware virtualization to reduce its physical server footprint and improve energy efficiency across its network infrastructure. By running multiple virtual machines on a single server, VMware allows WHR to consolidate hardware, reducing the need for multiple physical servers. This setup minimizes technology waste, decreases energy consumption, and extends hardware life, aligning with WHR's sustainability goals. The energy-efficient laptops used by WHR employees further support these goals by lowering power usage across the organization.

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)

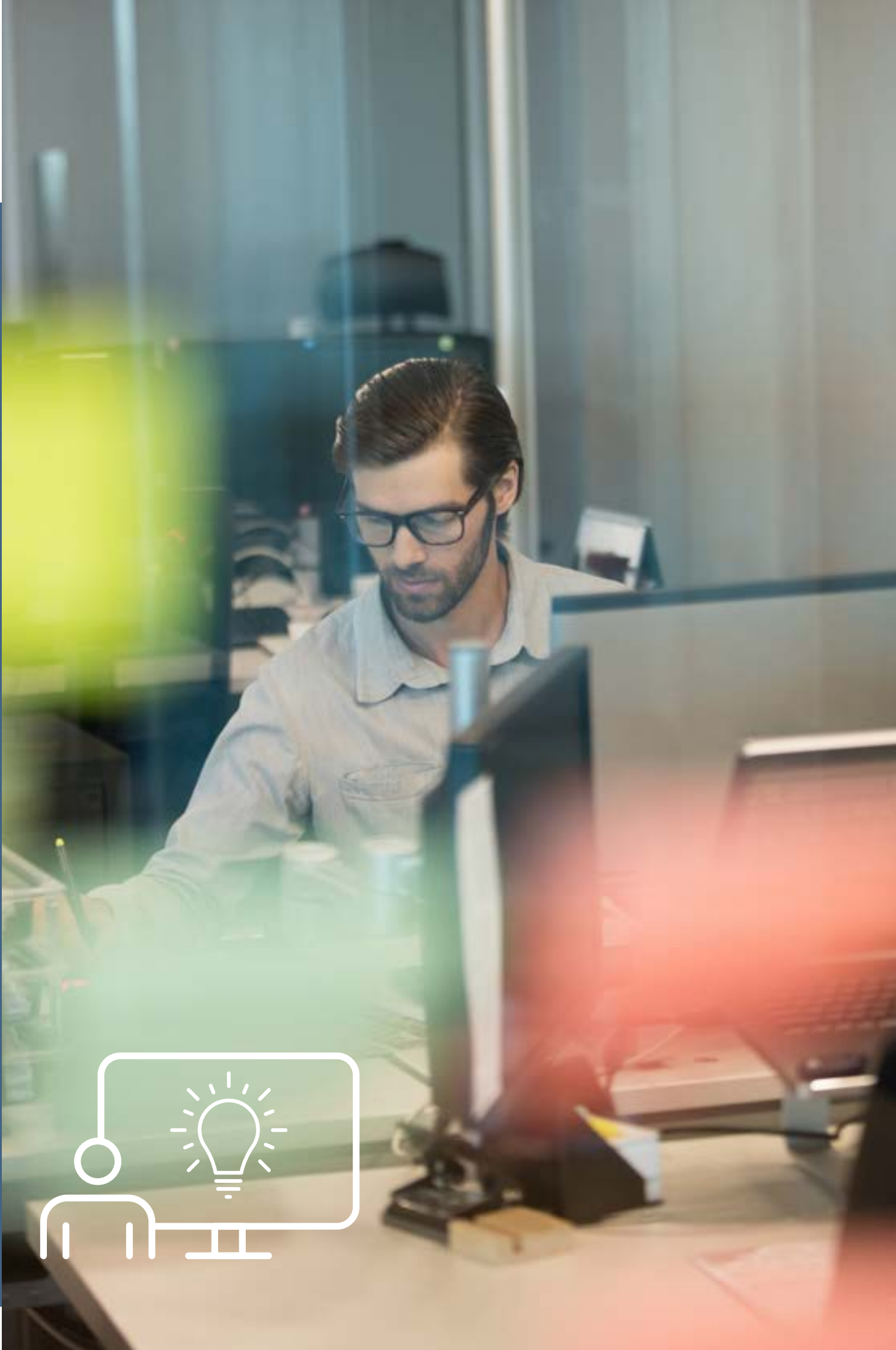
Formal FISMA / NIST 800-53 based cybersecurity program

Annual SOC 1® Type 2

Annual third-party penetration testing

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

GDPR compliant



SUPPLIER PARTNERS

WHR's Supplier Diversity and Community Support

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.



We also prioritize corporate responsibility by supporting impactful organizations, including:

- **Move for Hunger** (Neptune, NJ) – a non-profit that delivers surplus food to communities in need
- **Home Sweet Home** - planted trees on behalf of WHR for helping reduce pack and load volumes. Their Discard and Donate program also helps companies save money and reduce their carbon footprint by minimizing the size of their shipments



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. Supplier 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:

- The Women's Center (Waukesha, WI) – Provides shelter, safety, and support services for individuals impacted by domestic abuse, sexual violence, and human trafficking.*
- Hunger Task Force – A Milwaukee-based nonprofit that ensures no one goes hungry by providing free food to those in need.*
- Children's Hospital of Milwaukee – Focuses on pediatric healthcare, supporting children's health through specialized treatments and innovative care.*
- Mayo Clinic – Advances healthcare research, including support for its Pancreatic Research Program.*
- Waukesha County Sheriff & Jail – Collaborates on community safety and rehabilitation programs to improve outcomes for individuals and their families*
- Pewaukee Food Bank – Supplies food to families and individuals in Pewaukee, working to alleviate food insecurity in local communities.*
- Move for Hunger – Mobilizes moving and transportation companies to collect and deliver surplus food to food banks across the country, reducing food waste and hunger.*
- Milwaukee Street Angels – Works to bridge the gap between homelessness and housing by offering support, advocacy, and critical resources to those in need*
- Humane Animal Welfare Society (HAWS) – A no-kill shelter that strengthens the human-animal bond through adoptions, education, and community programs.*



Move for Hunger Shark Week Donations



DEI & B

WHR Global is deeply committed to diversity, equity, inclusion, and belonging (DEI&B) across its employment practices. As a women-owned organization and federal contractor, WHR upholds high standards with annual diversity audits to ensure compliance and adherence to its values. Annual DEI&B training focuses on fostering empathy and inclusivity through a curriculum covering diversity characteristics, unconscious bias, inclusive language, bystander intervention, and cultural competencies. This training cultivates a respectful and supportive workplace culture that drives employee engagement and satisfaction, reflected in WHR's high client retention and net promoter scores.

In addition to training, WHR employs several DEI&B strategies:

- DEI Metrics and Reporting: WHR takes a data-driven approach to assess DEI&B progress by tracking key metrics like hiring, retention, promotion rates, and pay equity across demographics, helping to ensure fair treatment and opportunities.*
- Community Partnerships and Supplier Diversity: WHR actively supports underrepresented groups through partnerships with diverse suppliers and community donations to organizations such as the Women's Shelter in Waukesha, Hunger Task Force, Children's Hospital of Milwaukee, Mayo Clinic, and more. This commitment extends WHR's diversity efforts beyond the workplace.*
- Inclusive Benefits and Policies: WHR's inclusive global benefits include parental leave, mental health support, accommodations for disabilities, bereavement leave for pregnancy loss, gender-neutral dress codes, support for race-based hairstyles, and flexibility for religious observances. These benefits create a welcoming and supportive environment for all employees.*

- *Employee Surveys: WHR conducts multiple employee surveys throughout the year, beyond compliance audits, to gather valuable feedback on the entire employee experience, shaping continuous improvement.*
- *Career Development and Mentorship Programs: WHR prioritizes internal promotions and provides continuous training and new-hire mentorship programs to ensure equitable opportunities for career advancement at all levels within the organization.*

These comprehensive DEI&B initiatives affirm WHR's dedication to inclusivity and foster an empowering environment for both employees and the communities WHR serves.





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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