

A photograph of three children playing in a forest. The child on the left is a boy wearing a grey sweater and a maroon beanie, standing on a log. The child in the middle is a girl with blonde hair wearing a denim jacket and jeans, also on the log. The child on the right is a girl wearing a blue puffer vest, a red beanie, and jeans, jumping or running. The background is a dense forest with tall trees and sunlight filtering through the leaves. A white curved line separates the text area on the left from the image on the right.

GRAEBEL®

2023 Sustainability Report

Our commitment to environmental,
social and governance principles

Contributing to a Better World Ahead

Table of Contents



Action Plan

02



Environmental Efforts

03



Social Efforts

06



Governance Efforts

09

This report outlines Graebel's sustainability efforts from September 2022 through August 2023.





Action Plan

Progress Towards Our Goals

Graebel is committed to being transparent as we continue our sustainability journey. 2023 marks our seventh year as a signatory to the UN Global Compact and our third year as a member of The Climate Pledge. We're proud to share our Action Plan, which is our roadmap guiding our journey towards our environmental, social and governance goals and progress to date.

It's a reflection of the activities and results that demonstrate our willingness to maintain a sustainable, safe and equitable working environment through our company's values of truth, love and integrity.

	UN Principles and SDG Alignment	Graebel Actions	Goals	Our Progress and Efforts To Date
Environment	 UNGC SDG	Carbon emissions and waste reduction	- By 2023, establish Scope 3 baseline emissions 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%	- In 2022, established Scope 3 baseline emissions for seven categories, including the top four supplier managed categories, which totaled 33,604 tCO2e - In 2022, maintained 2021 electricity use levels and increased natural gas use levels by 1% compared to 2021; however, given the increase in employee count in 2022, the usage levels per employee decreased significantly - In 2022, reduced travel costs and emissions per employee by 6%, compared to 2021 levels
Human Rights	   UNGC SDGs	Diversity, equity and inclusion (DEI) initiatives	- By 2025, increase the representation 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 the coursework	- As of the end of 2022, increased the representation of women in leadership positions by 3.4% and people of color by 10.3%, as compared to 2020 levels - Ended 2022 with an employee DEI engagement score of 87 - By the end of 2022, completed foundational DEI training through Graebel's DEI Learning Journey, with 91% of employees completing the coursework - In addition, 40% of employees also voluntarily attended a facilitated discussion
		Employee well-being efforts	- Regularly measure employee engagement with the target of a 50% eNPS 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	- In 2022, held an average eNPS score of 40% - Had a 59% employee participation rate in CSR initiatives - Continued exploring ways to track Volunteer Paid Time Off utilization rate - Supported 28 employee-led and global initiatives from September 2022 to August 2023, including Earth Day and hunger action campaigns
Anti-Corruption	  UNGC SDGs	Data protection, security and governance	- 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	- As of February 2023, 99.41% of Graebel employees completed data protection and security training - Screened and approved 100% of critical supplier data security programs and 97% of high importance supplier data security programs
		Industry leadership, collaboration, governance and reporting	- 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	- As of July 2023, 95.6% of critical suppliers and 26% of high importance suppliers are participating in the Sustainability Partner Program - Shared our expertise at four industry events to spread the word and help establish industry sustainability policies and standards, plus hosted our own sustainability-conscious events — insideMOBILITY Charleston, insideMOBILITY Prague and our annual Partner Alliance Conference — to collaborate with and learn from one another

*This was an initial, baseline goal that Graebel is adjusting to 100% of critical suppliers and 50% of high importance suppliers to more realistically reflect actionable progress.



Environmental

By the Numbers

Graebel remains steadfast in its commitment to leaving the world better than we found it, and we continue to push our company, our clients, our supplier partners and the industry as a whole to reduce environmental impacts through our talent mobility work.



We began a new partnership with

One Tree Planted

in 2023 and by July had already hit this year's annual goal of planting

7,000 trees

76

Suppliers serving 89 countries that have joined the Graebel Sustainability Partner Program

8

Years of Gold Status for the **Colorado Green Business Network** (previously the CDPHE's Environmental Leadership Program), a leading program in Graebel's World Headquarters that recognizes commitment to continual environmental improvement by going above and beyond compliance with state and federal regulations

4

Graebel Sustainability Quarterly newsletters distributed since launching last year, helping educate employees and encouraging them to make more sustainable choices, at work and at home





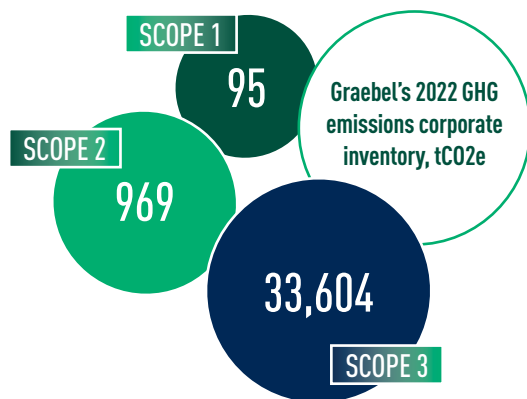
Environmental

Reporting and Reducing Greenhouse Gas Emissions



Reducing greenhouse gas (GHG) emissions is one of the most tangible steps we can take as a company to reduce our environmental footprint. Since partnering with Ruby Canyon Environmental in 2021 to capture baseline emissions, we've been working to reduce our Scope 1, 2 and 3 emissions. This includes partnering with our supplier partners worldwide to support their environmental strides, as Scope 3 emissions is our largest category.

Total GHG Emissions per Scope



Graebel's 2022 GHG emissions corporate inventory, tCO2e

While our overall emissions increased in 2022, our emissions intensity decreased, meaning we've made strides in being more emissions-efficient with each move. The increase in emissions is a result of significant increases in volume and household goods (HHG) shipments of our clients.

How We're Reducing Emissions

- ✓ Increased use of virtual surveys for HHG moves
- ✓ Decreased size of air transport international HHG shipments
- ✓ Increased utilization of containerized shipments for U.S. domestic activity
- ✓ Expanded formal Discard and Donate services to new countries
- ✓ Reduced office footprint (while increasing the number of employees)
- ✓ Grew our Graebel Sustainability Partner Program to 76 qualified participants
- ✓ Established supplier GHG emissions reporting requirements



Environmental

Celebrating Our 2022 Environmental Stewardship Award Winner — Dwellworks

While providing support to relocation management companies and organizations to help mobile employees and their families relocate successfully, Dwellworks makes ESG part of everything it does to create positive, sustained change, earning the sixth annual Graebel Environmental Stewardship Award.



We are humbled by the enormous need for social and sustainability progress and we are proud of what we have accomplished to date.



Bob Rosing
CEO of Dwellworks

Here's a snapshot of Dwellwork's latest environmental accomplishments and goals:

2021 Accomplishments



15% Decrease in U.S. Destination Services carbon emissions vs 2019*



74% Number of Corporate Housing suppliers in survey sample with GHG reduction programs



77% Number of U.S. Destination Services programs delivered virtually



64 Tonnes of GHG emissions eliminated through paperless service delivery

2022 Actions



Co-Chaired Corporate Housing industry (CHPA) sustainability workgroup



Delegated to Worldwide ERC® Sustainability Advisory Board



Expanded GHG emission reduction efforts globally



\$15k donation committed to Conservation International, on behalf of our customers

*All ESG accomplishments and planned actions to date are specific to U.S. Operations



Social

By the Numbers

Our vision is to contribute to the advancement of a more equitable and inclusive world — including within the talent mobility industry and the [local communities where we live and work](#) — and we continue to make progress thoughtfully and intentionally towards ensuring everyone we work with feels valued and a sense of belonging, no matter their background.



1,000+

Employees that completed the foundational DEI training through [Graebel's DEI Learning Journey](#), which encourages employees to explore and critically examine DEI concepts and practices

20



Local organizations supported via our volunteerism, giving time to the causes and programs we believe in while strengthening communities

2

Years of supporting the Worldwide ERC® [Upward Mobility Program](#) by [hiring an intern](#) to help advance diversity in talent mobility

660+

Employees that participated in a community engagement event, like our annual Earth Day celebrations, to make a positive impact on the local communities where we live and work

1



Silver B2B Marketing Elevation Award in the 'New Frontiers' category for our digital [Next-Level DEI Journey](#) tool that helps companies create next-level outcomes in their programs and unlocks DEI's full potential



\$26K

Funds raised for our [Move for Hunger](#)

partners through the Move 2 Fight Hunger Challenge;

436 employees

and supplier partners participated in this month-long event to help reduce food waste within the relocation industry and fight hunger





Social

Continuing our Leadership in Advancing DEI — Earned Diversity and Inclusion Certification

As a company in a global industry that works with people of all backgrounds, promoting DEI is integral to creating exceptional experiences for our employees, clients and their mobile employees. Not only that, but these values have been woven into Graebel's DNA since its founding, when Dave W. Graebel built a company based on truth, love and integrity.

Patti Wasson

Chief People and Ethics Officer at Graebel Companies, Inc.

In March 2023, Graebel became the first full-service, global relocation management company to [earn an organizational certification in diversity and inclusion](#) from the Human Resource Standards Institute (HRSI).



Graebel Companies, Inc.
22,381 followers

We're proud to announce that Graebel is the first full-service global relocation management company to earn a Human Resource Standards Institute Diversity and Inclusion certification.

This certification demonstrates our commitment to DEI talent mobility leadership and our dedication to continuous improvement, to create transformative change for our employees, our clients and their mobile employees, and our trusted supplier partners.

Learn more about the HRSI certification and what it means for our Graebel network: <https://lnkd.in/eQFhKYGS>



Graebel Companies, Inc. Earns HRSI Diversity and Inclusion Certification
insights.graebel.com • 3 min read

We're proud to be one of the first six organizations to earn the achievement and to continue paving the way for more inclusive and equitable workplaces.



Social

Celebrating Earth Day Around the World

Every year across our global offices, we celebrate Earth Day as a way to connect with local communities and make a positive impact on our environments. **Here's how we marked the observance in 2023, which was themed "Invest in our Planet."**

Houston



Dundalk

Our Dundalk, Ireland office partnered with **Dundalk Tidy Towns** to clear litter on the Inner Relief Road and Finnabair Industrial Estate.



Denver

Team members from our Denver office helped with seed repackaging and weeding the Audubon Nature Center in partnership with **Grow Local Colorado**, **Denver Audubon** and **We Don't Waste**.



Prague

The Prague team partnered with the local Scio-school to clean up the Prokop Valleys Nature Reserve in Prague 13 district.



Kent



Singapore

Our Singapore team grew microgreens from a kit in support of **AMKFSC COMNET Senior Service's** efforts to help vulnerable seniors in the community.



Children's Earth Day Art

We asked the children in our lives to create and share images of ways to protect our planet. For each submission, we contributed to **One Tree Planted**.





Governance

By the Numbers

We continue to partner with other experts to learn from each other, share our expertise and lead with integrity, as we focus on strengthening our capabilities, investing in our employees and deepening our relationships with suppliers and valued clients.



100%

of critical supplier data security programs screened and approved



99%

of employees completed data protection and security training in 2022 – 2023



97%

of high-importance supplier data security programs screened and approved



4

leadership opportunities to spread the word and advocate for industry-wide change and action, discussion and best practices establishment



Governance

Working with Sustainability Leaders to Guide our Efforts — Earned EcoVadis Bronze Medal



Dr. Sanjay Rishi Joins Graebel's Award-Winning Board of Directors

We partnered with EcoVadis to assess our sustainability policies, actions and published reporting, earning Bronze medal status. As part of the inaugural assessment, EcoVadis provided Graebel with actionable feedback to help us refine our efforts and reporting and to align with industry best practices; our goal is to earn at least Silver medal status in 2024.



[Dr. Sanjay Rishi](#), Americas chief executive officer of work dynamics at JLL and author of *The Workplace You Need Now: Shaping Spaces for the Future of Work*, was appointed to the [award-winning](#) Graebel board of directors in December 2022 to help strategically guide Graebel's decision-making as it continues to evolve to meet client needs and industry trends.



2023 Sustainability Report

Contributing to a Better World Ahead

Contact Us

For questions or
further information.

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

© 2023 Graebel Companies, Inc. All rights reserved.
All trademarks are the property of their respective owners.

GRAEBEL[®]

Here's to the
world ahead[®]

