



DIVERSITY, EQUITY, INCLUSION & BELONGING POLICY

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Purpose

The entities comprising Sirva (collectively, “Sirva” or the “Company”) are committed to cultivating and preserving a culture of diversity, equity, inclusion and belonging (DEIB). We are committed to fostering a workplace environment that reflects the diversity of the global organisations that we serve. We recognise that building an inclusive, engaged company culture results in empowered employees that reflect a wide range of approaches and perspectives. Those perspectives lead to new ideas. New ideas lead to innovation and excellence. Our approach to diversity, equity, inclusion and belonging is driven by a commitment to these values and a belief that diversity makes our company stronger.

We want differences in age, race, colour, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental disability, political affiliation, religion, sexual orientation, socio-economic status, military veteran status, and other characteristics in the Sirva workforce. These characteristics comprise and define the many elements of diversity.

We want an inclusive and connected Sirva workforce achieved through feeling valued and able to authentically participate.

Equity is the acknowledgement that our diverse characteristics mean that we have unique needs, skills and experience. We actively work to ensure that programmes and practices are equitable and that all employees have opportunity to learn, grow and engage.

Vision

To be recognised in the mobility industry as a culture where DEIB is fostered and employees are empowered to be their authentic selves.

Value Statements

DEIB at Sirva is built on the following 6 Value Statements:

Analytics & Accountability	The commitment to advancing DEIB at the Company applies to all levels; leadership and staff hold each other accountable and acknowledge that everyone is a leader in developing and achieving our DEIB goals and milestones.
Internal Culture	Sirva maintains a culture of respectful transparency and feedback in which relationships are valued and diverse perspectives are engaged and valued across the Company.
Talent Management	The Company has equitable recruitment, retention and advancement policies and practices, and our talent reflects the diversity of the labour market at all levels of the Company.
Brand, Services & Sales	The Company operates in an inclusive environment that grows sales, drives innovation, and executes stellar client/customer service by leveraging the expansive creativity, unique perspectives, and interconnectedness that comes through diversity.
Social Responsibility	The Company supports and invests in the advancement of DEIB internally and externally utilising community partnerships that empower historically underserved communities to be agents of change and builders of equity.
Supplier Diversity	The Company engages a diverse supplier base, acknowledges the value of these partnerships, and influences the supplier landscape.

DEIB Programme Structure

The Company's DEIB is coordinated through the I.D.E.A (Inclusion Diversity and Equity Alliance) Committee. The mission of the I.D.E.A. Committee is to provide informed, authentic leadership while working to foster an organisational culture that attracts the best talent, values diversity of life experiences and perspectives, and encourages innovation in pursuit of our corporate mission.

Using available research and data on effective diversity and inclusion practices, the I.D.E.A. Committee's efforts focus on the following objectives:

- Cultivating a work environment of acceptance through respectful communication, supportive relationships, and cooperation between employees, clients, customers and suppliers.
- Creating opportunities to explore potential underlying, unquestioned assumptions that interfere with inclusiveness while further enhancing the well-being of our employees by confronting any potential inequities within our policies, systems, programmes and services, as well those that exist as within the communities we serve globally.

- Ensuring equal access to opportunities for professional growth and advancement within our employee base and demonstrating a commitment to engaging with a broad spectrum of diverse suppliers.
- Developing cultural competence and responsiveness, as an organisation, to maximise our effectiveness in engagements with clients, suppliers, and partners, considering and respecting their unique perspectives, experiences and needs.

Our DEIB objectives, and progress toward achieving them, will be assessed annually to ensure alignment with Sirva's strategic business objectives.

Employee Resource Groups (ERGs)

ERGs are employee-led, self-directed voluntary groups that offer opportunities to network internally, to attract a diverse employee base, to provide the inclusion of ideas and solutions, and to create opportunities for mentoring and career development.

There are currently 4 ERGs at Sirva:

- The DEN (Diverse Employee Network – People of Colour)
- SOL (Sirva out Loud – LGBTQIA+ community and allies)
- Military Veterans
- Women in the Workplace

Employees who join ERGs:

- Serve as champions to support the Company's diversity and inclusion programmes at Sirva and help identify opportunities for us to become more inclusive.
- Support the Company's best practices throughout the organisation and get those communicated as broadly as possible for others to consider using.

ERG Activities include opportunities to:

- Represent the Company at community events
- Assist with diverse recruiting initiatives
- Increase cultural competencies
- Accelerate connections through mentoring and providing guidance
- Support each other

Commitment and Accountability

The Company is committed to continuous review and revision of its programmes and policies, through the lens and mindset of DEIB. We will report on Sirva's DEIB metrics annually so that we are able to measure the results of our efforts and to take action where necessary. Sirva is developing and engaging leaders to actively champion inclusion and catalyse change. Furthermore, the DEIB Value Statements reflect our shared commitment to enhance the culture of belonging, authenticity and respect.

At Sirva, DEIB is a partnership. The Sirva leadership team ensures that we continually embrace the programme and achieve change. Managers are responsible for creating and sustaining an inclusive work environment for their team members. The I.D.E.A Committee is responsible for education, measurement, and taking action. Collectively, Sirva employees are responsible for treating their colleagues, customers, clients and supplier partners with dignity and respect, at all times, and to enhance their knowledge through education and discussion.

As employees of Sirva, we:

- Exhibit conduct that reflects inclusion and equity during work, at work functions on or off the work site, and at all other company-sponsored and participative events.
- Participate and complete diversity awareness training and other educational programmes to continually build knowledge.

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