Environmental and Sustainability Policy

1. Purpose

Removals Inc. DBA 1 RELO ("1 RELO") is committed to conducting its business in a responsible, environmentally conscious and sustainable manner. The Company recognizes that its operations, transportation activities, supply chain and daily business processes have both direct and indirect environmental, social and governance impacts.

The purpose of this Environmental and Sustainability Policy is to establish the Company's Environmental, Social and Governance ("ESG") commitments and to define the sustainability objectives and practices applicable throughout its operations.

This Policy serves as the Company's Corporate Sustainability Programme for the purposes of compliance with the FIDI FAIM 3.4 Standard and demonstrates Management's commitment to continuous improvement, responsible resource management, employee wellbeing, ethical business conduct and sustainable operational practices.

The Company is committed to minimizing negative environmental impacts wherever operationally and commercially feasible while promoting responsible business practices throughout all levels of the organization.

2. Scope

This Policy applies to all employees, temporary personnel, contractors, suppliers and business partners operating on behalf of Removals Inc. DBA 1 RELO.

The requirements contained within this Policy apply to all activities performed under the Company's care, custody or control, including:

- Office operations.
- Warehouse activities.
- Transportation services.
- Storage operations.
- Procurement activities.
- Domestic and international moving services.
- Supplier and subcontractor activities.

All personnel are expected to comply with the requirements of this Policy and actively support the Company's sustainability objectives.

3. Sustainability Commitment

1 RELO recognizes sustainability as an integral component of its long-term business strategy and operational success. The Company understands that customers, employees, suppliers and industry partners increasingly expect organizations to demonstrate environmental responsibility, social awareness and effective governance practices.

Management is committed to integrating sustainability principles into business decisions and operational activities wherever practical and commercially feasible. Sustainability considerations form part of the Company's planning, management review and continual improvement activities.

The Company seeks to:

- Minimize its environmental footprint.
- Support employee wellbeing and development.
- Conduct business ethically and transparently.
- Promote responsible supplier practices.
- Maintain compliance with applicable laws and regulations.
- Encourage continual improvement throughout the organization.

Management acknowledges that sustainability is an ongoing process and is committed to reviewing the effectiveness of this Policy annually.

4. Environmental Commitment

Removals Inc. DBA 1 RELO recognizes environmental protection as an important responsibility within the international moving and relocation industry.

The Company is committed to conducting its operations in a manner that supports environmental awareness, pollution prevention and the responsible use of natural resources. Compliance with applicable environmental legislation represents the minimum standard expected. Where practical and commercially feasible, the Company will seek to implement initiatives that exceed minimum legal requirements.
Environmental considerations are incorporated into operational planning, supplier evaluations and management review activities. The Company seeks to identify opportunities to improve environmental performance while maintaining the quality and reliability of services provided to customers.
Environmental aspects considered by the Company include:

- Fuel consumption.
- Greenhouse gas emissions.
- Electricity consumption.
- Packaging materials.
- Waste generation.
- Transportation activities.
- Supplier environmental practices.

5. Climate Change and Sustainability Considerations

The Company recognizes climate change as a significant external factor that may influence transportation activities, operational costs, customer expectations and supplier performance.
Transportation activities, fuel consumption and waste generation are among the most significant environmental aspects associated with the moving and relocation industry. Accordingly, the Company seeks to consider sustainability impacts when making operational and purchasing decisions.
Management recognizes that sustainability expectations continue to evolve and commits to periodically reviewing customer, supplier and industry expectations as part of the Company's management and quality systems.
The Company further acknowledges that climate-related risks may impact business continuity, transportation routes, supplier availability and operational resilience. These considerations shall be reviewed periodically and incorporated into management review and risk assessment activities where appropriate.

6. Environmental Objectives

1 RELO recognizes that environmental objectives must be measurable, practical and aligned with the nature and scale of the Company's operations.
Accordingly, the Company seeks to:

- Identify and reduce significant environmental impacts.
- Promote responsible use of energy and natural resources.
- Minimize waste generation.
- Reduce unnecessary paper consumption.
- Support reductions in greenhouse gas emissions.
- Encourage environmentally responsible purchasing practices.
- Increase employee awareness regarding environmental responsibilities.
- Promote continual improvement in environmental performance.

Progress toward these objectives shall be reviewed periodically through management review meetings and internal assessments.

7. Operational Environmental Practices

The Company seeks to implement practical initiatives that support environmental sustainability throughout its operations.
Paperless Operations
Removals Inc. DBA 1RELO operates under a digital-first and paperless-work principle. Employees across all positions, departments and levels of authority shall conduct Company business electronically and shall not print documents unless printing is legally required, specifically required by a customer or destination authority, or operationally necessary where a practical electronic alternative is unavailable. Printing for personal convenience, routine internal review, duplicate recordkeeping or unnecessary distribution shall be avoided. Where printing is unavoidable, employees shall limit printed copies to the minimum reasonably necessary and

ensure that confidential information is handled and disposed of securely in accordance with Company requirements.

Recycling and Waste Management

The Company is committed to reducing waste and encouraging responsible recycling practices throughout its facilities.

Employees are expected to dispose of waste responsibly and, where possible, separate recyclable materials in accordance with local legal requirements and environmental best practices. Special waste items, including batteries and electronic equipment, shall be disposed of through approved collection or recycling processes.

Transportation and Carbon Emissions

Transportation activities represent one of the most significant environmental impacts associated with the Company's operations.

Drivers and operational personnel are expected to support fuel efficiency initiatives by:

- Avoiding unnecessary vehicle idling.
- Planning routes efficiently.
- Maintaining vehicles appropriately.
- Reducing unnecessary transportation activities.

Where practical, the Company seeks to work with suppliers and transportation partners that demonstrate environmentally responsible practices and maintain compliance with applicable environmental standards.

Packing Materials

The Company is committed to using environmentally responsible packing materials whenever practical and commercially feasible.

Management encourages the use of recyclable or reusable materials and seeks to minimize unnecessary packaging waste. Environmental considerations may form part of supplier evaluations and purchasing decisions where appropriate.

Reusable water bottles

Removals Inc. DBA 1RELO promotes the reduction of single-use plastic water bottles within its office and warehouse operations. Employees are provided with reusable water bottles and encouraged to use refillable drinking-water sources. The Company shall avoid routine purchases of single-use plastic water bottles for employee use, except where reasonably necessary for operational, visitor, emergency or health and safety purposes. Purchasing practices and employee awareness shall be reviewed periodically as part of the Corporate Sustainability Programme.

8. Social Responsibility

Removals Inc. DBA 1 RELO recognizes that employees are fundamental to the continued success of the organization and is committed to maintaining a workplace that promotes safety, respect, inclusion and equal opportunity.

The Company is committed to providing a healthy and safe working environment for all employees, contractors and visitors. Management recognizes that moving and relocation services involve physical activities and operational risks and therefore places significant importance on health and safety awareness, training and compliance with applicable legislation.

The Company maintains a zero-tolerance approach toward discrimination, harassment and inappropriate workplace behavior. Employment decisions, including recruitment, promotion, compensation and professional development opportunities, are based upon merit, qualifications and operational requirements without regard to race, nationality, religion, gender, age, disability or any other protected characteristic.

Employee wellbeing forms an important component of the Company's sustainability strategy. Management encourages open communication, employee engagement and participation in initiatives intended to improve workplace satisfaction and operational performance.

Where operationally feasible, the Company seeks to support local communities through responsible business practices, charitable activities and participation in industry initiatives that promote professional development and social responsibility.

8.1 Employee Volunteering and Community Engagement – 1RELO Gives Back

As part of the Company's Corporate Sustainability Programme and commitment to social responsibility, Removals Inc. DBA 1RELO maintains the 1RELO Gives Back Employee Community Service Programme to encourage and support employee participation in qualifying community-service activities.

For calendar year 2026, the Company has established an inaugural community-service objective of ten (10) hours per employee. Eligible employees may use up to ten (10) hours of paid working time for approved qualifying community-service activities, separate from vacation or paid time off.
The 2026 programme shall establish the Company's baseline for measuring employee participation, volunteer hours, organizations supported, communities served, donated services and resources, and overall community impact. Results shall be reviewed annually and used to establish or refine future community-engagement objectives.
Qualifying activities may include volunteer service with recognized charities, nonprofit organizations, schools and community organizations; environmental and community-cleanup projects; community-assistance programmes; disaster-relief and recovery activities; and approved community projects utilizing the Company's moving, transportation, warehouse or logistics capabilities.
Employee participation and community-service activities shall be recorded through the 1RELO Gives Back Community Service Report & Annual Tracking Form. Results may be incorporated into the Company's annual Sustainability and Community Impact reporting and reviewed as part of the Sustainability Programme and Management Review.
Detailed eligibility, approval, participation and reporting requirements are established in the controlled 1RELO Gives Back – Employee Community Service Commitment.

9. Governance and Ethical Business Practices

Removals Inc. DBA 1 RELO is committed to conducting business ethically, transparently and responsibly. The Company recognizes that effective governance is essential to maintaining the confidence of customers, employees, suppliers and business partners. Compliance with applicable laws and regulations represents the minimum standard expected of all individuals operating on behalf of the Company.
Management is responsible for ensuring that the Company maintains documented policies and procedures relating to:

- Quality Management.
- Health and Safety.
- Data Protection.
- Information Security.
- Anti-Bribery and Anti-Corruption.
- Anti-Trust.
- Operational Controls.
- Supplier Management.

The Company conducts periodic management reviews, supplier evaluations and internal audits to ensure that policies remain effective and that opportunities for improvement are identified and addressed.
All employees, suppliers and subcontractors are expected to conduct business honestly, ethically and professionally. Any actual or suspected violations of legal or ethical obligations shall be reported to Management for review and investigation.

10. Sustainability Responsibilities

The President has designated the Partner Relations & Quality Manager as the Company's Sustainability Coordinator. This responsibility shall be reflected in the Company's organizational structure and applicable Job Description and reviewed at least annually. The President retains overall management accountability for the Corporate Sustainability Programme.
Responsibilities include:

- Monitoring sustainability initiatives.
- Maintaining sustainability records.
- Coordinating employee awareness activities.
- Reviewing sustainability objectives.
- Reporting sustainability performance to Management.
- Coordinating annual reviews of this Policy.
- Communicating sustainability expectations to suppliers.

All employees are responsible for supporting sustainability initiatives and identifying opportunities for continual improvement within their areas of responsibility.

The Sustainability Coordinator shall provide an annual summary of sustainability performance to Management and ensure that relevant sustainability initiatives are communicated to employees through training sessions, internal communications or management meetings.

11. Sustainability Risk Assessment

11. Sustainability Risk Assessment and Communication

Removals Inc. DBA 1RELO recognizes that environmental, social and governance risks may affect business operations, service continuity, stakeholder relationships and the achievement of long-term sustainability objectives.

Sustainability-related risks shall be identified, assessed, documented and monitored through the Company's established Risk Management Procedure and Risk Register. Risks shall be evaluated using the Company's approved risk-assessment methodology, including likelihood, impact, risk rating, existing controls, additional mitigation measures where required, responsible person and review status.

Examples of sustainability risks considered by the Company include:

- Excessive paper consumption and unnecessary resource use.
- Fuel consumption and greenhouse gas emissions.
- Waste generation and disposal of packing materials.
- Electricity consumption and energy efficiency.
- Supplier non-compliance with environmental, social or ethical requirements.
- Employee health, safety, wellbeing and turnover.
- Changes in applicable environmental and other regulatory requirements.
- Climate-related disruptions affecting transportation, facilities and suppliers.
- Reputational risks arising from unsustainable or unethical business practices.

Risks classified as high risk under the Company's approved methodology shall receive appropriate management attention and documented mitigation actions. The Sustainability Coordinator shall review relevant sustainability risks at least annually and whenever significant operational, environmental, regulatory or supply-chain changes occur.

The results of sustainability risk assessments, including significant risks, their ratings and applicable mitigation measures, shall be incorporated into the annual Sustainability Self-Assessment and Management Review.

The Company shall communicate relevant progress and achievements of its Corporate Sustainability Programme to employees, customers and applicable supply-chain partners at least annually through appropriate channels, including its website, email communications, customer communications, supplier correspondence or sustainability reports.

Such communication shall include the status of established SMART sustainability objectives, actual results against available baselines, significant sustainability risks identified through the Company's Risk Assessment, and relevant measures implemented or planned to mitigate those risks. Where baseline measurements are still being established, this status shall be clearly identified.

Appropriate evidence of these communications shall be retained as part of the Company's Sustainability Records.

12. Sustainability Objectives

Removals Inc. DBA 1 RELO has established sustainability objectives intended to support continual improvement throughout the organization.

The Company is committed to reducing paper consumption by twenty-five percent (25%) by December 2028 through increased use of digital systems and operational documentation.

The Company further seeks to ensure that at least eighty percent (80%) of all shipments utilize digital operational records by December 2028, subject to customer requirements and destination regulations.

Management has also established an objective of ensuring that one hundred percent (100%) of employees receive sustainability awareness training annually. Progress toward sustainability objectives shall be reviewed during annual Management Review meetings.

Where objectives are not achieved, Management shall determine whether corrective actions or revised initiatives are necessary to support continual improvement.

Removals Inc. DBA 1RELO has established an objective to reduce electricity consumption at its office and warehouse facility by three percent (3%) annually, using the 2026 calendar year as the initial baseline.

Electricity consumption shall be measured in kilowatt-hours (kWh) based on utility billing records.

Progress shall be evaluated by comparing total annual electricity consumption against the applicable prior-year consumption. The Company shall support achievement of this objective through reasonable energy-efficiency measures, including employee awareness, responsible use of lighting and office equipment, temperature-management practices, shutdown of unnecessary equipment when not in use, and identification of practical energy-efficiency improvements.
Electricity-consumption performance shall be reviewed at least annually as part of the Company's Sustainability Programme and Management Review. Where the annual 3% reduction target is not achieved, Management shall review the circumstances, determine whether additional energy-efficiency measures are appropriate, and document any resulting actions or revised objectives.

Employee Community Service and Volunteering
As part of the 1RELO Gives Back Employee Community Service Programme, the Company has established a long-term objective to progressively increase the paid community-service opportunities available to employees. For calendar years 2026 and 2027, eligible employees may use up to ten (10) paid hours per year for approved qualifying community-service activities.
Beginning in 2028, the annual paid community-service allowance shall increase by five (5) hours per employee every two (2) calendar years, subject to periodic Management Review to confirm that the programme remains operationally and financially sustainable.
Accordingly, the Company's planned community-service targets are:

- 2026–2027: up to 10 paid hours per eligible employee per year
- 2028–2029: up to 15 paid hours per eligible employee per year
- 2030–2031: up to 20 paid hours per eligible employee per year
- 2032–2033: up to 25 paid hours per eligible employee per year

The Company shall measure total paid community-service hours, additional reported personal volunteer hours, employee participation, organizations supported, communities served, Company-sponsored projects and donated services or resources. Calendar year 2026 shall serve as the initial baseline year for measuring participation and community impact.
Performance against the established objective shall be reviewed annually as part of the Company's Sustainability Programme and Management Review. The two-year increase schedule shall also be reviewed prior to each scheduled increase to confirm continued suitability and availability of Company resources.

Objective	Baseline	Target	KPI / Evidence
Paper consumption	2026	Reduce 25% by Dec. 2028	Annual paper purchases
Digital operational records	2026	≥80% of shipments by Dec. 2028	% shipments using digital records
Electricity consumption	2026	Reduce 3% annually	Annual kWh from utility bills; % change vs. prior year
Employee sustainability training	Annual	100% annually	Training Register
Supplier sustainability communication	2026	100% approved suppliers annually	Supplier records/evaluations, marketing pieces
Employee community service	2026	10 hrs/employee 2026–27; +5 hrs every 2 years thereafter	Volunteer hours, participation, tracking forms

Sustainability Objective Measurement and Reporting
The Sustainability Coordinator shall coordinate the collection and review of objective-performance data at least annually. Performance shall be measured using consistent definitions and available Company records, as follows:
Paper Consumption: Measured using the quantity of paper purchased during the reporting year, compared with the 2026 baseline, using a consistent unit of measurement. The target is a 25% reduction by December 2028.
Digital Operational Records: Measured as the number of applicable shipments maintained with digital operational records divided by the total number of applicable shipments during the reporting period, multiplied by 100. The target is at least 80% by December 2028. The Company shall apply a documented, consistent definition of a qualifying digital shipment record.

Electricity Consumption: Measured in kilowatt-hours (kWh) using facility utility bills. Annual performance shall be compared against the previous reporting year, using 2026 as the initial baseline. The objective is a 3% annual reduction.
Employee Sustainability Training: Measured as the number of employees who completed the required annual sustainability awareness training divided by the number of employees required to complete such training during the reporting year, multiplied by 100. The target is 100% annually.
Supplier Sustainability Communication: Measured as the number of approved suppliers with documented sustainability communication during the reporting year divided by the total number of approved suppliers within the defined reporting population, multiplied by 100. The target is 100% annually. The Approved Supplier List maintained in SharePoint shall serve as the principal reference.
Employee Community Service: Measured through approved community-service tracking records, including paid volunteer hours, employee participation and other programme outcomes. The annual paid-hour allowance and scheduled increases shall be monitored in accordance with the 1RELO Gives Back Programme.
Measurement results, data limitations, variances against targets and applicable corrective actions shall be recorded in the annual Sustainability Self-Assessment and reviewed by Management.

13. Employee Awareness and Training

Removals Inc. DBA 1RELO shall ensure that all employees receive sustainability awareness training at least annually, appropriate to their roles and responsibilities. Training shall address the Company's Environmental and Sustainability Policy, relevant environmental practices, established sustainability objectives, employee participation opportunities and applicable responsibilities. Training completion shall be documented in the Company's Training Register, including employee name, position, training date, training topic, duration and training provider.
The Company shall seek to ensure that employees maintain an appropriate level of awareness regarding sustainability matters relevant to their roles and responsibilities. Sustainability topics may be incorporated into induction training, annual refresher training and internal communications.
Training records shall be maintained as evidence of compliance with Company requirements.

14. Supplier and Stakeholder Engagement

Removals Inc. DBA 1 RELO recognizes that sustainability extends beyond its direct operations and includes suppliers, transportation partners and other stakeholders.
Where appropriate, the Company encourages suppliers and business partners to support environmentally responsible and ethical business practices, including compliance with applicable regulations, responsible waste management and sustainable operational methods.
Sustainability expectations shall be communicated to approved suppliers during onboarding and supplier evaluations. Suppliers may be requested to confirm compliance with applicable environmental, legal and ethical requirements. Supplier performance relating to sustainability may be considered during annual supplier reviews.
The Company shall communicate relevant progress and achievements of its Corporate Sustainability Programme to approved suppliers and applicable supply-chain partners at least annually. Such communication shall include, as appropriate, the status of sustainability objectives, significant sustainability risks and relevant mitigation initiatives. Evidence of communication shall be retained through approved Company records, including supplier correspondence, supplier evaluations or other documented communication records.
Supplier Sustainability Communication and Monitoring
Removals Inc. DBA 1RELO shall communicate its Environmental and Sustainability Policy, relevant sustainability expectations, and applicable Corporate Sustainability Programme updates to one hundred percent (100%) of its approved suppliers. Communication shall occur during supplier onboarding and at least annually thereafter through approved communication channels, including supplier emails, Supplier Service Level Agreements, policy acknowledgements, or other documented supplier communications.
The Partner Relations & Quality Manager, acting as Sustainability Coordinator, shall monitor compliance with this objective using the Company's Approved Supplier List maintained in SharePoint. Completion shall be measured as the percentage of approved suppliers for whom documented evidence of sustainability communication is available during the applicable reporting year. Supporting evidence may include dated supplier correspondence, signed acknowledgements, Supplier SLA records, or documented supplier evaluations.
The results shall be reviewed at least annually as part of the Company's Sustainability Self-Assessment and Management Review. Any gaps shall be identified and appropriate follow-up actions documented.

15. Monitoring and Continuous Improvement

The Company is committed to continually improving its environmental and sustainability performance. Environmental initiatives, sustainability objectives and opportunities for improvement may be reviewed through:

- Management Reviews.
- Internal Audits.
- Supplier Evaluations.
- Employee Feedback.
- Corrective Actions.
- Sustainability Self-Assessments.

Management shall seek to identify practical opportunities to improve sustainability performance while balancing operational, customer and commercial requirements.

The Company shall maintain documented records relating to sustainability initiatives, objectives, training activities, supplier communications and annual reviews as evidence of implementation.
The annual Sustainability Self-Assessment shall include documented measurement of performance against each established SMART sustainability objective, identification of the applicable baseline and current result, determination of whether the target was achieved, and identification of any corrective action or improvement opportunity where applicable.

The annual Sustainability Self-Assessment shall also serve as the Company's documented Sustainability Performance Report. It shall identify the reporting period, applicable baseline measurements, current performance against each established SMART objective, objectives achieved or not achieved, significant sustainability risks including those classified as high risk, existing and planned mitigation measures, responsible persons, improvement actions and the Company's plan for achieving outstanding objectives. Management shall review the report, and a suitable summary of relevant findings, progress and planned improvements shall be communicated to employees, customers and applicable supply-chain partners at least annually. Evidence of Management Review and stakeholder communication shall be retained.

Sustainability Self-Assessment

The Company shall conduct an annual Sustainability Self-Assessment to evaluate the effectiveness of its Environmental and Sustainability Programme. The assessment shall consider progress against established objectives, identified risks, employee awareness, supplier performance and opportunities for continual improvement. Records of the assessment shall be retained in accordance with the Company's Document Retention Policy.

16. Compliance

All employees, contractors, suppliers and operational partners are expected to comply with this Policy and any related legal or operational requirements applicable to their activities.
Failure to comply with sustainability obligations may result in corrective actions, additional training or operational reviews where appropriate.

Sustainability Records

1 RELO shall maintain appropriate records demonstrating the implementation and effectiveness of its Environmental and Sustainability Policy.
Where practical, sustainability-related information may be incorporated into existing Company management systems and records to avoid duplication and promote operational efficiency. Such records may include Management Review Minutes, Risk Assessments, Training Records, Supplier Agreements and Service Level Agreements (SLAs), Internal Audit Reports, Corrective Action Reports and other documented evidence maintained by the Company.
Examples of sustainability-related records include:

- Sustainability considerations documented within the Company's Risk Assessment process.
- Employee awareness and sustainability training documented within existing Training Records.

- Sustainability expectations communicated through Supplier Agreements, Supplier Evaluations and Service Level Agreements.
- Sustainability objectives and performance reviewed as part of Management Review meetings.
- Corrective actions and improvement opportunities recorded through the Company's Corrective Action process.
- Sustainability-related findings identified during Internal Audits and operational reviews.

The Company may maintain additional sustainability records where considered necessary; however, sustainability information may be incorporated into existing documented management systems and procedures where appropriate.

17. Review

This Policy shall be reviewed annually, or whenever significant operational, legal or environmental changes occur.

The annual review shall consider:

- Progress toward sustainability objectives.
- Sustainability risks.
- Employee feedback.
- Supplier performance.
- Internal audit findings.
- Opportunities for continual improvement.

Results of the annual review shall be documented within Management Review Minutes and shall include an assessment of:

- Progress against sustainability objectives.
- Changes in sustainability risks.
- Employee and supplier feedback.
- Corrective actions.
- Opportunities for improvement.
- Recommendations for future initiatives.

All revisions shall be approved by Management and communicated to relevant personnel.

This document is the property of Removals Inc. DBA 1RELO and forms part of the Company's controlled Quality Management System documentation. The current approved version shall be maintained within the Company's document-control system and may be published or distributed to employees, customers, suppliers, business partners and auditors for sustainability information and compliance purposes. Superseded versions shall be controlled in accordance with the Company's document-control requirements. Evidence of relevant policy communications shall be retained.