



Corporate Sustainability – SIRVA Supplier Program

As a leader in the industry, implementing socially compliant, ethical and environmentally-sensitive business practices is core to SIRVA's values. In order to enact these values, it is essential for our supplier network to share this philosophy and take initiative in their own business practices to uphold these values.

SIRVA's Corporate Sustainability Supplier Program extends throughout our global supply chain, ensuring that we continue to work with the highest quality suppliers—innovative thought leaders who are operationally aligned with our sustainability philosophy and goals. Each SIRVA Preferred Supplier has the opportunity to strengthen SIRVA's Corporate Sustainability Program and our expectation is each supplier will strive to meet performance metrics and objectives which support the program.

Global Diversity and Inclusion

SIRVA makes a concerted effort to utilize small and/or diverse suppliers with outstanding performance when possible. We understand that a supplier does not have to be the biggest to be the best. These small and diverse suppliers play a pivotal role in our ability to provide our corporate clients and transferring employees with the excellent service and enhancing customer satisfaction. We encourage our suppliers to follow suit, providing opportunities for top quality, high performing small and diverse business owners in their own communities.

In addition to utilizing small and diverse suppliers and subcontractors, SIRVA also encourages our suppliers to develop internal practices and policies that promote the hiring of a diverse workforce; one that does not discriminate against employees with disabilities, and promotes equal opportunities regardless of gender, race, religious beliefs, or sexual orientation.

Waste from Operations

Regardless of the industry, there is an opportunity to reduce waste through the resources used or goods and services produced. SIRVA requests that our suppliers assess the environmental impact of each of their business decisions, and adopt environmentally-sound practices such as:

- Recycling packing materials from resources and office suppliers
- Turning off non-essential lights and electronics when the office closes for the day
- Making electronic payments to vendors, centralize supply ordering to cut down on excess inventory
- Promoting efficient travel policies
- Evaluating/implementing new technologies to enhance teleconferencing and eliminate the environmental impact of traveling

Vehicle Maintenance and Management



Not all suppliers own a fleet of vehicles or provide forms of transportation for employees. However, SIRVA encourages those suppliers that do to purchase vehicles which achieve greater gas mileage and reduce harmful emissions, in addition to improving the environmental impact of the current fleet.

Employee and Franchise

SIRVA's associates are at the heart of its success, and providing a safe, healthy work environment and equal opportunities to all associates is of critical importance. Our expectation is that our suppliers provide a similar environment for their employees, supporting initiatives that contribute to employee satisfaction and well being. Implementing programs on employee health and wellness, designing recognition/reward programs, promoting career development opportunities, enforcing a Code of Ethics, and providing a safe forum for employees to express work-related concerns creates a more effective working environment. SIRVA has adopted such practices we ask our suppliers to do the same.

Green Products and Services

In recognizing the environment as a precious resource, SIRVA strives to reduce its carbon footprint and implement environmentally-friendly processes – and we encourage our suppliers to follow suit. Because our supplier network consists of the best in the industry, SIRVA expects our innovative supplier network to develop methods to minimize their own carbon footprint, create customized “green” policies, and partner with environmentally conscious groups and organizations internationally and locally in order to positively influence their com