

DE&I Stated Commitment/Mission Statement

At SIRVA, we're committed to cultivating a workplace that reflects the diversity of the global organizations that we serve. We recognize 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, and inclusion is driven by a commitment to these values and a belief that diversity makes our company stronger.

Given that our individual cultural, social, physical and economic identities shape and influence our practices and perspectives, it is clear that SIRVA will execute at its highest level by ensuring and embracing diversity across the various dimensions of our workforce. This enhanced awareness enables a higher level of effectiveness and inclusivity in how we work with one another, with the clients and communities we serve, and with the employees and families we support during their mobility event.

The mission of the I.D.E.A. Committee will be to provide informed, authentic leadership while working to foster an organizational 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 will focus on the following objectives:

- Cultivating a work environment of acceptance through respectful communication, supportive relationships, and cooperation between all employees, clients and customers.
- Creating opportunities to explore potential underlying, unquestioned assumptions that interfere with inclusiveness while further enhancing the well-being of our employees by confronting any inequities within our policies, systems, programs, and services, as well those that exist as within the communities we serve globally
- Ensuring equal access to opportunities for professional growth and advancement
- Developing cultural competence and responsiveness, as an organization, to maximize our effectiveness in engagements with clients, suppliers, and partners, considering and respecting their unique perspectives, experiences, and needs

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

SIRVA DE&I Vision Statements

| Areas of Impact | Vision Statement |
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| Analytics & Accountability | The commitment to advancing DE&I at the company reaches to all levels; leadership and staff hold each other accountable and acknowledge that everyone is a leader in this work as our DE&I goals and milestones are developed and achieved. |
| Internal Culture | There is 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 accessible and equitable recruitment, retention and advancement policies and practices, and our talent reflects the diversity of the labor 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 SIRVA in Action (SIA) and invests in the advancement of DE&I internally and externally utilizing 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. |