

DE&I Stated Commitment/Mission Statement

At SIRVA, we're committed to cultivating a workplace and an ecosystem 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 and throughout our supplier network. 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, 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 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 within our employee base and demonstrating a commitment to engaging with a broad spectrum of diverse suppliers.
- 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 DEI Value Statements

Areas of Impact	Value Statement
Analytics & Accountability	The commitment to advancing DEI 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 DEI 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 DEI 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 promotes an inclusive environment where all perspectives are valued.