



Global International Relocation

®

MOBILITY SOLUTIONS

Global International Relocation

Corporate Sustainability Program

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1. Environmental Sustainability

1.1. Environmental Policy and Commitment

Global International Relocation (GIR) is committed to operating in a way that minimizes its environmental footprint. Our goal is to reduce resource consumption, prevent pollution, and promote sustainable practices throughout our business operations.

Management Mission Statement:

“We are committed to reducing the environmental impact of our services and facilities through continuous improvement, employee engagement, and investment in cleaner technologies. Sustainability is not only our responsibility - it is a core part of our business model

1.2. Environmental Impact Assessment

We have conducted an internal assessment of our environmental impact, identifying key areas:

- Energy consumption in office and warehouse operations.
- Fuel usage from transportation and logistics activities.
- Waste generation (paper, plastic, packing materials).
- Use of non-recyclable materials.
- Emissions from international and domestic transport.

1.3. Environmental Goals

1.3.1. Energy Efficiency:

- Use of LED lighting in office and warehouse.
- Installation of motion sensors and timers for lights.
- Replacement of old HVAC systems with more efficient models.
- Implementation of solar panel system (2025–2026 roadmap).

1.3.2. Eco-friendly and Zero-waste Initiatives:

- Use of recycled materials in packing (Eco Crates, bubble kraft).
- Digitalization of documents to reduce paper consumption.
- Elimination of single-use plastics in the office.

1.3.3. Waste Management:

- Separation of waste streams (plastic, cardboard, hazardous, electronic).
- Agreements with certified waste disposal and recycling companies.
- Monthly monitoring of waste output by warehouse staff.

1.3.4. Carbon Footprint Reduction:

- Route optimization software to reduce kilometers driven.
- Use of Euro 6 trucks with GPS tracking and low-emission engines.
- Gradual shift toward electric and hybrid service vehicles (first pilot in 2026).
- Carbon offset initiatives under review for international shipments.

2. Social Responsibility

GIR is committed to supporting the well-being of our employees, customers, and the communities where we operate.

2.1. Health, Safety and Wellbeing

- Ongoing training in occupational health and safety (mandatory yearly).
- Regular warehouse and office inspections to identify risks.
- Access to medical screenings for field staff.
- Mental health awareness and access to counseling services upon request.
- Use of ergonomically safe tools and lifting procedures.

2.2. Diversity, Equity and Inclusion (DEI)

- No tolerance policy for discrimination or harassment.
- Recruitment and promotions based on merit, without bias toward gender, ethnicity, age, religion, or background.
- Flexibility for working parents and remote roles when applicable.
- Equal pay for equal work commitment.

2.3. Employee Engagement and Fair Treatment

- Annual employee satisfaction surveys.
- Structured feedback channels and regular performance reviews.
- Clear anti-retaliation policy.
- Team-building events and open-door communication with management.

2.4. Learning and Development

- Internal training for new hires and ongoing skills development.
- Certifications in fine art handling, logistics software, and health & safety.
- Financial support for external training is relevant to the role.

2.5. Community Engagement

- Participation in local charity drives (clothing, school supplies).
- Free moving services for selected nonprofit initiatives.
- Sponsorship of environmental clean-up days in the Lisbon region.

3. Governance and Sustainability Oversight

3.1. Practices, Policies & Procedures

- Corporate Sustainability Program coordinated by the **Sustainability Officer** (appointed by the CEO).
- Annual planning and review cycle, aligned with business objectives.
- Sustainability included in management team meetings at least quarterly.
- All staff trained annually on sustainability-related practices and policies.

3.2. Communication and Reporting

- A quarterly internal newsletter includes updates on sustainability progress.
- Customers are informed via our website, service proposals, and social media.
- Suppliers are required to follow our Sustainability Code of Conduct, promoting ethical sourcing and eco-responsible packaging.

3.3. Accountability and Monitoring

- Each department has defined responsibilities and KPIs for sustainability.
- Monthly metrics tracked include energy usage, waste volume, emissions/km, training hours.
- Non-conformance issues are logged and corrective actions implemented.

3.4. Annual Self-Assessment

- An annual sustainability performance review is conducted every Q1, including:
 - Energy and waste audits
 - CO₂ estimation
 - Staff survey on sustainability awareness
 - Progress toward environmental and social goals
- Results feed into a Sustainability Action Plan for the following year.

