

CORPORATE POLICY

SUBJECT: MODERN SLAVERY STATEMENT

NUMBER: GEN1-009

EFFECTIVE DATE: 01/05/21

Supersedes all previous policies and policy language pertaining to Modern Slavery Statement policies and procedures.

STATEMENT OF POLICY

SIRVA, Inc. and its affiliated businesses (collectively, "SIRVA") are committed to fair employment practices. By providing equal access and fair treatment to all workplace participants on the basis of merit, we improve SIRVA's success while enhancing the progress of individuals and the communities where our businesses are located.

SIRVA is committed to observing all applicable labour and employment laws wherever we operate. This means observing all laws that pertaining to equal employment opportunity, wage and hour regulations, freedom of association, privacy, recognition of the right to engage in collective bargaining, as well as the prohibition of forced, compulsory, and child labour.

APPLICATION

This statement applies to all employees, agents and contractors (including temporary contractors) of SIRVA, collectively referred to in this Policy as 'workplace participants'.

ADMINISTRATION

SIRVA strictly observes all applicable labour and employment laws, including those relating to equal employment opportunity; wage and hour regulations; freedom of association; privacy; the right of workplace participants to engage in collective bargaining; forced, compulsory and child labour; and non-discrimination.

SIRVA - Modern Slavery Statement

Headquartered in the United States, SIRVA is a global organization with employee relocation management and moving service operations extending across Australia, New Zealand, Asia, Africa, Europe, the Middle East and the Americas, ensuring worldwide reach and local expertise across more than 170 countries. As an affiliated entity of SIRVA's international network, SIRVA Relocations Pty. Ltd. is Australia's premier global end-to-end moving and relocation service provider. SIRVA Relocations Pty. Ltd. offers service models that flex and align with corporate priorities, provides industry-leading technology, provides insights & analytics, global mobility expertise, from origin to destination, and help businesses manage mobility, offering individual relocation options. As a part of SIRVA's international network, Allied Moving Services Australia specialises in local, interstate, and international moving services and supplies. Allied Australia is also proud to offer short-term and long-

term storage facilities at its branch locations, with specialist business relocation services for businesses and other commercial entities.

SIRVA Relocations Pty. Ltd. and Allied Moving Services Australia's position is that, due to the nature of the employee relocation and moving industries, the risk of encountering any modern slavery practices is low. Yet as we abhor and condemn unjust, inhumane employment practices, we are nevertheless committed to avoiding any use of or contribution to modern slavery in our operations and supply chains. To this end, SIRVA takes a number of measures to ensure that its staff are educated on the matter and that all suppliers are properly and routinely reviewed:

- To ensure that all workplace participants understand and are knowledgeable on the issues and risks pertaining to modern slavery and its practices, all employees are required to undergo on-boarding training as well as annual compliance training thereafter. All employees are further required to review and agree to SIRVA's Code of Business Conduct.
- To ensure fair employment and labour practices, SIRVA relies upon merit, qualifications (for example, education, experience, or competencies) and other job-related criteria as the sole basis for all employment-related decisions affecting workplace participants and applicants.
- SIRVA also strictly observes all applicable labour and employment laws, including those relating to equal employment opportunity; wage and hour regulations; freedom of association; freedom of movement; privacy; the right of workers to engage in collective bargaining; forced, compulsory, child labour and modern slavery; and non-discrimination. SIRVA is committed to recruit, hire, train, compensate, promote and provide other conditions of employment without regard to a person's race, colour, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, veteran status or other characteristic protected by law. Discrimination on any of these bases is strictly prohibited.
- SIRVA has a Supplier Code of Business Conduct ("Code") which requires our suppliers to support and conform to its standards in the areas of employee labour conditions, health and safety, environmental management, anti-bribery and corruption laws and regulations, best pricing, and integrity. SIRVA's Supplier Code of Business Conduct explicitly communicates the social responsibility expectations that we have for our suppliers and their respective suppliers.
- To ensure conformance with our expectations, SIRVA completes a review of all active suppliers and classifies them into 3 risk categories – high, medium and low risk. Factors considered in the risk classification include geographical location, service, industry association, sector, and probability of continued use or re-engagement.
- Higher-risk category suppliers are provided with a SIRVA questionnaire requesting information on their compliance with our Supplier Code of Business Conduct. Those suppliers found to have unmanaged, unwarranted, or excess risk are identified for remedial action ranging from improvement up to ultimate removal from SIRVA's preferred supplier network if they cannot comply.

SIRVA's commitment to fair and just practices throughout its organization has yielded a talented base of educated workers and suppliers that support our company in its quest to meet customer needs.

The statement was approved by the board of SIRVA Pty Ltd on 1st May 2021.

Approved:



Michael Schumann

Director Moving Services Australia & New Zealand