

INTRODUCTION

Premier Relocations is committed to embracing corporate sustainability and incorporating sustainable practices into our operations. Our sustainability program aims to minimize our environmental impact, promote social responsibility, and ensure long-term economic viability. By integrating sustainability principles into our business strategy, we strive to create value for our stakeholders, protect the planet, and contribute to the well-being of our communities. This program outlines the key pillars and initiatives that Premier Relocations will undertake to achieve our sustainability goals.

ENVIRONMENTAL SUSTAINABILITY

Premier Relocations recognizes its responsibility towards the environment as an essential part of the continuity of its activities and the fulfillment of its mission.

It considers it essential in its actions to minimize or, when technically and economically possible, eliminate adverse environmental impacts. To make this possible, Premier Relocations is committed to:

- ♣ Incorporating continuous improvement and pollution prevention into its activities;
 - ♣ Promoting efforts to improve the use of natural resources, contributing to the process of sustainable development;
 - ♣ Being attentive to prompt compliance with legal requirements regarding environmental aspects and impacts;
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- ♣ Include environmental objectives and goals in the company's strategic management, in order to guarantee the structure and natural resources necessary for their fulfillment;
- ♣ Maintain open channels with society, the community and its employees;
- ♣ Search for opportunities for financial return and improvement of the company's competitiveness in the environmental management system.
- ♣ Always preserve the environment and save resources and energy;
- ♣ Seek and give preference to Partners and suppliers that adopt the Environmental Policy.

All employees involved in the company's environmental management must be permanently attentive and aware of such issues and guidelines in this policy.

Energy Efficiency and Greenhouse Gas Reduction

- a. Conduct a comprehensive energy audit to identify areas for improvement and implement energy efficiency practices across our operations.
 - b. Increase the use of renewable energy sources, such as solar panels, and explore opportunities to purchase renewable energy credits.
 - c. Implement measures to reduce greenhouse gas emissions, including promoting energy conservation, optimizing transport logistics and using low-emission vehicles.
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WASTE MANAGEMENT AND RECYCLING

- a. Develop a company-wide waste management plan to minimize waste generation and promote recycling.
- b. Establish recycling programs for paper, plastics, electronics and other recyclable materials in all areas of the office.
- c. Encourage employees to reduce waste by promoting paperless practices such as digital document management and electronic communication

WATER CONSERVATION

- a. Implementar iniciativas de economia de água, como instalar acessórios de baixo consumo de água e monitorar regularmente o consumo de água.
- b. Raise awareness among employees about water conservation practices and encourage responsible water use in daily operations.

SOCIAL RESPONSIBILITY

EMPLOYEE WELL-BEING AND DEVELOPMENT

- a. Promote a healthy and inclusive work environment that prioritizes employee well-being, safety and work-life balance.
 - b. Provide professional development, training and advancement opportunities to empower employees and enhance their skills.
 - c. Promote diversity, equality and inclusion in the workplace, ensuring fair treatment and equal opportunities for all employees.
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SUPPLIER ENGAGEMENT AND ETHICAL SOURCING

- a. Promote a healthy and inclusive work environment that prioritizes well-being, safety and work-life balance.
- b. Provide professional development, training and advancement opportunities to empower employees and enhance their skills.
- c. Promote diversity, equality and inclusion in the workplace, ensuring fair treatment and equal opportunities for all employees.

COMMUNITY ENGAGEMENT

- a. Get involved in community outreach programs and support local initiatives that address social and environmental challenges.
- b. Encourage employee volunteering and participation in community service activities to contribute positively to society.

ECONOMIC VIABILITY

LONG-TERM PLANNING AND GOVERNANCE

- a. Integrate sustainability considerations into our strategic planning and decision-making processes.
 - b. Establish governance structures and assign responsibilities to oversee and implement sustainability initiatives.
 - c. Regularly monitor, measure and report our sustainability performance to ensure accountability and transparency.
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INNOVATION AND COLLABORATION

- a. Promote innovation within our organization to develop sustainable products, services and processes.
- b. Collaborate with industry partners, research institutions and stakeholders to share knowledge, best practices and drive collective action towards sustainability.

FINANCIAL RESPONSIBILITY

- a. Incorporate financial considerations into our sustainability program to ensure long-term economic viability.
- b. Identify cost-saving opportunities through energy efficiency, waste reduction, and other sustainable practices.

CONCLUSION

Premier Relocation is dedicated to integrating sustainability into all aspects of our operations. By implementing this comprehensive sustainability program, we aim to mitigate environmental impacts, promote social responsibility, and ensure long-term economic viability. Through collaboration with our employees, suppliers, communities, and FIDI/FAIM/IAM partners, we will strive to create a better future for generations to come, while delivering value to our customers and partners in the relocation and moving industries.

REVIEW/UPDATES

This program will be reviewed and updated annually and included in semi-annual employee training..
