



2023 Modern Slavery Statement

At Bristol Global Mobility, our mission is *Connecting with, versus Controlling People*SM. At the heart of our business are **people** and the positive and prosperous relationships that we build with our associates, our clients, our relocating employees, our suppliers, and those in our communities.

Modern slavery has no place in the world we seek to create.

However, modern slavery remains a real issue for millions of individuals around the world; and it is up to all individuals and businesses to take action against this serious human rights abuse. Bristol is committed to abolishing forced labor and human trafficking and will address any such risks within our immediate remit; we shall also connect and collaborate with those in our industry and supply chains to eradicate this abuse.

Our commitment and actions are aligned with the **UN Global Compact's ten principles** (comprising human rights, labor, environment, and anti-corruption) and the UK 2015 Modern Slavery Act.

Our organizational structure

Bristol Global Mobility is a global business that manages relocation and related services for corporations and employees. We facilitate a seamless experience of relocation for any employee in any area of the world, whether on a temporary or permanent basis. Each year we can manage the relocation journey for as many as 22,000 individuals.

Our operations are managed from four offices in Canada, Singapore, the UK, and the United States (global headquarters). Bristol's strong sense of culture is formed through our associates' demonstration of five core business values: curiosity, ethical and honest, empathetic, gratitude, and team player. These values shape the behaviors that we expect and strive for in every aspect of our business.

As a relocation management company, we engage with many organizations across our BristolNet Global Supply Chain, including moving companies, destination service providers, and temporary housing suppliers. These businesses enable us to deliver a high-quality service, regardless of the location, length, or urgency of the assignment.

Assessing our risks

Bristol's primary risk to the prevalence of modern slavery and exploitation occurs in two core areas.

Direct risks

We believe that the potential risk of exploitation occurring within our direct operations (i.e., affecting our associates or the relocating employees we relocate) is relatively low. This is due to the strict regulatory environment involved in the global mobility industry (e.g., shipping, immigration, tax laws) and the governance processes already in place within our business.

Indirect risks

As detailed above, we rely on productive relationships with our suppliers to deliver many of our services. Working at an international level, we recognize that different countries and constituencies vary in their approach and control of human rights abuse and can lead to inconsistent standards of protection for vulnerable individuals. We also acknowledge that certain supplier industries (e.g., move management) may utilize temporary labor which brings additional risk with respect to human rights violations (given the potential reduced control over employee conditions and compensation). For these reasons, we understand that our greatest risk to modern slavery lies within our BristolNet Global Supply Chain, and thus it is imperative that we maintain oversight of our suppliers' operations.



How we manage risk

A comprehensive and collaborative approach is required for the management of all human rights risks, including modern slavery and associated abuses. For the protection of our stakeholders, we must embed an integrated and ongoing assessment of the risks created by and directed at our business. The below sections evidence the ways we manage this risk.

Supplier due diligence

Bristol's Global Supplier-Partner Management (GSPM) group has global responsibility for Supplier Compliance & Risk Management. Our GSPM team tracks, monitors, and reports the compliance of the BristolNet suppliers. Expectations of BristolNet global suppliers are outlined in our *Global Supplier Code of Conduct*, which outlines various principles relating to business ethics, human rights, diversity and inclusion, legal and regulatory compliance, intellectual property, health and safety, and sustainability.

Our policies

We have various integrated policies and procedures which may directly or indirectly manage risk of modern slavery throughout our operations and supply chain. These policies have been crafted and implemented at a global level.

- Employee Code of Conduct – *expectations of Bristol associates to adhere to a set of standards.*
- Global Supplier Code of Conduct – *expectations of BristolNet global suppliers to adhere to a set of standards.*
- Human Rights Policy – *our commitment to protecting human rights for all individuals affected by Bristol's operations, aligned to internationally recognized standards.*

Leadership and governance

Working in an international environment brings different challenges and risks that we must consider and acknowledge through the global mobility process. However, our leadership remains present and involved in all parts of our business, ensuring consistent and robust governance across the Bristol organization.

We recognize that our senior management holds responsibility for assessing the processes within their departments and ensuring associates across all levels understand the moral and legal obligations we have as a business.

Awareness and education

It is upon each of us to take action against modern slavery and related forms of human rights abuse. In light of this, we understand the importance of having a robust understanding across our business, ensuring that all associates can spot the signs of human trafficking and forced labor and know how to safely report their suspicions.

Our people and those we connect with are our business. It is in our greatest interests to support the well-being of each individual that we work and collaborate with. This ongoing focus on physical and mental health ensures that we are vigilant to any concerning behavior that directly affects our associates and could signal the occurrence of exploitation.

This targeted approach towards well-being includes:

- A range of bespoke services accessible to our associates in a variety of mediums.
- A monthly resource pack on a different wellbeing topic (to be discussed within teams).
- Frequent communication campaigns and opportunities to get involved.
- Annual employee satisfaction and mental health surveys.
- People managers' continued monitoring of well-being concerns.

Our next steps

We recognize that more can be done to support the efforts against the crucial issue of modern slavery. It is our ambition to increase awareness further by providing training to all Bristol associates and sharing resources with other stakeholders, including our suppliers and clients.

Through our implementation of our sustainability program, we seek to reduce our environmental impact throughout our operations and generate positive social impact to the communities and individuals that we connect with. The eradication of modern slavery and related forms of exploitation is a core ambition of our long-term sustainability strategy, *Move the World*. This is another form of accountability that we will continue to develop and remain committed to.