



Corporate Sustainability

United Van Lines (Canada) Ltd., and MoverOne International and its stakeholders understand the importance and obligation to the environment, and we are committed to conduct our business in compliance with all environment laws, regulations and permits. We understand the importance of operating in socially responsible manner. Complying with all regulatory requirements and laws in all aspects of employment.

We believe that this is achieved through the exhibit of our core values in our day-to-day business and ensuring policies and procedures are in place that improves the quality of life for all employees, their families, our community, and the environment.

Our mission is to uphold the Corporate Sustainability by enforcing all legal environmental requirements; safety, social well being and health requirements. Operate our business by adhering to Governance requirements.

Environmental

We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business. We strive to continuously improve our environmental performance in all aspects of our business. We expect every employee and contractor to adhere to this policy.

UVL will endeavour to:

- Comply with all relevant environmental laws, regulations and permits
- Continually improve and monitor our environmental performance
- Work with our suppliers, contractors, and subcontractors to improve their environmental performance
- Increase employee awareness and training

The purpose of this policy is to outline guidelines to help promote, and maintain a clean, green environment.

Current Environmental Practices

1. Reduce/Re-Use/Recycle

- Reducing the use of non-recyclable packing material
- Using packing paper and boxes that are 100% recyclable
- Paperless work environment (where possible)
- Using two side printing for all documents

2. Office Debris

- Recyclable materials: all recyclable paper are disposed in a "blue box" located in each office, workstations, and photocopiers. Twice a week these blue boxes are emptied into the proper removal bins by the third-party cleaning crew
- All confidential recyclable paper materials are disposed in a "Shred-it" boxes by in three locations in the office. Monthly, the third-party provider empties these boxes and ensures the safe destruction



3. Paper

- Paperless work environment (where possible)
- Minimize the use of paper in the office
- Reduce packaging as much as possible
- Pursue to buy recycled and recyclable paper products
- Reuse and recycle all paper where possible

4. Energy and Water

- Seek to reduce the amount of energy used as much as possible
- Lights and electrical equipment are turned off when not in use
- In certain areas of our building, the lights are activated when you enter the space; otherwise, they are stay off
- Heating is adjusted with energy consumption in mind

5. Office Supplies

- We will evaluate if the need can be met in another way before consuming another recyclable or non-recyclable product
- We will evaluate the environmental impact of any new products we intend to purchase
- We will favour more environmentally friendly and efficient products wherever possible
- We will reuse and recycle everything we are able to

6. Maintenance and Cleaning

- Cleaning materials used will be environmentally friendly as possible
- We will only use licensed and appropriate organizations to dispose of waste

7. Monitoring and Improvement

- Continue to comply with all relevant environmental laws, regulations and permits
- Continue to improve and monitor environmental performance
- Continue to improve and reduce environmental impacts
- Continue to increase employee awareness through training
- Annual review of this policy at our management meetings
- Work with suppliers and contractors to improve their environmental performance
- Utilize local labour and materials where available to reduce carbon emissions and help the community

Current Social Practices - Healthy and Safe Working Environment

Facility

- MoverOne International maintains a healthy and safe working facility. Effort is taken to ensure employees have appropriate working conditions and are trained to perform their tasks better and more safely. Work areas are clean, safely distanced, floor and safety signs are displayed throughout the facility and regular lunch and break times are provided.



Protection Against Harassment, Discrimination, and Inclusion

- MoverOne International does not allow any form of discrimination. Our policy is committed to the fundamental principles of equal employment opportunity. We are committed to treating people fairly, with respect and dignity, and to offer equipment employment opportunities based upon an individual's qualifications and performance, free from discrimination or harassment because of race, ancestry, and place of origin, ethnic origin, colour, citizenship, creed, sex, sexual orientation, age, marital status, family status and disability.
- We acknowledge and honour a variety of cultural and religious practices
- A diverse workforce, in terms of age, race, religion, nationality, sexual orientations, gender and national origin bring diverse viewpoints and perspectives to our company. Our management team is representative of gender diversity, ethnic diversity, and sexual orientation. Policies support the above and training is provided.

Legal, Ethical, Honest and Professional Relationships

- MoverOne International always conducts business in a legal, ethical, honest, and professional manner. This includes working with customers, employees, vendors, and suppliers in a fair, safe and respectable manner. Rules are followed legally, and business is conducted in an honest and professional way. We uphold anti-bribery, anti-corruption, and anti-trust practices.

Escalation and Correction Actions

- Any concerns relating to our business ethics, legal, harassment/discrimination of work environment will be investigated. The concerns will be brought to the appropriate parties and, if necessary, escalated to Management and a fair resolution will be implemented. Any corrective actions will be implemented.

Environmentally Friendly and Sustainability Business

- MoverOne International firmly understand the importance and obligation of operating in a socially responsible manner. We understand the impact our company plays in the environment and have taken significant steps to ensure policies and procedures are in place to integrate responsible environment practices and sustainability such as:
 - Recycling
 - Paperless work environment
 - Solar initiatives for the purpose of generating electricity under Ontario's government's Long Term Energy Plan. Green initiatives that include roofing implementation, lighting retrofit programs and HVAC system upgrades are designed to reduce our carbon footprint and lessen the impact we have on the environment.
 - New TPO roofing system will be 100% recycled and the end of its useful life

Anti-Trust & Anti-Competitive Activities

- MoverOne International adheres to all Anti-Trust and Anti-Competitive policies. We will ensure that business is conducted in compliance with all applicable laws, rules, and regulations.



Current Governance Practices

MoverOne International adheres and abides by the following:

- Respect the law
- Conduct business with integrity and respect human rights
- Committed to equal opportunities for all stakeholders and abide by all fair labour practices
- Ensuring that all our activities do not directly or indirectly violate human rights in the
- Follow all safety requirements and safe dealing with all stakeholders
- Anti-trust and anti-competitive practices

Monitoring and improvement

- Comply with all relevant regulatory requirements
- Continue to improve and monitor environmental performance
- Continue to improve and reduce environmental impacts
- Incorporate environmental factors into business decisions
- Increase employee awareness through training
- Review policies and procedures annually, and update policies and procedures as required
- Communicate and train any latest changes with all staff