



# CORPORATE SUSTAINABILITY & ESG POLICY

**FD5.4\_5.5**

Effective: April 2025

Rev No: Version 1

## PURPOSE AND SCOPE

OSS World Wide Movers Pty Ltd. is committed to fostering a sustainable, diverse, equitable, and inclusive workplace. This policy outlines our dedication to environmental responsibility, social equity, and fostering a culture of respect and belonging for all employees, clients, and stakeholders by setting key performance indicators (KPIs) for integrating sustainability which also serves as a guide for our commitment to sustainability and compliance with FAIM Quality Standards.

Our approach to sustainability is embedded in every aspect of our operations continuously striving to integrate environmentally friendly practices into our operations to reduce our ecological footprint and contribute to a more sustainable future. The policy applies to all employees, agents, contractors (including temporary contractors) and visitors of OSS.

## POLICY STATEMENT

Our company is committed to minimising its environmental impact through sustainable operational practices. We will achieve this by assessing our environmental impact, implementing sustainable changes, employee training and regularly self-auditing process.

## ESG SUSTAINABILITY PRACTICES – ENVIRONMENTAL-SOCIAL-GOVERNANCE

We are committed to minimising its environmental impact by:

- Reducing waste through recycling programs and responsible resource use.
- Implementing energy-efficient practices in our offices and warehouses.
- Conducting Annual Environmental Impact Assessments.
- Continuously improving our environmental sustainability initiatives.

We are committed to reducing energy and resource consumption in our offices and warehouses by:

- Implementing energy-efficient lighting, heating, and cooling systems.
- Encouraging paperless transactions and digital documentation to reduce paper waste.
- Promoting water conservation and responsible use of natural resources.

We use industry-leading packaging materials specifically designed. Our packaging solutions are:

- Made from recyclable and biodegradable materials whenever possible.
- Designed for durability and reusability to minimize waste.
- Sourced from suppliers who share our commitment to environmental responsibility.



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## OSS COMMITMENT STRATEGY

### 1) Conduct Annual Environmental Impact Assessment:

- a) Evaluate the environmental effects of our operations over the course of the year, collate data from quarterly inspections and consumption reports from suppliers, then identify any key areas requiring improvement and set reduction targets with due dates.

### 2) Annual Refresher Training

- a) Conduct annual refresher training for all staff (employees, contractors) that includes results from our annual assessments, areas identified for improvement, new initiatives, current legislation, and alignment to the FIDI-FAIM Quality Standards that are submitted in the yearly 'Internal FAIM Audit'.

### 3) Annual Review and Report

- a) Review the Corporate Sustainability policy on annual basis, make any necessary changes. Update the footers of OSS Email Signatures that acts as both our disclaimer for all external recipients and contains hyperlink to the OSS Website page where all updated policies are posted.
- b) Update the FD4 OSS Quality Manual's piece on Sustainability and distribute to all Staff.
- c) Communicate to Staff and OSS Supply Chain, that the Annual Sustainability Report for OSS has been published on our website along with any updates to the Corporate Sustainability Policy directing all stakeholders to the hyperlink.

## DIVERSITY, EQUITY & INCLUSION (DEI) PRACTICES

We are committed to promoting an inclusive workplace culture where all individuals are valued and respected. Our DEI commitments include:

- Actively promoting diverse hiring practices
- Ensuring representation across all levels of the company
- Embrace and celebrate the unique backgrounds, experiences, and perspectives of our employees, clients, and partners.
- Recognising that a diverse workforce enhances creativity and innovation.
- Providing fair opportunities for all employees, including training, career development, and leadership pathways.
- Identifying and addressing systemic barriers.
- Working towards creating an environment where everyone can thrive and achieve their full potential.
- Cultivating a culture where all voices are heard, respected, and valued.
- Promoting open dialogue and collaboration
- Aiming to create a sense of belonging for everyone associated with OSS World Wide Movers

## COMPLIANCE AND CORPORATE RESPONSIBILITIES



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By embedding sustainability ESG and DEI practices into our organisational fabric, OSS World Wide Movers adheres to all relevant environmental regulations and standards. We actively collaborate with industry partners, government agencies, and sustainability organisations to uphold best practices.

## **WHY IT MATTERS**

Reducing our environmental footprint isn't just good business, it's a core part of our ethical commitment. By embedding sustainability into daily operations, OSS delivers relocation solutions that are transparent, responsible, and future-ready.

## **VARIATION & REVIEW**

This policy replaces former individual policies. OSS World Wide Movers Pty Ltd. reserves the right to vary, replace or terminate this policy from time to time. Unless altered earlier, this policy will be reviewed annually.

END OF DOCUMENT