



CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY POLICY

Business Moves Group Limited is committed to doing business in a way that puts relationships with people first by acting in a socially responsible manner. This represents a promise to all our stakeholders, including employees, clients, suppliers and the general public that the company will, to the very best of its ability, work in an open and honest way to nurture trust and long-term partnerships that work to the mutual benefit of all those concerned.

We have embraced a way of working where partnering, openness and integrity are key, result in the creation of motivated project teams that pull together as one. As well as this, BMG is fully committed to delivering removal and storage services of the highest quality. As well as people, our social responsibility approach extends to our processes and the way in which work is undertaken. Wherever possible, to utilise materials, products, and the removal and storage techniques that have a reduced impact on the environment. This could be the way materials are produced or manufactured or how processes and systems perform to reduce whole life environmental impact. This social responsibility policy embraces the following commitments:

- ✓ Actively encouraging repeat business with key suppliers to nurture quality, trust and good relationships delivering services of the highest quality which offers value for clients and their employees.
- ✓ Taking appropriate measures to ensure no modern slavery exists within BMG or its supply chain.
- ✓ Establishing favourable payment terms with all suppliers and guarantee on-time payment.
- ✓ Promoting an inclusive and pleasant working environment and ensure that no applicant or employee receives less favourable treatment on the grounds of gender, marital status, race, colour, ethnic or national origin, religion, sexuality, disability and without arbitrary restrictions in respect of age.
- ✓ Encouraging skills development and training at all levels and to meet all needs, including the needs of the learner, customers and BMG.
- ✓ Work towards an accident and incident free environment by striving for the best health and safety standards supported by a comprehensive reporting system.
- ✓ Promoting and encouraging mutual respect for people involved in its operational activities and in the communities in which we work.
- ✓ Maximising local supply chains to ensure we can build up a trustworthy, reliable team within reasonable geographical proximity to a project.
- ✓ Minimising pollution, reducing waste and CO² emission and aiming to recycle as much waste that comes from our processes as possible.
- ✓ The co-operation and involvement of employees at all levels is essential for the effective implementation of this policy.
- ✓ Comply with all legal and other requirements which relate to our business activities.
- ✓ Support employees in their efforts to raise funds for local and national charities.

ENVIRONMENTAL SUSTAINABILITY

BMG are accredited to ISO14001:2015 and are totally focused on ensuring we are not only meeting our own corporate and social responsibilities through the procedures we have in place, but also on ensuring that all clients are fulfilling their social and corporate responsibility on all services provided within the BMG service portfolio.

BMG takes a proactive role in environmental management and has forged strong links with our waste partner, ENVA, who provide supply chain management for local waste and resource recovery solutions, re use in manufacturing and/or energy conversion, which enables us to provide a full trail of the journey and helps us to achieve our objective of zero waste to landfill.

We also have links with the Business2Schools charity where we donate unwanted office furniture and tech, making schools in the UK an even better experience for children and students.

We have previously been involved with the "Waterloo Project" in Sierra Leone which is a premium service set up in conjunction with the Sierra Leone government and aims to manage old furniture in a sustainable and socially responsible manner by reusing old items where possible (instead of just recycling them). Sadly, we cannot send desks, books etc at present but we do still sponsor the orphanage there.

This work not only ensures that BMG's corporate and social responsibility and environmental objectives are met, but helps to support those of its clients who are equally concerned about their social and environmental impacts.

Recycling

BMG has its own recycling facilities, one at each of its depots that ensure that any of its clients unwanted items are broken down and disposed of in a cost effective and environmentally friendly manner. For those clients that need a solution that contributes towards the achievement of their corporate and social responsibility targets, BMG works in partnership with Eddisons Auctions.

Experience of disposing redundant fixtures, furniture and equipment using sustainable approaches

As part of BMG's full turnkey solution, we can offer all of our clients a full green solution to mirror their budgets on all decant and clearance projects. Through working closely with our nationwide partner, Eddisons, and as a result of having recycling depots at BMG warehouse facilities we can ensure that all clients are fulfilling their corporate and social responsibilities regarding the disposal of redundant office furniture.

BMG can also provide documentation to ensure that all audit trails are available on all redundant furniture recycled. The first part of the process will be for the move manager to photograph and inventory all redundant furniture. Photographs and detailed inventories will

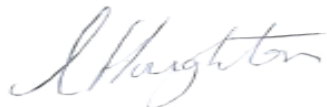
be then forwarded to BMG's partner with a date when all the furniture will be available for collection. Once BMG have received a valuation we will allocate the relevant furniture to the highest bidder. All monies raised from the sale of the redundant furniture will be deducted from any costs incurred in the clearance of the particular building where the furniture has been taken from. The balance of the redundant furniture will then be offered to local charities.

The final part of the procedure will be to ensure that all redundant furniture and fixtures are 100% recycled. The best endorsement BMG can say regarding this service is a number of major clients within the finance sector utilise this service from our service portfolio.

BMG Vehicles

BMG operates a large and modern fleet of vehicles, all of which comply with EURO IV Emission Standards (with those vehicles used within the Low Emission Zones (LEZ), Clean Air Zones (CAZ) and Congestion Zones being registered with Transport for London). All the vehicles and equipment utilized by BMG's team are maintained to the highest standards to ensure compliance with Health & Safety legislation and to reduce the company's impact on the environment.

This policy is consistent with other BMG policies and is available to our customers, suppliers and to the general public on request. It will be reviewed annually for continuing suitability during formal management reviews.



Rachel Houghton
Managing Director