

Champion International Moving

2024 Corporate Social Responsibility Report



CHAMPION
INTERNATIONAL MOVING

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Letter from Leadership

Corporate Social Responsibility has been a top priority for Champion since I took over as President & COO in December of 2023. We strive to build trust and create meaningful partnerships that drive sustainable growth, prioritize human rights, and foster an inclusive environment.

Throughout the history of Champion those of you that know us understand that we have always been committed to doing the right thing ethically. We remain steadfast in our desire to extend the concept of doing the right thing towards our people, our community, and our environment.

With regards to Corporate Social Responsibility, 2024 represented a banner year in many ways. While there are many things outlined in this report that bring pride to myself and my team, I'll choose to focus on a few that are near and dear to my heart. While there is much work left to be done, I am happy to report that our charitable efforts doubled in 2024. Looking out for our community and for those less fortunate than us will always remain a top priority to the team here at Champion. Lastly, our development of an Environmental Roadmap is at the core of what we believe is our Responsibility. Watch the news for a few minutes and you understand that our environment is being challenged every day. We feel that it's our obligation here at Champion to do our part to ensure our environment is protected for the long term. CSR at Champion is so much more than the words that are in this document. It's a passion that our people possess to do great things beyond our core business of moving people around the world.

Sincerely,
Jason Paschel

Champion's Mission, Vision, and Values

Our Mission:

Champion International Moving is dedicated to conducting business with integrity, professionalism, and a commitment to corporate social responsibility. Our mission is to ensure that every decision we make contributes positively to our community, the environment, and all stakeholders. We strive to build trust and create meaningful partnerships that drive sustainable growth, prioritize human rights, and foster an inclusive environment.

Our Vision:

To lead the relocation industry by setting the benchmark for ethical, sustainable, and socially responsible practices. Champion envisions a future where businesses contribute actively to societal well-being and environmental stewardship, inspiring others to create long-term value through innovation and community involvement.

Core Values:

1. **Integrity and Ethics:** Always operate transparently and fairly, ensuring compliance with laws and respect for human rights.
2. **Sustainability:** Promote environmental stewardship by adopting precautionary measures, reducing waste, and utilizing renewable resources.
3. **Diversity and Inclusion:** Foster a workplace that embraces all individuals, ensures equal opportunities, and celebrates cultural richness.
4. **Community Commitment:** Actively give back to the communities where we operate through volunteering, donations, and meaningful engagement.
5. **Accountability:** Continuously evaluate our practices to ensure alignment with our CSR commitments and global standards.

| Environmental Initiatives

“Environmental responsibility is not just a choice, it’s an obligation.”

At Champion, we recognize that environmental responsibility is not just a choice, it’s an obligation. As a company committed to reducing our ecological footprint and continuously seeking innovative ways to integrate sustainability into our daily operations. From digital transformation to in-office green initiatives, our commitment to sustainability extends beyond compliance, it’s a core part of who we are.



ISO: A Commitment to Secure and Sustainable Operations

While Champion holds ISO 9000 and 27001 certifications, which ensures the highest standards in quality management and information security, we believe that they go hand in hand with sustainability. By digitizing key processes, eliminating paper waste, and automating our billing systems, we not only protect sensitive data but also significantly reduce environmental impact.

Paperless Transformation & Digital Efficiency

As part of our long-term sustainability strategy, Champion has fully automated billing with our vendors, ensuring a seamless, paperless workflow. This initiative not only improves operational efficiency but also reduces our reliance on printed documents. Additionally, we encourage digital file sharing and the use of electronic documentation across all departments, helping to conserve resources and minimize waste.

Recycling & Waste Reduction

Champion takes active steps to reduce office waste. Our employees are encouraged to recycle paper, plastics, and other materials through our dedicated in-office recycling program. These efforts contribute to our goal of creating an environmentally conscious workplace that minimizes landfill contributions.

Bringing Sustainability to the Workplace: The Champion Office Garden

One of our most unique environmental initiatives is our office garden, a thriving green space where employees can connect with nature, unwind, and contribute to sustainable practices. This garden serves as a reminder of our shared responsibility to care for the environment.

Encouraging Sustainable Lifestyles

To further support sustainability and reduce unnecessary travel, Champion provides food for grilling in the office, allowing employees to enjoy fresh meals without the need to drive elsewhere for lunch. This initiative not only fosters camaraderie but also reduces carbon emissions associated with frequent short-distance travel.



| Environmental Initiatives

Looking Ahead: Our Green Goals

Champion remains dedicated to exploring new ways to enhance our sustainability efforts. In the coming years, we aim to:

- Expand our paperless initiatives by digitizing more workflows.
- Increase employee engagement in sustainable practices, including waste reduction and resource conservation.
- Explore additional ways to offset carbon emissions associated with business operations.

Sustainability is more than just a corporate initiative, it's a way of doing business responsibly, efficiently, and with a focus on the future.

Social Impact

“We are driving meaningful change”

At Champion we believe that a strong and sustainable business is built on the foundation of people, our employees, our communities, and our partners. Our commitment to inclusion, employee well-being, and community engagement is woven into the fabric of our corporate culture. By fostering an inclusive workplace, supporting health and safety initiatives, and giving back to the communities we serve, we are driving meaningful change that extends far beyond our operations.

Championing Diversity, Equity, and Inclusion (DEI)

Champion is proud to be part of Atlas World Group (AWG), which has taken a proactive approach to DEI by appointing Kelly Cruse as our Chief Diversity Officer in 2021. Kelly leads benchmark recruitment efforts, mentorship programs, and professional development initiatives designed to foster a diverse and inclusive workforce across all AWG subsidiaries, including Champion.

Additionally, AWG partnered with the University of Evansville to launch the Moving to Inclusive Excellence training program, a three-phase initiative aimed at embedding DEI into the company's DNA:

- Phase 1: Provided DEI education to the executive team, identified key concerns, and set the strategic direction for the company-wide DEI framework.
- Phase 2: Trained Director-level and senior employees on inclusive leadership, intercultural awareness, and activating change within the organization.
- Phase 3: Rolled out organization-wide DEI training and listening sessions, ensuring every employee has access to knowledge, resources, and a voice in the process.

Champion remains dedicated to DEI education, increasing employee engagement, and fostering an inclusive workplace where every individual feels valued and empowered.

Prioritizing Employee Well-Being & Safety

We recognize that a thriving workforce is a healthy workforce. Champion invests in comprehensive health, wellness, and safety programs designed to support employees both inside and outside the workplace:

- Health Benefits & Coaching – Supporting employees with health risk assessments (HRA), ongoing condition & cancer care, and consultations with registered dietitians.
- Mental Health Support – Providing access to Wellness Programs, Employee Assistance Programs (EAP), and telehealth consultations with registered nurses.
- Workplace Safety – Celebrating an accident-free record for eight consecutive years, with robust supplier safety programs, incident response policies, and worldwide travel safety support.

By prioritizing physical, mental, and financial well-being, Champion fosters a workplace where employees feel supported, safe, and empowered to succeed.



Giving Back to the Communities We Serve

At Champion, social responsibility is more than a corporate commitment, it's a culture of giving. Our employees are passionate about making a difference, which is why we encourage them to dedicate time to causes they care about through Volunteer Time Off (VTO). This program allows team members to contribute their skills, time, and energy to 501(c)(3) non-profits and other approved organizations, creating lasting community impact.

Our Corporate Social Responsibility (CSR) Committee plays a vital role in mobilizing our workforce for social good. Through quarterly CSR Newsletters, we share seasonal sustainability tips, volunteer opportunities, and community-based events, ensuring employees stay informed and engaged.

Community Initiatives:

- Food drives: Champion donated seven boxes of canned and boxed foods to the Canonsburg-Houston Food Pantry, helping local families during the Easter and Thanksgiving holidays.
- Adopt a Family: During the 2024 holiday season, Champion employees bought, wrapped, and donated gifts and gift cards for a local family of four facing hardship. We are excited to continue this program in 2025, ensuring that even more families experience the joy of the season.
- Champion Employees purchased new toys for children in need for the Toys for Tots program. Toys for Tots is a program run by the United States Marine Corps Reserve which distributes toys to children whose parents cannot afford to buy them gifts for Christmas.
- Champion Employees donated unused company t-shirts to US veterans' group
- Valentines Day: The CSR committee handed out heart candies with information on blood donation centers in our area.
- Empowering Women: Dress for Success Clothing Drive – The CSR Committee is organizing a women's clothing donation drive in support of Dress for Success Pittsburgh, an organization dedicated to helping women achieve economic independence. This initiative will provide professional attire and career development tools to empower women in the workforce.

| Looking Ahead

A Stronger, More Inclusive Future

Champion's social impact strategy is about creating real change, within our company, in the lives of our employees, and across the communities we serve. Through inclusion initiatives, health and wellness programs, and volunteer efforts, we are actively shaping a future where inclusion, compassion, and corporate responsibility drive success.

| Ethical Business Practices

“Integrity is the foundation of our success.”

At Champion, integrity is the foundation of our success. We believe that ethical business practices are not just policies—they are the principles that guide every decision we make. Our commitment to transparency, compliance, and accountability ensures that we operate with the highest level of trust and responsibility, both internally and with our valued partners and clients.

Commitment to Ethics & Compliance

Champion upholds a zero-tolerance policy for unethical behavior, including bribery, corruption, and misconduct.

Our annual ethics training program reinforces our commitment to:

- Anti-Bribery & Anti-Corruption Compliance – Educating employees on recognizing, preventing, and reporting unethical activities.
- Regulatory Adherence – Ensuring compliance with local, national, and international laws, including fair labor practices and anti-corruption regulations.
- Transparency & Accountability – Fostering a workplace culture where ethical concerns can be raised without fear of retaliation.

By integrating comprehensive ethics training into our corporate framework, we equip our employees with the tools they need to make ethical decisions in every aspect of their work.

Prioritizing Information Security & Privacy

In an era where data security and privacy are paramount, Champion takes proactive measures to safeguard sensitive information. Our monthly training sessions provide employees with up-to-date knowledge on:

- Cybersecurity Best Practices – Identifying phishing scams, social engineering tactics, and threats to data security.
- Privacy & Data Protection – Adhering to strict ISO 27001-certified standards to ensure client and employee data remains secure.
- Risk Awareness & Mitigation – Recognizing potential security threats and taking preventative action to minimize vulnerabilities.

By fostering a culture of security awareness, Champion ensures that every team member plays a role in protecting our company, our clients, and our partners.



A Culture of Integrity & Accountability

Champion International Moving is more than just a relocation company—we are a trusted partner in every move we facilitate. By embedding ethical business practices into our corporate DNA, we create a culture that values honesty, responsibility, and continuous improvement.

- Ongoing Commitment – We continually review and enhance our ethics and compliance programs to align with evolving regulations and industry best practices.
- Employee Empowerment – We encourage employees to speak up about ethical concerns, knowing they are supported and protected.
- Trust & Transparency – We hold ourselves accountable to our clients, partners, and communities, ensuring that every action reflects our values.

| Governance and Accountability

“Accountability drives trust”

Governance is more than compliance at Champion, it's the cornerstone of responsible business operations. We recognize that accountability drives trust, and trust is the foundation of our relationships with employees, clients, suppliers, and communities. Our governance framework ensures that our sustainability, ethics, and corporate social responsibility (CSR) commitments are upheld at every level of the organization.

EcoVadis Bronze Rating: A Milestone in Sustainability

As part of our commitment to transparency, sustainability, and responsible corporate governance, Champion is proud to have achieved a Bronze Rating in the EcoVadis Sustainability Assessment. EcoVadis is a globally recognized rating system that evaluates companies based on their environmental, social, and governance (ESG) performance.

What This Means: Our Bronze Rating reflects Champion's progress in ethical business practices, environmental sustainability, and social responsibility—validating our efforts and reinforcing our commitment to continuous improvement.

Our Goal: While we celebrate this achievement, we remain dedicated to advancing our sustainability initiatives and aiming for a higher rating in future assessments.



The Role of Champion's CSR Committee

Champion's Corporate Social Responsibility (CSR) Committee serves as the driving force behind our sustainability, ethics, and community engagement strategies. This cross-functional team includes representatives from multiple departments, ensuring that our CSR initiatives are embedded across all aspects of the business.

- **Diverse Representation:** Our committee includes leaders from operations, IT, and Quality, ensuring that every department contributes to Champion's CSR vision.
- **Executive Sponsorship:** The CSR Committee operates under the guidance of an Executive Management sponsor, who ensures that CSR remains a strategic priority at the highest levels of leadership.
- **Quarterly Meetings & Reporting:** Regular committee meetings facilitate goal-setting, progress tracking, and accountability, while quarterly CSR reports ensure transparency and alignment with business objectives.

Champion's Commitment to Governance Excellence

Our governance structure is built on proactive leadership, ethical decision-making, and accountability at all levels. Through robust policies, transparent reporting, and strong oversight, we create a culture of responsibility that benefits our employees, clients, and communities.

- Policy Oversight: We continuously review and refine our policies to ensure they align with industry best practices, legal standards, and stakeholder expectations.
- Sustainability Integration: Our CSR governance framework ensures that environmental, social, and ethical considerations are integrated into corporate decision-making.
- Stakeholder Engagement: We actively collaborate with employees, clients, and suppliers to promote shared responsibility and ethical business practices.

I Achievements and Goals

“As we look ahead to 2025, we are committed to building upon this momentum.”

At Champion, corporate social responsibility is not just about setting goals—it’s about achieving measurable impact and continuously raising the bar for sustainability, ethics, and community engagement. In 2024, we made significant strides in our CSR initiatives, and as we look ahead to 2025, we are committed to building upon this momentum.



2024: A Year of Growth & Impact

Doubling Our Charitable Efforts

In 2024, we doubled our contributions to charitable organizations and community initiatives, strengthening our commitment to giving back and creating lasting social impact. From food donations and holiday giving programs to workforce empowerment initiatives, our team has stepped up to make a difference.

Expanding Employee Training & Development

Education is the foundation of responsible business practices. In 2024, Champion increased training across key areas, including:

- Enhanced Ethics & Compliance Training – Strengthening our commitment to anti-bribery, anti-corruption, and fair business practices.
- Monthly Information Security & Privacy Training – Keeping our workforce prepared to safeguard sensitive information and maintain cybersecurity best practices.
- DEI Initiatives & Leadership Development – Continuing our partnership with Atlas World Group's DEI training programs to create a more inclusive and equitable workplace.

2024: A Year of Growth & Impact (continued)

Developing a Clear Environmental Roadmap

Sustainability is a journey, not a destination—and in 2024, we laid the groundwork for more impactful environmental initiatives by creating a solid roadmap for future action.

- We strengthened our paperless initiatives and expanded digital workflows.
- We continued to reduce waste and enhance office-wide recycling programs.
- We invested in employee-driven sustainability initiatives, such as our office garden and in-office food provisions to reduce travel-related emissions.

Our 2024 achievements reflect our dedication to building a sustainable and socially responsible business, but we know there is still work to be done.

2025: Driving Innovation & Impact

Exploring Carbon Footprint Offsetting

As part of our commitment to environmental responsibility, Champion is actively researching carbon offset programs that align with our operations and values. We are evaluating options such as:

- Investing in reforestation projects to absorb carbon emissions.
- Exploring renewable energy credits to offset our energy consumption.
- Supporting sustainable transportation initiatives to reduce emissions within our supply chain.

Monitoring & Reducing Energy Usage

In 2025, we are taking a data-driven approach to energy efficiency by closely monitoring our energy consumption and identifying areas for improvement. This includes:

- Assessing office energy usage and identifying ways to reduce consumption.
- Encouraging remote work & digital solutions to decrease operational energy demands.
- Implementing energy-efficient practices in daily business operations.

Enhancing Supplier Collaboration

We believe sustainability is a shared responsibility, and in 2025, we are working to deepen our collaboration with suppliers to drive industry-wide change. Our focus areas include:

- Encouraging eco-conscious business practices across our supplier network.
- Strengthening sustainability requirements for vendor partnerships.
- Exploring opportunities for joint sustainability initiatives to increase positive impact.



| Summary

At Champion International Moving, corporate social responsibility (CSR) is not just a corporate initiative—it's the way we do business. Throughout 2024, we have strengthened our commitment to sustainability, ethical business practices, social impact, and governance, ensuring that every aspect of our operations aligns with our core values of integrity, accountability, and innovation.

This year, we doubled our charitable efforts, expanded our training programs, and laid a solid foundation for our environmental sustainability initiatives. We strengthened our ethical business practices through enhanced compliance training, reinforced our inclusion efforts by supporting inclusive leadership development, and continued to prioritize employee well-being and community engagement. Maintaining our Bronze rating from EcoVadis reflects the progress we've made, but we know that sustainability and corporate responsibility are ongoing journeys—not just destinations.



Summary (Continued)

As we move into 2025, our focus remains on continuous improvement. We are actively exploring ways to offset our carbon footprint, monitoring our energy consumption, and strengthening collaborations with our suppliers to drive greater sustainability across our value chain. Our CSR Committee, supported by an Executive Management sponsor, will continue to oversee and advance our social responsibility initiatives, ensuring that Champion remains at the forefront of ethical, responsible, and sustainable business practices.

Together, we are creating a future where business success and social responsibility go hand in hand.


At Champion International Moving, we don't just move people—we move industries forward by setting higher standards for sustainability, ethics, and community impact. Our journey continues, and we remain committed to making a difference—one move at a time.



| Champion International Moving

Thank You

for reading our 2024 CSR report.

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