



BRISTOL
GLOBAL MOBILITY

Move the world

SUSTAINABILITY STRATEGY
2022-2025

*Our vision is to move the world through impactful connections,
to improve lives and protect the planet.*

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FOREWORD

Bristol Global Mobility's *Move the world* strategy outlines an exciting, new chapter of our business. Through the goals and ambitions made within this strategy, **we recognise and commit to taking collective and urgent action against the world's biggest environmental, social and economic challenges.**

While we are ambitious of the efforts we can make, we also want this journey to be sustainable in itself. Part of this can be seen through the comprehensive and realistic goals that we've set ourselves, ensuring that we develop a strong framework on which to build further progress.

We need all our stakeholders to engage with this strategy, if we are to make a truly positive impact. Our approach is one of **collaboration and connection**; we are dependent on a large network of clients and suppliers, and we recognise that not all businesses and individuals have the resources to make great movements when it comes to sustainability.

However, it is our vision to support our stakeholders along this journey with us, through transparency and knowledge sharing. We do not wish to diminish any partnerships based solely on a lack of resources and opportunities.

We are excited about the potential that Bristol and its stakeholders can have, in a world that truly needs it.

An aerial photograph of a two-lane asphalt road winding through a dense forest. The trees are in various shades of green and yellow, suggesting an autumn setting. The road has a white dashed center line and a solid white edge line. A single car is visible on the road, moving away from the viewer.

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OUR AIM

The aim of Bristol's sustainability initiative is to make Bristol better, and consequently **be the catalyst for change among our clients and suppliers**. In the years to come, we want to be proud of the actions we've taken to leave the world in a better condition for future generations.

We recognize the path we have chosen is the launch of a long-lasting journey. We acknowledge that the development, management and achievement of our goals will take time, and that we will meet hurdles and challenges along the way. However, our aim is to be better, to be honest and transparent in everything we are doing.

At the core of our initiative is **our desire to be a people and planet conscious business, continuing to be prosperous and adding value to those with whom we connect**. We believe achieving net zero carbon emissions is critical to our success. However, before establishing a specific date to achieve net zero, we must ensure greater awareness relative to the ways in which Bristol currently produces and/or contributes to carbon emissions, and the ways in which we must adapt our business.

This will take time and it will involve asking difficult questions; but we hope to collaborate with our stakeholders and determine a net zero target before 2025.

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OUR COMMITMENT

Our commitment is to be open, honest, collaborative and dedicated to achieving a better world for us all.

To do this, we recognize we must be agents of change, in order **to demonstrate our commitment and be held accountable.**

To be successful in a fast-paced and ever-changing world, we must adopt an agile and adaptive approach to all we do. Specific to our sustainability strategy, we are sincere about producing a positive impact in all aspects of our work. We commit to publishing our sustainability strategy and see this as a mechanism for accountability.

We have chosen to distribute supplier and client emissions data at no cost – **our only aim being to start conversations and inspire others** to be their own agents of change. We will engage openly with everyone, and we will be honest if we do not meet our target and explain why we may have come up short.

We are committed to being a catalyst for change, and we hope you join us along this journey.

WHAT THIS MEANS FOR YOU

Our strategy marks the start of a shift within Bristol's operations and approach – a shift which will span decades. Realistically, partnering with Planet Mark, the first few years will be focused primarily on understanding our Scope 1, 2 and 3 emissions.

Next, we will look to **implement meaningful carbon reduction processes** that are achievable for both our business and our supply chain.

We will be establishing ambitious targets and are excited to create the required connections to boost our chances for achieving our stated goals.

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OUR FOUR PILLARS

We have four core stakeholders that we must **consider, influence and collaborate** with throughout this strategy. These pillars frame the ambitions we set ourselves, and the approach we must take to succeed along this journey.

EMPLOYEES

Our Bristol associates

SUPPLIERS

All parts of our value chain

CLIENTS

Each client we engage with

WORLD

Community and environment

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OUR SUSTAINABILITY ISSUES

AND 2025 LONG TERM GOALS

Under each strategic pillar, we've established the main sustainability issues that we must address, along with the long term goals that we aim to achieve by the end of 2025.



SUSTAINABILITY ISSUE

2025 LONG TERM GOALS

Communication and transparency

- **Publicly report** against all our long-term sustainability goals on an annual basis in a transparent way
- **Pro-active engagement with key stakeholders** on sustainability issues to achieve mutual goals
- Improve **data quality** throughout our sustainability programme in terms of accuracy, completeness, and reliability
- Implement an **ongoing sustainability communication plan** to reinforce our ambitions and share our progress
- Create a **sustainable lifestyles toolkit** with bespoke resources for employees and clients
- Host a **global annual sustainable living day**

Employee development and wellbeing

- Ensure **100% of staff have a tracked development process** with embedded goals and/or targets from our sustainability strategy
- Develop a **structured mentoring programme** to create cross-learnings and a one-team ethos
- Achieve a minimum of **80% in positive health and wellbeing** rates on our employee satisfaction survey
- Maintain **over 90% completion** rate of **employee satisfaction** survey
- Ensure 50% of FTE employees complete a **comprehensive mental health** programme

Culture

- Implement a **standardised, aligned approach to culture**, with company values clearly embedded throughout the business
- Implement a structured approach to **communicating with and listening** to clients and colleagues about their issues
- **Increase feedback from clients** for implementing change within Bristol Global Mobility
- Achieve **80% positive inclusion** rating on our employee survey

SUSTAINABILITY ISSUE

2025 LONG TERM GOALS

Safety and ethics

- Deliver enhanced **health and safety and ethics training** to enable every employee to identify and prevent risks
- Ensure **zero modern slavery and exploitation** in our business

Supplier engagement

- Review and implement a **sustainable procurement policy** with associated action plans
- Engage our tier one suppliers on **our key sustainability issues** to improve their sustainability practices
- Expand engagement to **tier two suppliers** within three years
- Map **biodiversity risks** and opportunities along our supply chain
- Map **slavery and exploitation** risks along supply chain

Risk management

- Understand **our sustainability risks** across each department and map these within a Bristol-wide risk register
- Report against the CDP and **other relevant frameworks**

SUSTAINABILITY ISSUE

2025 LONG TERM GOALS

Client satisfaction

- Maintain a **client** satisfaction rate **above 98%**
- Maintain an **assignee** satisfaction rate **above 98%**
- **Improve and communicate** how we contribute to our client's sustainability related goals

Innovation

- Produce **two industry-recognised thought leadership pieces** related to one of our material sustainability issues
- Engage with stakeholders on the **physical risks of climate change** and provide solutions to reduce risk
- Engage with assignees on **local environmental and social incidents** where relevant
- Create a system to **capture and reward innovative ideas** within Bristol Group

SUSTAINABILITY ISSUE

2025 LONG TERM GOALS

Climate action

- Create a **sustainable travel policy**
- Develop a deeper understanding of **our Scope 3 emissions year-on-year**
- Create and publish **our net zero pathway** by the end of 2025
- Introduce suppliers to the **carbon footprinting data** and support their own progress

Social justice

- Widen the access to our profession by improving **our recruitment process** and participating in external collaborative programmes
- Create a workplace where everyone feels **welcomed and included**
- Engage clients on the **complexity of employee mobility** for individuals depending of their protective characteristics

Charities and communities

- Establish a **strategic charity partnership** in line with our sustainability goals
- Achieve a **year-on-year increase** in staff volunteering
- Increase **our social impact** each year

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Questions or comments?

If you would like to know more about our sustainability programme, or want to collaborate with us along this journey, please get in touch with sustainability@bristolglobal.com