



Bristol Global
Mobility
DE&I Commitment



BRISTOL
GLOBAL MOBILITY

Our Aim

Bristol Global Mobility aim to be a conscious, committed and caring employer.

Our commitment is simple; to treat every member of our staff fairly and equally in every way, to look after the well being of our team, and remain educated in the best ways to achieve these goals.

DE&I can sometimes be a complex field to navigate, and so we strive to be always open in our efforts, and welcome feedback from anyone that might make us a more aware and supportive as an employer.

How are we achieving our goals?



 Bristol Global
Mobility are proud
members of



United Nations Entity for Gender Equality
and the Empowerment of Women



CEO **ACT!ON** FOR
DIVERSITY & INCLUSION



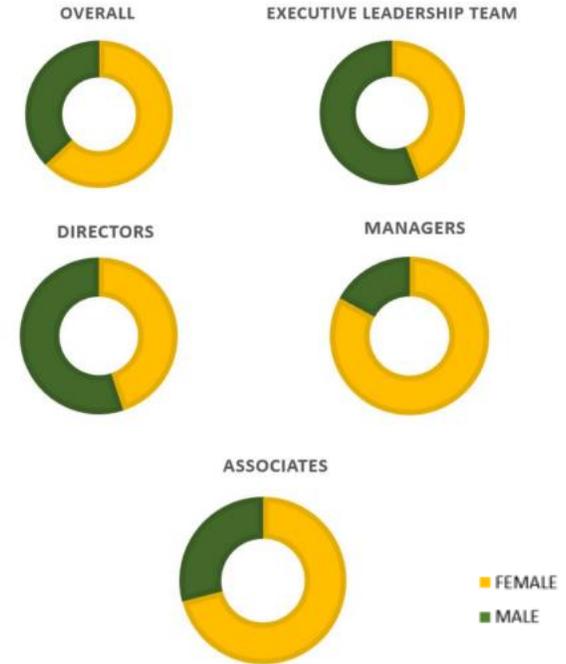


United Nations Entity for Gender Equality and the Empowerment of Women

The workforce at Bristol Global Mobility reflects an exceptional gender balance and demonstrates our drive for gender equality throughout our business when we measure

this against the Global Gender Gap index for 2020.

Currently Bristol Global Mobility measures employee gender data to ensure our workforce gender balance reflects our drive for equality. Bristol is progressing towards further data reporting relating to employee pay to allow us to report our Mean and Median pay gap going forward:



Overall Workforce	37%	63%
Executive Leadership Team	56%	44%
Directors	55%	45%
Managers	17%	83%
Associates	29%	71%



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Bristol has also partnered with Planet Mark to obtain our Sustainability Certification. The certification recognizes continuous improvement, encourages action and builds an empowered community of like-minded individuals who make a world of difference. Bristol has developed a team of associates who are committed to making a difference towards a better world and future!



Social value.



Your people

Total carbon footprint.



Reporting year:

1 January 2020 – 31 December 2020

Reporting Boundary:

Global Office Operations (Dallas, Phoenix, Singapore, Toronto, UK)

Emissions measured:

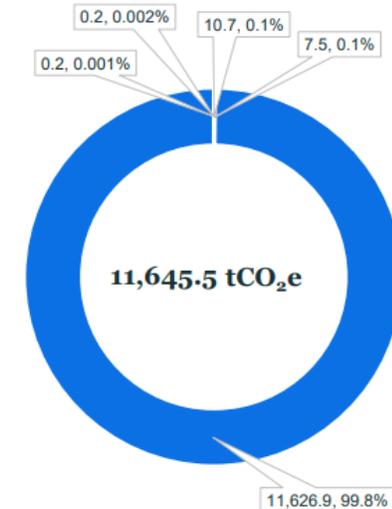
Electricity, T&D losses, waste, business travel, paper, courier/ freight, homeworking (excluded from footprint)

Highlights:

Carbon footprint (tCO₂e): **11,645.5**
 Per employee (tCO₂e): **123.3**
 Next reduction target: **5%**
 Data quality score: **11 out of 16**

Carbon footprint by emission source for year ending 2020, tCO₂e

- Business Travel
- Electricity
- Freight
- Procurement
- Waste & Recycling



CEO **ACT!ON** FOR DIVERSITY & INCLUSION

In 2021 Bristol committed to the CEO Action for Diversity and Inclusion pledge. Joe Cardini, President of Bristol Global Mobility has made his pledge to this action below, where Bristol are taking steps to ensure we are driving these points forwards as an open, ethical and inclusive company.

"I have always been a champion for equality and the value derived by the full embrace of diversity in all realms. The global mobility industry functions in large-part, on the very principles of diversity and inclusion. Bristol Global Mobility adopted our mission - to Connect with, versus Control people, over a decade ago as we recognized the importance of embracing and unleashing the limitless power found in human-to-human connections... connections that reflect the full spectrum of diversity.

The CEO Pledge is a perfect extension of our values which we, as a global organization, have long embraced."

- 1. We will continue to make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion:** We will create and maintain environments, platforms, and forums where our people feel comfortable reaching out to their colleagues to gain greater awareness of each other's experiences and perspectives. By encouraging an ongoing dialogue and not tolerating any incongruence with these values of openness, we are building trust, encouraging compassion and open-mindedness, and reinforcing our commitment to a culture of inclusivity.
- 2. We will implement and expand unconscious bias education:** Experts tell us that we all have unconscious biases -- that is human nature. Unconscious bias education enables individuals to begin recognizing, acknowledging, and therefore minimizing any potential blind spots he or she might have, but wasn't aware of previously. We will commit to rolling out and/or expanding unconscious bias education within our companies in the form that best fits our specific culture and business. By helping our employees recognize and minimize their blind spots, we aim to facilitate more open and honest conversations. Additionally, we will make non-proprietary unconscious bias education modules available to others free of charge.
- 3. We will share best—and unsuccessful—practices:** Each of our companies has established programs and initiatives around diversity and inclusion. Yet, we know that many companies are still developing their strategies. We will commit to helping other companies evolve and enhance their current diversity strategies and encourage them, in turn, to share their successes and challenges with others.

We will create and share strategic inclusion and diversity plans with our board of directors. We will work with our board of directors (or equivalent governing bodies) through the development and evaluation of concrete, strategic action plans to prioritize and drive accountability around diversity and inclusion. Given the shared responsibility for driving strategies that help companies thrive, boards and CEOs play an important role in driving action together to cultivate inclusive cultures and talent.



Disability Confident – EMPLOYER

2. Providing a fully inclusive and accessible recruitment process

How By:

- identifying and addressing any barriers that may prevent or deter disabled people from applying for jobs, including where you advertise, the words you use and how people can apply
- using your Disability Confident badge to make sure potential applicants know you are an inclusive employer
- making sure online or offline processes are fully accessible – for example, providing a named contact, telephone number and email for applicants to request support or ask questions
- getting your recruitment process tested by disabled people, and if there is a barrier either removing it or providing an alternative way to apply
- providing a short but accurate job description that clearly sets out what the jobholder will be required to achieve, accepting there are different ways to achieve the same objective
- making sure all documentation is available in different formats, if required (written and online)
- accepting job applications in a variety of formats
- making sure people involved in the recruitment process are conversant with Disability Confident and know how to support disabled applicants.

Bristol UK is a certified Disability Confident Committed company as recognized by the UK Government. Bristol Global Mobility as a global organization holds up these commitments throughout all offices to ensure the equal opportunity to all who may want to work with Bristol wherever in the world they may be, no matter the circumstance. or background.



Dominic Offer
London, United Kingdom



Jose Santiago
Phoenix, Arizona, U.S.A



Stephanie Jacobson
Phoenix, Arizona, U.S.A



Zeena Salh
Vancouver, B.C, Canada



Matt Broad
London, United Kingdom



Yan Domingos
Toronto, ON, Canada



Andrew Bauer
London, United Kingdom



Cassie Mick
Phoenix, Arizona, U.S.A

Sustainability Committee

In 2020 Bristol set about an ambitious task of driving sustainability forward within our industry. In 2021 Bristol formed the Sustainability committee which is made up of individuals from Canada, US and the UK who are driving to make positive change within Bristol, to work with our clients and supplier partners to try and bring about meaningful and sustainable change in and effort to improve the world around us. In recognition of this commitment, Bristol have paid for each of the committee to attend the University of Cambridge Institute for Sustainability Leadership online course.

Supply chain



BristolNet Supplier Diversity Bristol's internal Global Supplier-Partner Department (GSPM) team is responsible for administering the Supplier-Partner Diversity Program for the BristolNet global supply chain.

Within GSPM, there is a dedicated associate responsible for tracking the diversity business classification of the BristolNet supplier and generating supplier diversity spend reports for clients who request this information. Suppliers located globally are screened by business classifications to source minority, disadvantaged and small business supplier and report utilization/spend as part of our Supplier-Partner Diversity Program.

Bristol is delighted to work with diverse suppliers globally as we understand the value they provide to our clients and relocating employees, and we will continue doing business with diverse suppliers

Andrew Award

Bristol awards the Andrew Award to two associates each year, one in the Americas and one in the Europe/Asia region as opposed to just one global award in the recent past.

Each associate is asked to vote for a fellow Bristol team member that they believe upholds the values and characteristics of the Andrew Award.

A winner is then determined based on the number of votes. The winners are awarded a beautiful glass plaque and a lump sum payment for travel to the Hotel Del or any location as the highest form of recognition an associate of Bristol can receive.



Using Technology in conjunction with DE&I



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Insperity training portal

In our efforts to provide the most up to date and important training in all sectors of business, Bristol has invested in the Insperity training portal. Within this portal our team throughout the world can work through online training, to ensure that we are always striving to be a more educated, understanding and open employer.

In this we hope to also give our teams the opportunity to learn, develop and enhance their understanding of social issues inside and outside of the business.





World Trade Resource

We partner with WTR to provide information about countries around the world to our clients for free. This is to inform anyone working with or for Bristol about arriving in new countries, information such as where to live, where to eat, what the local culture and customs are, maps of the cities, medical information, immigration information, and much much more. All of which supports anyone relocating to any part of the world comfortably with information at the click of a button. To build upon this WTR also offer information on the rights for the LGBTQ+ community so anyone travelling to a country can ensure that they are safe and understand the laws in countries where they are travelling. We give this information to our clients and teams for free to empower equality of movement.

LGBT Rights in United Kingdom

 <p>✓ Legal</p>		 <p>✓ Legal</p>			
CHANGING GENDER	✓ Legal, surgery not required	ADOPTION	✓ Legal	DISCRIMINATION	✓ Illegal
EMPLOYMENT DISCRIMINATION	✓ Sexual orientation and gender identity	HOUSING DISCRIMINATION	✓ Sexual orientation and gender identity	MILITARY	✓ Legal
DONATING BLOOD	X Banned (3-month deferral)	AGE OF CONSENT	✓ Equal	CONVERSION THERAPY	Ambiguous

FIND LGBT GROUPS AND COMMUNITIES

To find LGBT services and community groups that are local to you, use Stonewall's What's in My Area search tool at www.stonewall.org.uk/whats-my-area

If you can't find what you're looking for you can call our info line on 08000 50 20 20 (Mon-Fri 9:30am - 5:30pm, UK time) and the info team will try to point you in the right direction.

PRIDE EVENTS IN THE UK

Pride events now take place in more than 100 towns and cities across the UK. Every year, Stonewall attends more than 30 Prides across the UK and is always looking for people to campaign for LGBT equality with us.

To find out more about volunteering with Stonewall at Pride celebrations, visit www.stonewall.org.uk/pride

SPOTLIGHT ON UK BLACK PRIDE

UK Black Pride is an annual Pride event. It promotes unity and co-operation among all black people of African, Asian, Caribbean, Middle Eastern and Latin American descent who identify as LGBT, as well as their friends and families. Find out more: www.ukblackpride.org.uk

SPOTLIGHT ON TRANS PRIDES

GET LOCAL LGBT UPDATES

Bi Community News – a bimonthly publication focusing on the bi community. www.bicomunitynews.co.uk

Diva Magazine – an online and printed magazine for bi women and lesbians. www.divamag.co.uk

Gay Star News – an online LGBT news publication. www.gaystarnews.com

Pink News – an online LGBT news publication. www.pinknews.co.uk

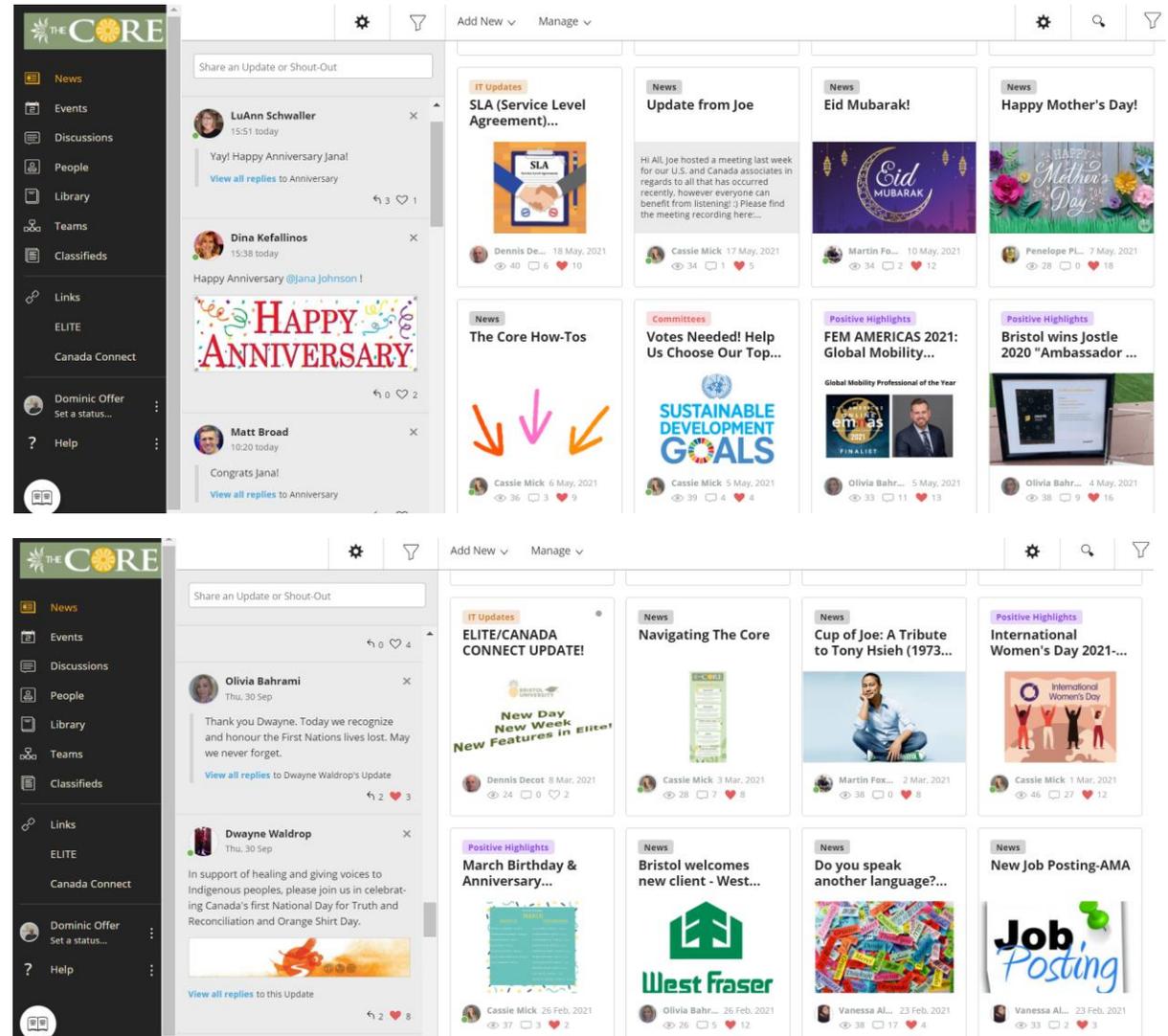
STONEWALL EMPOWERMENT PROGRAMMES

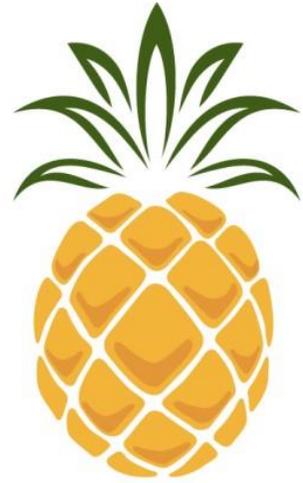
Stonewall runs a series of personal and professional development programmes to enable people to connect with and influence others to challenge homophobic, biphobic and transphobic bullying, celebrate difference, improve

The Core

The Core is Bristol's intranet where we update our internal teams on events in the business, recognise achievements, educate and inform each other on things that matter to us personally and help us all grow.

It is called the Core because it is at the core of who we are, our people. This is where we can come to celebrate and understand one another, where we can develop our skills not only within our business, in our personal lives as well, along with reading about the things going on in different offices around the world.





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