



CHAMPION
INTERNATIONAL MOVING

2025 Corporate Social Responsibility Report



Letter from Leadership

Dear Valued Clients, Partners, and Community Members,

As we reflect on the year behind us and look ahead to new opportunities, Champion International Moving is proud to present our Corporate Social Responsibility (CSR) report for 2025. Our commitment to responsible business practices continues to guide every decision we make, ensuring that our operations not only support our customers but also positively impact our employees, communities, and the environment.

2026 marks a structural step forward in Champion International Moving's approach to corporate responsibility. This year, we initiated the formal development of our Environmental Management System (EMS) and began the process toward ISO 14001 certification.

Our objective is clear: move from well-intentioned initiatives to disciplined, measurable environmental management. While our prior efforts demonstrated commitment, 2026 establishes the framework that will define performance, accountability, and continual improvement.

At the same time, we continue to invest in our people, support our communities, and uphold rigorous standards of ethics, governance, and data protection. Responsible growth remains foundational to how we operate and how we serve our clients and partners.

Sincerely,

Jason Paschel

Champion 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.



About Champion International Moving

Champion International Moving delivers global relocation and logistics solutions built on operational discipline, service reliability, and trust.

Our Corporate Social Responsibility framework supports long-term value creation across four pillars:

- ▶ Environmental Responsibility
- ▶ Social Impact
- ▶ Ethical Business Practices
- ▶ Governance & Accountability

This report outlines our 2025 initiatives and the structural systems being implemented to support continuous improvement.

Environmental Responsibility:

Our Environmental Commitment

Champion is committed to:

- ▶ Compliance with all applicable environmental laws and regulations
- ▶ Pollution prevention and responsible resource management
- ▶ Continual improvement through structured environmental governance
- ▶ Transparent reporting as our measurement capabilities mature

In 2026, we formally launched our ISO 14001 certification pathway to strengthen environmental accountability and operational consistency.

Environmental Responsibility:

Building Our Environmental Management System (EMS)

During 2025, we began implementing the foundational elements of our EMS, including:

- ▶ Enhancement of our Environmental Policy
- ▶ Identification and evaluation of environmental aspects and impacts
- ▶ Review of legal and regulatory obligations
- ▶ Definition of environmental roles and responsibilities
- ▶ Establishment of document control procedures
- ▶ Internal training and awareness initiatives
- ▶ Integration of corrective action and internal review processes

These steps establish the structure required for certification readiness and long-term performance management.

Environmental Responsibility:

Operational Environmental Initiatives

While building our EMS, we continued operational sustainability efforts:

Digital & Paperless Transformation

- ▶ Expansion of digital documentation and paperless billing
- ▶ Reduced reliance on printed materials
- ▶ Continued automation of internal workflows

Resource Conservation

- ▶ Office recycling programs
- ▶ Waste reduction efforts
- ▶ Energy-conscious facility practices

Employee Engagement

- ▶ Office garden initiative
- ▶ Sustainability awareness participation across departments

These initiatives remain active while we build formal measurement and reporting systems.

Environmental Responsibility:

Environmental Baseline Development

A key objective for 2025 is establishing environmental performance baselines. Data collection efforts are underway for:

- ▶ Electricity usage
- ▶ Paper consumption
- ▶ Waste generation and diversion

These baselines will support the development of formal objectives and measurable targets in 2026.

Environmental Responsibility: Environmental Roadmap



COMPLETE
ENVIRONMENTAL
BASELINE
MEASUREMENTS



FINALIZE ISO 14001 EMS
DOCUMENTATION



CONDUCT INTERNAL
AUDIT AND
MANAGEMENT REVIEW



PREPARE FOR
CERTIFICATION AUDIT
(TARGET: 2026)



PUBLISH MEASURABLE
ENVIRONMENTAL
OBJECTIVES IN THE 2026
CSR REPORT

Social Impact:

Employee Well-Being & Safety

Champion maintains a strong culture of workplace safety and operational discipline. We continue to:

- ▶ Deliver ongoing safety and compliance training
- ▶ Reinforce safe work practices across all operations
- ▶ Promote employee wellness and engagement

We remain committed to maintaining an incident-free work environment and will formalize safety performance tracking metrics as part of our reporting maturity.



Social Impact:

Diversity, Equity & Inclusion

Champion participates in Atlas World Group DEI initiatives and maintains an inclusive workplace culture grounded in respect and professionalism.

2025 efforts included:

- ▶ Continued DEI education and awareness
- ▶ Inclusive hiring and employment practices
- ▶ Evaluation of workforce data to strengthen future reporting

Social Impact:

Learning & Development

We invest in structured employee development through:

- ▶ Ethics and compliance training
- ▶ Anti-bribery and anti-corruption education
- ▶ Monthly information security awareness training
- ▶ Leadership and role-based development programs

Training reinforces both operational excellence and ethical accountability.

Social Impact:

Community Engagement

Champion supports the communities in which we operate through:

- ▶ Volunteer Time Off (VTO) participation
- ▶ Food drives and charitable collections
- ▶ Adopt-a-Family and Toys for Tots initiatives
- ▶ Direct charitable contributions and community partnerships

Our culture encourages employee-led involvement and sustained community relationships.

Ethical Business Practices:

Governance Structure

CSR oversight is integrated into executive leadership and supported by a cross-functional CSR committee.

Governance includes:

- ▶ Defined reporting cadence
- ▶ Executive accountability
- ▶ Continuous review and improvement processes

Ethical Business Practices:

Ethics & Compliance

Champion maintains a strong ethical foundation supported by:

- ▶ Code of Conduct enforcement
- ▶ Anti-bribery and anti-corruption training
- ▶ Compliance education programs
- ▶ Clear reporting mechanisms

Ethical conduct remains a non-negotiable standard across all business operations.

Ethical Business Practices:

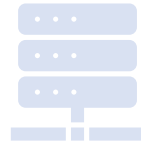
Information Security & Data Protection

We maintain an ISO 27001-aligned information security framework designed to protect client and partner data.

2025 initiatives include:



Ongoing monthly security awareness training



Continuous monitoring and risk assessment



Certification oversight and audit activities

Data protection remains central to client trust and operational integrity.

Accountability & Continuous Improvement

2026 represents a transitional year from activity-based CSR reporting to systems-based environmental management.

Key commitments include:

- ▶ Formalization of environmental baseline metrics
- ▶ Integration of measurable KPIs in future reports
- ▶ Continued EcoVadis performance monitoring
- ▶ Annual structured CSR review and improvement planning

We recognize that transparency strengthens credibility. Our reporting maturity will continue to evolve in alignment with ISO 14001 implementation.

LOOKING AHEAD TO 2026

In 2026, Champion intends to:

Complete ISO
14001
certification

Publish
measurable
environmental
objectives and
targets

Expand supplier
sustainability
engagement

Enhance
structured
stakeholder
reporting

Continue
strengthening
ESG
governance
integration

Responsible growth remains integral to our business model. Our focus is disciplined execution, measurable progress, and sustained accountability.

THANK YOU

for reading our 2025 CSR report.



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