



Benivo's Sustainable Business Practices

From Vision To Action

2024



Benivo's Commitment to ESG



A message from our CEO

Nitzan Yudan

Welcome to Benivo's journey towards promoting environmental, social, and governance (ESG) best practices. As CEO, I am proud to share our commitment to creating a positive impact on society and the planet by empowering our stakeholders to make responsible choices that lead to sustainable outcomes.

Our Recent ESG Accomplishments

- Achieved ISO 27001 certification for our Information Security Management System (ISMS), ensuring the highest standard of data security and privacy for our clients.
- Donated \$67,500 in 2023 to over 100 charities selected by members of our Changemakers network, demonstrating our commitment to giving back to our communities.
- Donated over \$28,000 to charities in 2023 on behalf of our platform users who shared insights, tips and valuable information to help their colleagues make important decisions.
- Implemented comprehensive diversity, equity, inclusion, and belonging (DEI&B) initiatives, promoting an inclusive and equitable work environment for all team members and complying with the Modern Slavery Act 2015.
- Focused on reducing our carbon footprint by minimizing greenhouse gas emissions, conserving energy, using renewable energy sources, recycling, reducing waste, and managing water responsibly.
- Continued our ongoing support of remote and hybrid work arrangements for our employees, reducing our carbon footprint related to commuting and contributing to a more sustainable work environment.



Benivo's Commitment to ESG



Our Ambitious Goals for the Future

- Expand our efforts to reduce and offset carbon emissions associated with our direct operations, and our clients' mobility benefits-related activities.
- Prioritize work with suppliers that are women or minority-owned, demonstrate efforts to reduce their environmental impact, and are committed to strong performance in areas such as labor practices, human rights, and anti-corruption measures.
- Enhance our governance and compliance initiatives, ensuring regulatory compliance and enforcement of a code of conduct that upholds ethical business practices.

Our Belief in ESG Principles

At Benivo, we firmly believe that our commitment to ESG principles is fundamental to our success and the well-being of our stakeholders. We are excited about the journey ahead and the opportunity to make a positive impact on the world, together with our clients, employees, and supplier partners.

Warm regards,

Nitzan Yudan
CEO, Benivo



Vision/Mission Statement

Benivo's Commitment to Sustainability

Vision



At Benivo, we envision a sustainable future where people and businesses thrive, and the planet is healthy and habitable for generations to come. We are committed to promoting environmental, social, and governance best practices in the mobility benefits technology space, creating a positive impact on society and the planet.

Mission



Our mission at Benivo is to empower our stakeholders to make responsible choices that lead to sustainable outcomes. We promote diversity, equity, and inclusion, reduce our environmental footprint, and uphold ethical business practices. We foster a culture of transparency, accountability, continuous improvement, and innovation that benefits society and the planet.

Our Commitment to Sustainable Best Practices

- Inclusion of all stakeholders, including clients, supplier partners, and employees.
- Emphasis on diversity, equity, and inclusion, highlighting the importance of social responsibility.
- Acknowledgment of our environmental impact and commitment to reducing it.
- Encouragement of responsible choices and continuous improvement.
- Transparency and accountability, emphasizing the importance of ethical business practices.
- Recognition of the importance of innovation in creating positive social and environmental impact.



Benivo's Sustainability Leader

Empowering Responsible Choices for a Better Tomorrow

Experience sustainability in action at Benivo! Our Sustainability Leader embodies a vision of a sustainable future where people, businesses, and the planet thrive together. We prioritize environmental, social, and governance best practices in the mobility benefits technology space, ensuring our solutions contribute to a better tomorrow.

Our Sustainability Leader works diligently to empower stakeholders, including clients, to make responsible choices resulting in sustainable outcomes. We promote diversity, equity, and inclusion, prioritizing social responsibility and creating a welcoming environment for everyone involved.

At Benivo, we understand the impact of our operations on the environment. Our Sustainability Leader leads the charge in reducing our ecological footprint by collaborating with supplier partners and integrating eco-friendly practices into our strategies and operations, upholding ethical business practices, and offering environmentally conscious mobility benefits technology.



Goals of our Sustainability Leader

- Develop and implement a comprehensive sustainability strategy aligned with Benivo's ESG objectives.
- Collaborate with supplier partners to promote ethical business conduct and sustainable practices.
- Foster a culture of diversity, equity, and inclusion within the company, emphasizing social responsibility and creating an inclusive work environment.
- Regularly assess and report on Benivo's environmental footprint, identifying areas for improvement and minimizing resource consumption, waste generation, and greenhouse gas emissions.



Benivo's Sustainability Leader



- Encourage innovation in product development and service offerings that contribute to sustainability goals and create a positive impact.
- Enhance transparency and accountability, informing stakeholders of progress towards ESG objectives and fostering a culture of continuous improvement.
- Engage with clients, supplier partners, and employees to raise awareness of sustainability issues, driving collaboration towards shared sustainable outcomes.

At Benivo, we are committed to continuous improvement and innovation for the benefit of society and the planet. Our Sustainability Leader ensures transparency and accountability, constantly striving to improve products and services to drive positive change in the world.



Update on Benivo's ESG Activities

Achieving Tangible Progress

Benivo's dedication to ESG goals is reflected in our recent accomplishments, demonstrating our commitment to a positive impact on the environment, society, and corporate governance. By aligning our actions with recognized best practices, we showcase our ongoing dedication to sustainable and responsible business practices.

Environmental Sustainability - We promote sustainable practices by:

- Encouraging paperless and virtual operations and supporting virtual household goods surveys to reduce resource usage and energy consumption.
- Collaborating with Home Sweet Home LLC, our Discard & Donate provider, to allow our clients the option to responsibly discard and donate unwanted items, reducing the volume of goods transported and contributing to a smaller carbon footprint.
- Planting trees: Benivo planted 680 trees in honor of our Changemaker Network members' contribution to Benivo's success and for every tree saved by using Discard & Donate services, our provider donates to have 3 trees planted by the US Forest Service.
- Targeting carbon neutrality in our direct operations by 2030.

Social Responsibility - Our commitment to social responsibility is evident in our various initiatives:

- Donating \$67,500 to over 100 charities selected by members of our Changemakers network in 2023 and over \$28,000 to charities on behalf of our platform users who submitted tips and insights for their follow user creating an awards program to recognize suppliers who excel in their CSR commitments, and showcasing outstanding suppliers in our marketing efforts.
- Helping our clients to support the communities in which they work and live by partnering with our Discard and Donate provider to donate over 65% of household goods eliminated back to local communities.



Update on Benivo's ESG Activities



Environmental Sustainability - We promote sustainable practices by:

- Highlighting ESG topics on our Benivo Bites and View From the Top live shows including: Women in Mobility, Mobility Charitable Giving (Move for Hunger and Talent Beyond Borders), ESG/ Sustainability, Removing Discrimination in Mobility Policies, DEI&B, Supporting Employees in Ukraine, Managing Cross Cultural Teams, LGBTQI Mobility, Mobility and Disability, Third Culture Kids (well-being of children during relocation) and Bringing Sustainability to Mobility with Siemens.
- Promoting and celebrating DEI&B and community contributions in the mobility industry by sponsoring our [Top 100 DEI&B Champions and Top 100 Community Champions](#) initiatives.
- Maintaining high ethical standards within our supplier network by: conducting sanctions checks on suppliers, selecting suppliers based on their commitment to sustainability, social responsibility, labor standards, and human rights, and offering guidance and training to enhance their practices.

Monitoring and Reporting - We ensure transparency in our ESG progress by:

- Regularly monitoring supply chain operations for compliance, reporting on our progress in meeting sustainability and social responsibility goals, and engaging with stakeholders for continuous improvement.
- Our Information Security Management System (ISMS) is now ISO 27001 certified and our latest audit in 2024 uncovered no issues, demonstrating our commitment to provide the highest standard of security for our services.

Benivo's recent ESG accomplishments showcase our unwavering dedication to sustainability, social responsibility, and ethical governance. As we continue to make progress on our ESG journey, we reaffirm our commitment to creating a positive and lasting impact on our clients, employees, supplier partners, and the world around us.



Mandatory Trainings

Benivo's recent ESG accomplishments showcase our unwavering dedication to sustainability, social responsibility, and ethical governance. As we continue to make progress on our ESG journey, we reaffirm our commitment to creating a positive and lasting impact on our clients, employees, supplier partners, and the world around us.

Our specific goals include:

- Providing comprehensive onboarding programs for new employees, emphasizing their role in contributing to a sustainable and responsible work environment.
- Offering regular training sessions on diversity, equity, and inclusion, fostering a culture of respect and collaboration among our employees.
- Conducting environmental awareness training and promoting eco-friendly practices in daily routines.
- Delivering training on ethical business conduct, transparency, accountability, and adherence to industry standards.
- Implementing data privacy and security training programs to safeguard sensitive information.
- Encouraging employee participation in relevant external workshops and events to stay informed about the latest ESG trends and best practices.
- Assessing the effectiveness of our training programs and tailoring future training to address emerging needs.

At Benivo, we cultivate a workforce that is well-versed in ESG best practices, contributing to a sustainable and ethical future for our clients and the world.



Commitment from Employees & Suppliers

Experience uncompromising integrity with Benivo! We uphold the highest standards of integrity, transparency, and ethical conduct, ensuring that our business, employees, and supplier partners are committed to governance, compliance, and environmental sustainability.



Our specific goals include:

- **Involvement and Communication:** Maintaining an open and honest approach to communication, keeping staff informed, and encouraging process improvement.
- **Compliance:** Expecting suppliers and contractors to comply with our ESG policy's standards and relevant laws, driving responsible practices across the supply chain.
- **Supplier Selection:** Choosing partners based on their commitment to sustainability, social responsibility, and ability to meet requirements, fostering a network of ESG-focused partners.
- **Environmental Sustainability:** Promoting efforts to reduce environmental impact, conserve resources, and promote sustainable sourcing across our supply chain.
- **Anti-Bribery:** Maintaining a zero-tolerance policy towards bribery and corruption, requiring compliance with ethical and anti-bribery laws.
- **Training and Awareness:** Providing training and awareness programs to employees and partners to ensure understanding of our ESG policy's requirements and expectations.
- **Monitoring and Reporting:** Regularly monitoring and reporting on our progress towards ESG goals and engaging with stakeholders for continuous improvement.
- **Non-Retaliation:** Protecting employees, suppliers, and contractors who report suspected policy violations by committing to a non-retaliation stance.

By upholding these goals, Benivo demonstrates an unwavering commitment to governance, compliance, and environmental sustainability, promoting an ethical, transparent, and responsible business environment for our employees, supplier partners, and clients.



Diversity, Equity, Inclusion and Belonging (DEI&B)

At Benivo, we prioritize diversity, equity, inclusion, and belonging (DEI&B) as a crucial part of our ESG goals. Our commitment to DEI&B fosters an inclusive workplace that promotes equal opportunities, personal growth, and values the unique contributions of each team member.



Our specific goals include:

- Providing an environment of equal opportunities and fair and transparent recruitment processes.
- Fostering an inclusive and equitable work environment, where all team members feel valued, respected, and confident in voicing their concerns.
- Continuously evaluating and improving our policies and practices to prevent discrimination, promote diversity, and create equal opportunities for all employees.
- Providing regular training and education on DEI&B topics for employees at all levels.
- Collaborating with supplier partners to ensure their commitment to our DEI&B principles and conducting regular audits to verify compliance.
- Fostering diversity in our supply chain: in 2023, 49% of our total spend on supplier services was associated with women and diversity owned suppliers.
- Celebrating DEI&B and community contributions in the mobility industry by sponsoring our [Top 100 DEI&B Champions and Top 100 Community Champions](#) initiatives
- Setting and tracking measurable DEI&B objectives, regularly reviewing progress and refining our strategies.
- Adhering to the Modern Slavery Act 2015 and protecting our employees from abuse or discrimination.

Our DEI&B commitments contribute to an inclusive, equitable, and responsible business environment, benefiting our employees, clients, supplier partners, and the communities we serve.



Data Privacy/Security

Experience unmatched data security with Benivo! Our unwavering commitment to protecting your information is demonstrated by our recent achievement of a critical compliance milestone. We are proud to announce that Benivo's Information Security Management System (ISMS) is now ISO 27001 certified, providing the highest standard of security for the processes, people, and technology powering our services.

ISO 27001 is one of the most widely recognized and internationally accepted information security standards. It provides requirements for establishing and maintaining an ISMS and defines how an organization should manage and treat information securely. Our ISMS helps us better protect our clients' data, ensuring that your information remains secure.

To achieve the certification, Benivo's security compliance was audited by an independent third party, validating our systematic and comprehensive approach to managing and protecting both company and customer data. This milestone is a testament to our ongoing journey to maintain market-leading information security compliance and reflects our dedication to safeguarding the data entrusted to us.

As part of our ESG goals, our commitment to data privacy and security includes the following specific goals:

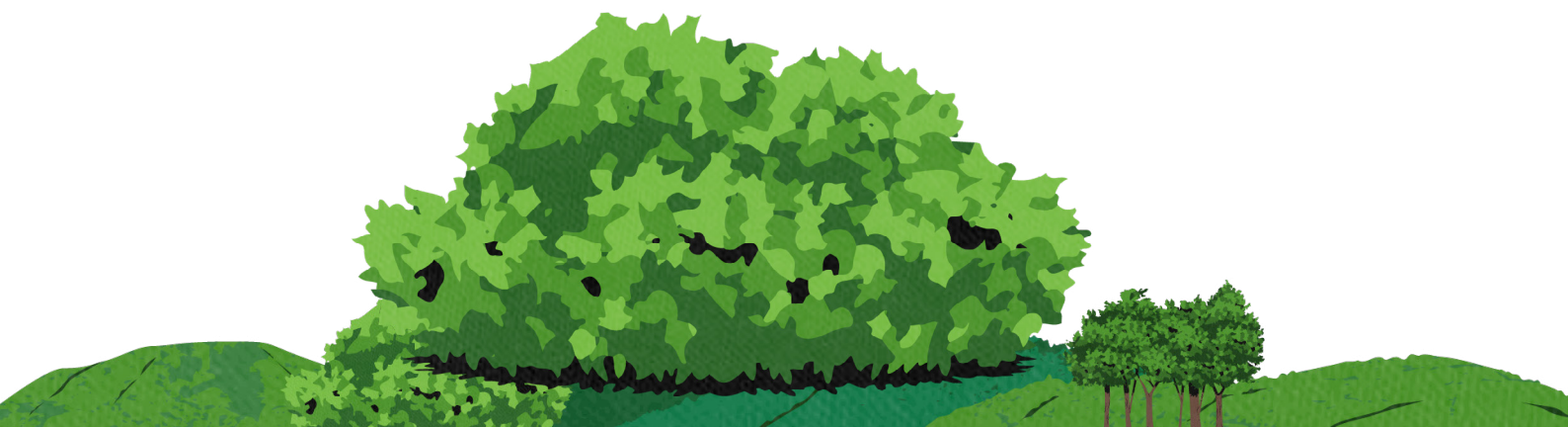
- Maintain ISO 27001 certification and continuously improve our ISMS to uphold the highest security standards.
- Regularly assess and mitigate risks associated with data processing, storage, and transmission, ensuring the confidentiality, integrity, and availability of client data.
- Develop and implement robust data protection policies and procedures, in compliance with applicable data protection regulations such as GDPR and CCPA.



Data Privacy/Security

- Provide ongoing training and education for employees on data security and privacy, ensuring they are equipped with the knowledge and skills needed to maintain a secure data environment.
- Establish clear communication channels and reporting mechanisms for employees and supplier partners to raise data privacy and security concerns, ensuring that issues are promptly addressed and resolved.
- Engage with supplier partners to ensure their commitment to our data privacy and security standards, conducting regular audits and assessments to verify compliance and address any areas of concern.
- Continuously review and update our data privacy and security policies and procedures, ensuring alignment with industry best practices, evolving regulations, and emerging risks.

At Benivo, our commitment to data privacy and security is an essential component of our ESG goals. By achieving ISO 27001 certification and maintaining the highest standards of security, we provide a trusted platform for our clients, employees, and supplier partners, and contribute to a responsible and sustainable business.



Health and Safety

Experience a safe work environment at Benivo! We prioritize the well-being of our employees and suppliers, contributing to our responsible and sustainable business practices.



Our health and safety goals as part of our ESG objectives include:

- Implement comprehensive health and safety policies, ensuring employees and suppliers are aware of their responsibilities and adhere to best practices.
- Regularly assess and monitor workplace hazards and risks, implementing proactive measures to prevent accidents and health issues.
- Provide ongoing training and education programs, empowering employees to promote health and safety.
- Engage with suppliers to ensure compliance with our standards, addressing any concerns.
- Establish clear communication channels and reporting mechanisms, addressing concerns promptly.
- Continuously review and update our health and safety policies and procedures to ensure alignment with evolving regulations and emerging risks.
- Foster a supportive work environment that prioritizes employee physical and mental health.
- Maintain a Health, Safety, Welfare, and Hygiene Policy that addresses accident reporting, emergency procedures, facilities maintenance, alcohol & drugs policy, no smoking policy, hygiene, fitness for work, and manual handling.

Our commitment to health and safety is integral to our ESG goals. By creating a safe work environment, we promote responsible and sustainable business practices that benefit our clients, employees, and the communities we serve.



Charity

Experience the power of giving back at Benivo! Our commitment to supporting meaningful causes reflects our dedication to making a positive impact on society and the environment.

In 2023, we donated \$67,500 to over 100 charities chosen by the members of Benivo's Changemakers network of corporate mobility professionals and over \$28,000 to charities on behalf of our platform users who submitted insights and tips for fellow users, demonstrating our collaborative approach to philanthropy and social responsibility.

Our commitment to charitable contributions includes:

- Aligning our giving with our ESG objectives, focusing on organizations that promote environmental conservation, social responsibility, and ethical governance.
- Engaging employees and the Changemakers network in the decision-making process, fostering a sense of ownership and connection to the causes we support.
- Establishing partnerships with selected charities for ongoing collaboration, volunteering opportunities, and financial support.
- Encouraging employee involvement in charitable activities, promoting a culture of giving back and fostering team spirit through group volunteering events and fundraising initiatives.
- Celebrating our employees' accomplishments via our Recognition for a Cause program which makes donations with every peer nomination submitted to a charity selected by our employees each quarter:
 1. In Q4 2023 we raised over \$1,000 for the [Artsakh Relocation Project](#), an ongoing effort to relocate individuals from the conflict-affected Armenian region of Artsakh (also known as Nagorno-Karabakh) to safer areas and providing them with housing, essential services, and humanitarian aid.
 2. We are directing our Q1 2024 contributions to worldwildlife.org, a global charity whose mission is to conserve nature and reduce the most pressing threats to the diversity of life on Earth.



Charity

- Setting clear targets for our charitable giving, regularly evaluating our progress and impact.
- Communicating our charitable activities and achievements with stakeholders, demonstrating our commitment to transparency and accountability in our philanthropic endeavors.

At Benivo, we take an active role in creating a brighter future for all, working hand-in-hand with our employees and the Changemakers network to drive meaningful change and leave a lasting impact on the world.



Travel/Carbon Offsetting

Experience a greener future with Benivo! We prioritize environmental sustainability as a crucial part of our ESG commitment, and we aim to reduce and offset carbon emissions through several initiatives. By focusing on our carbon footprint, we can minimize our impact on the planet and contribute to a healthier future for all.

Our Environmental Policy includes the following initiatives:

- Waste Reduction
- Energy Consumption
- Pollution Emissions
- Decarbonization
- Tree Planting
- Water Conservation
- Sustainable Transportation
- Employee Awareness



Our commitment to reducing and offsetting carbon emissions also includes these specific goals:

- Assess and monitor our carbon footprint regularly, focusing on mobility activities related to our clients' mobilized employees, such as shipment of household goods and relocation travel.
- Implement carbon reduction strategies in our direct operations, including:
 - Establishing environmental tracking and reporting protocols with the Science Based Targets initiative (SBTi) in 2024
 - Setting achievable targets for reducing our carbon emissions, regularly evaluating our progress and optimizing our strategies
 - Promoting sustainable alternatives for employee transportation and mobility services with the target of carbon neutrality in our direct operations by 2030
 - Supporting remote and hybrid work arrangements to reduce carbon emissions



Travel/Carbon Offsetting

- Collaborate with our clients and suppliers to develop eco-friendly solutions for mobility benefits including:
 1. Adopting Discard & Donate options and other strategies for reducing the impacts of household goods shipments
 2. Expecting new Benivo suppliers to have technology that allows for a paperless office environment
 3. Eliminating strict requirements for suppliers to have brick and mortar offices, which reduces the environmental impact of commuting
 4. Expecting our Household Goods providers to employ emission management strategies including:
 - Adopting tracking tools to measure and offset carbon impact
 - Utilizing carbon neutral buildings and facilities
 - Conducting virtual assessments by default and submitting quotes in electronic format
 - Using sustainable, unbleached packing materials
 - Where possible, using electric vehicles (e.g. shuttles)
 5. Guiding our clients toward automated expense processing via our platform to eliminate the carbon output of producing and shipping physical payment cards (the digitalization of payments eliminated 1.2 tons of CO2 emissions for one of our largest clients in 2023)
 6. Helping our clients reduce their mobility carbon footprints by:
 - Promoting carpooling as an alternative to driving by helping employees find peers to carpool with (we projected 191 Tons of CO2 could be avoided for a client's internship program in 2023)
 - Promoting train travel as an option in lieu of car or airplane travel
 7. Expecting suppliers to demonstrate during onboarding practices to reduce fossil fuel use, responsibly dispose of packing materials, etc.



Travel/Carbon Offsetting

- Offset unavoidable carbon emissions through verified carbon offset programs that align with our ESG objectives.
- Encourage employee engagement in sustainability initiatives.
- Communicate our progress with stakeholders.

By reducing and offsetting carbon emissions, we contribute to a more sustainable future for our clients, employees, and the planet.



Future Commitments

Experience a sustainable future with Benivo! Our ongoing commitment to ESG goals ensures we shape a brighter future for clients, employees, supplier partners, and the planet. Our forward-thinking approach aligns our practices with recognized best practices and creates a positive impact.



Our focus on future commitments includes:

- **Environmental Sustainability:** We'll minimize greenhouse gas emissions, reduce waste, conserve water, and increase renewable energy use.
- **Social Responsibility:** We'll uphold fair labor practices, support local communities, and provide safe and healthy working conditions.
- **Ethical Standards:** We'll maintain transparency, honesty, and integrity in all business dealings and expect the same from our suppliers and contractors.
- **Supplier Selection:** We aim to increase women and minority-owned suppliers to at least 25% and evaluate their CSR initiatives.
- **Future Reporting:** We'll develop our reporting framework for transparency and accountability in our ESG efforts.



About Benivo



Benivo is a unified end-to-end mobility platform that streamlines the global mobility process for managers, employees, suppliers, and HR teams. With Benivo, you can eliminate duplicate data entry, integrate with your immigration, tax, relocation and HRIS tech stack, and give everyone a single platform to operate from.

By embracing a proactive approach and utilizing data analytics and AI you can say goodbye to the days of being the last to know when something goes wrong. With Benivo you can generate strategic analysis and insights that were impossible to unlock before, giving you real-time insights and status tracking with alerts to solve issues as they arise.

Say goodbye to vendors self-reporting performance three months after the fact and embrace the power of Benivo. Say hello to real-time alerts to catch issues before they become escalations. Eliminate 97% supply chain cybersecurity risk and avoid the risk of financial penalties, negative PR and losing employee trust in the event of a data breach. By reducing layers in relocation service delivery, you can optimize costs, deliver a superior employee experience, and get better visibility on how your program performs.

A futuristic, glowing blue and purple digital dashboard illustration. It features a central monitor displaying various charts and graphs, surrounded by smaller floating screens and data points, all set against a dark background with a grid pattern.

BENIVO
Platform

Fully integrated into your HR systems

Global Mobility
End-to-end Solution
Standardized Reporting
Centralized Analytics

Employees
Amazon-like Experience
Peer Reviews
Colleague Insights

Service Providers
Immigration | Tax | DSP |
Housing | Shipping | Travel
Relocation Consultant

