

An aerial photograph showing a large, clear blue-green lake on the left side. A paved road winds along the right bank of the lake, curving through a dense, lush green forest of tall evergreen trees. The sky is not visible, but the overall scene is bright and natural.

2023 Sustainability Report



Cornerstone
Relocation Group.

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A Letter from our Founder



Cornerstone is proud to present our 2023 Sustainability Report, affirming our commitment to the principles of Social Responsibility and outlining our goals for future development in this sphere. In this report, you will read about the solid foundation we have established, the progress we have made, as well as the goals we intend to meet in the future. Our efforts are in keeping with our commitment to make the world a better place which enhances and informs our corporate strategies and long-term growth goals.

Social responsibility is nothing new to Cornerstone. Our employees have long embodied these values in their work and personal lives. However, our renewed corporate focus increases and hones those efforts, and adds accountability as well. We are actively collaborating with, and drawing inspiration from our valued clients and supplier partners as we work towards joint sustainability goals. We are encouraged and delighted by our industry's wholehearted embrace of, and commitment to, sustainability.

We understand and recognize that this work is never done – that our efforts are ongoing. However, we have built a strong foundation (dare I say cornerstone?) upon which the future will thrive and flourish, improving and sustaining our planet, our lives and those who follow in our footsteps.

Sincerely,

Janelle Piatkowski

Founder, President and CEO

Our Purpose

Cornerstone was built with a purpose:

To provide a first-class experience to every person we work with. Over the last 33 years, Cornerstone has developed and grown into a globally recognized provider of workforce mobility services; with a strong reputation for developing deep and productive relationships with our client partners and their relocating employees.



Cornerstone's Mission

To guide and empower employees and employers alike with creative worldwide relocation solutions, industry-leading service quality, and never-ending improvement.

Atlas World Group

Cornerstone is a proud member of the **Atlas World Group** (AWG) family of companies. Together, we provide industry-leading solutions and services to keep our clients moving towards the future.

Industry Focused

Cornerstone is a member of several leading industry groups, including the Worldwide Employee Relocation Council (WERC), the Society for Human Resource Management (SHRM), and the European Relocation Association (EuRA).

Sustainability Achievement

Cornerstone commits to upholding the pillars of sustainability – environmental, social/human rights and governance. In this way, we serve our customers and clients, our fellow employees, and our communities equitably and fairly. Recognizing that sustainability is a journey, this report highlights our efforts and progress.



EcoVadis Sustainability Rating

Cornerstone is a proud participant in annual assessments of our corporate governance, social responsibility, ethical practices, and sustainability programs through EcoVadis.

Cornerstone is thrilled to have received a bronze rating in our most recent assessment. EcoVadis is a sustainability ratings program leveraged by companies around the globe and is used by organizations focused on sustainable procurement practices.

Cornerstone Actions & Goals

Completed Actions

Future Goals

Governance

- Completed Anti-corruption, Anti-bribery, Data protection, Data privacy, and Data security training for all employees
- Anti-corruption, Anti-bribery, Data protection, Data privacy, and Data security policies in effect
- Company Code of Conduct revised, updated

- Launch ACT (Action Changes Things) Committee to encourage open discussion on topics, processes that impact employees
- Develop a cross-subsiary Sustainability Committee within Atlas World Group
- Obtain an EcoVadis Silver Achievement Medal

Human Rights

- Established a company-wide DE&I policy
- Completed DE&I listening sessions, which were open to all employees
- Completed DE&I training for 100% of US-based employees across the organization
- Cornerstone Cares Initiatives benefitted a range of charitable organizations

- Expand annual DE&I training for all employee levels and new hires
- Increase employee participation in company health and well-being initiatives
- Education on whistle-blower protections and reporting options for employees

Environmental

- Transitioned to majority remote employees, which resulted in carbon footprint reduction
- Reinforced recycling and paperless initiatives company-wide
- Leveraged the use of digital signature technologies to reduce the use of printed materials and shipping of documents
- Promoted the use of Discard and Donate programs to all clients, reducing the weight and emissions generated by household goods (HHG) shipments
- Encouraged transferee donations to Move for Hunger, reducing HHG shipment emissions, and providing valuable food and supplies to local community food banks
- Development of Cornerstone’s Supplier Playbook, a service line-specific guide to sustainability initiatives

- Formalize environmental programs with clients to increase the sustainability of their mobility programs
- Refinement of Cornerstone’s Supplier Playbook with additional initiatives and service line-specific guidance
- Development of an educational course focused on enterprise management and reduction of resources that negatively impact the environment

Volunteerism

- Organized virtual toy drive to allow all global employees to participate in the toy drive, exceeding the initial goal by 150%
- Coordinated a Holiday Food Drive Campaign benefitting the Food Bank of Somerset County
- Held volunteer event at Community Food Bank of New Jersey
- Proud Corporate support of Move for Hunger, Susan G. Komen Foundation, and Toys for Tots
- Encouraged use of Volunteer Time Off (VTO) policy

- Creating company-wide opportunities to increase the utilization of employee VTO program
- Establish and encourage participation in company-wide Day of Giving events

Governance

Cornerstone believes corporate governance provides a strong foundation for building a set of standards to nurture a culture of integrity and ethical behavior, commitment to environmental stewardship and community impact initiatives and creation of sustainable long-term value for our stakeholders, customers, and employees.

Our initial governance efforts have been largely focused on creating a corporate governance framework. Along with our parent company, Atlas World Group, we have been able to achieve milestones within a relatively short period of time.

- Cornerstone participated in our first EcoVadis sustainability assessment and received a Bronze Rating
- Increased our focus on initiatives to cultivate a “Sustainability Mindset” amongst our employees, suppliers, and parent company
- Revised and published Code of Conduct and DE&I Policies
- Always required at Cornerstone, Compliance Training focused on DE&I, Information Security and Privacy, Environmental Stewardship within our Industry and Ethics
- Developed a CSR Report, outlining Cornerstone’s efforts in the areas of Sustainability, Human Rights, Governance, and Supplier Management

To assist Cornerstone with furthering our sustainability development, corporate social responsibility and positive culture, Janelle Piatkowski, President and CEO, engaged her Executive team to develop a vision and formalize the company’s **Corporate Sustainability Governance Committee**. The committee was established in late fall of 2022 and commenced in spring of 2023.

Janelle appointed Catherine Ronayne, Vice President, Information Management & Service Optimization, to serve as Executive Sponsor and Lina Paskevicius, Director, Global Consulting, to chair the committee composed of leaders from each of Cornerstone’s functional areas. The Executive Sponsor reports to the Executive Team quarterly to share progress on the Company’s sustainability performance to plan, as well as key issues and risks that are important to the Executive Team. In turn, the Executive Team plays a supervisory role in determining the effectiveness and progress of the strategy as well as providing guidance when necessary.

Meet the Cornerstone Sustainability Committee



Cathy Ronayne • Executive Sponsor
VP, Information Management & Service Optimization



Lina Paskevicius • Committee Chair
Director, Global Consulting



Diane McIntire
VP, Human Resources



Miriam Duignan
VP, Global Services & Supply Chain Management



Nancy Parker
Senior Director, Global Client Relations



Ryan Burger
Senior Director, Marketing Services



Lisa Curto
Director, Global Supply Chain



Ray Keenan
Manager, Global Supply Chain

Human Rights

In an ever-evolving world, our commitment to human rights stands as a pillar of our operations at Cornerstone. As a global relocation management company, we recognize the profound impact of our work on the lives of individuals and communities. From fostering diversity and inclusion within our workforce to ensuring fair and ethical treatment of the people we serve, we believe that safeguarding human rights is not just a policy; it is the compass that guides our every action.

Focused on DEI Initiatives

In recognition of the importance of Diversity, Equity, and Inclusion (DEI) initiatives within the organization, in 2021, Atlas World Group (AWG) appointed a Chief Diversity Officer, Kelly Cruse, whose oversight spans the organization, including all AWG subsidiaries. Kelly's efforts focus on increasing our benchmark recruitment efforts, providing mentorship, professional development, and retention of diverse personnel. These efforts include the roll out of our new [DEI Statement & Code of Conduct](#).

Collaboration with the University of Evansville

Atlas World Group partnered with the University of Evansville on a new training program: ***Moving to Inclusive Excellence***. The program was organized into three phases.

1. The purpose of the first phase was to provide DEI education to the executive team, identify current concerns and to set the direction for the company-wide DEI program.
2. The second phase included all Director-level and above employees and covered topics including, but not limited to: understanding diversity and inclusion in the workplace, identifying how change is introduced and activated within the organization, developing personal intercultural awareness for the professional context and developing employee engagement.
3. In the third phase, the DEI curriculum was rolled out to the entire organization and included training and listening sessions for employees organization-wide.



Listening to our People

Our Chief Diversity Officer hosted DEI Listening Sessions, open to all employees, to hear firsthand about their experiences at Atlas and the respective subsidiaries, their thoughts on what is done well and what we can be done better.

The information gleaned from these sessions was enlightening and will help the organization to address any perceived gaps and develop targeted training for the organization.

These sessions were well received and afforded employees an opportunity to feel heard in a non-judgmental and confidential environment.

Subsequent DEI training sessions were attended by 100% of Cornerstone's US team members.

Human Rights (cont.)

Cornerstone Cares

Cornerstone believes that a strong global community is built on a foundation of everyday actions. No matter the size of your contribution to your local community, you are making a positive and lasting impact that will build a better future.

We encourage our workforce to pursue those community causes that are near and dear to their hearts. This is why we provide volunteer-specific time off (VTO) to allow our team members to work with 501(c)(3) not-for-profits and other approved organizations of their choosing. Through this program our employees have supported a wide range of not-for-profit organizations that help to lift our neighbors and give back to the communities that provide us with so much joy.

- 5 Cities Homeless Coalition
- BeCause4Paws
- Camden's Comfort Project
- Chicago Furniture Bank
- Community Food Bank of New Jersey
- Girl Scouts of America
- Hesed House
- New Milford Animal Welfare
- New Milford Food Bank
- Northern Illinois Food Pantry
- Rotary Club
- Williamson County Animal Center

Cornerstone Supports

In addition to our employees' support of a range of deserving organizations, Cornerstone provides support to the following:

- Move for Hunger
- Susan G. Komen Foundation
- Food Bank Network of Somerset County
- United Way
- Toys for Tots
- Foundation for Workforce Mobility



Actions: Louder Than Words

In 2023, Cornerstone's volunteerism and charitable projects have grown, with company-wide participation, innovative virtual involvement, and increased excitement!

Virtual Toy Drive

Our virtual toy drive, benefitting United Way, resulted in support from our employees around the world. **We achieved 150% of our stated collection goal.**

Holiday Food Drive

Cornerstone's annual food drive, benefitting the Food Bank Network of Somerset County **resulted in a 50% increase in donations over 2022.**

Human Rights (cont.)

Health & Safety

Cornerstone takes our employees' health and safety very seriously. We understand that employee well-being is as critical as having the right skills to do our jobs. Recognizing that we are all part of a community, we also want to ensure the health and safety of our supplier partners as well as those of our clients and their employees.

Our initiatives include:

- Health Benefits
- Health Coaching
- Consults with Registered Dietician
- MediKeeper Wellness Program
- Health Risk Assessments (HRA)
- Ongoing Condition/Cancer CARE
- Mental Health Support
- Established Safety Procedures
- Accident free for 5 years
- Supplier Safety Programs
- Incident Response Policies
- Employee Assistance Program (EAP)
- Telehealth consults with Registered Nurses
- Identify Theft Assistance
- Worldwide Travel Safety/Health Support



Environmental Initiatives

Cornerstone firmly believes that environmental sustainability requires an all-of-the-above approach of improvement, evaluation, adjustment, and monitoring.

As a forward-thinking organization, we are reviewing our policies, exploring sustainable avenues, and considering the financial impact. We invite our clients to join us in this commitment and empower our employees to champion environmental consciousness. Together, we're investing in community impact, encouraging volunteerism, and engaging in conversations with our building's landlord to foster a sustainable legacy. This report reflects our dedication to a brighter, more responsible future.

This is why Cornerstone's Sustainability Committee is implementing and monitoring several processes and measurements relating to our impact on the environment, and that of our extensive supplier partner network.

Cornerstone Initiatives

- Reviews of operating procedures and company policies through the context of environmental sustainability
- Examining and implementing energy-savings measures at Cornerstone offices
- Launch of ***Sustainability Matters***, a company-wide newsletter to encourage and educate employees on ways to save energy and conserve resources
- Enhancements to our paperless initiatives, including education of our suppliers and partners

Mobility Program Initiatives

- Review of clients' policies for areas where a positive sustainability impact can be made
- Presentation of policy and service change recommendations
- Encouragement of shipment weight-reduction (the single largest contributor of emissions within the mobility supply chain) through the use of discard and donate programs



Supply Chain Sustainability

Cornerstone's leadership in Corporate Social Responsibility and sustainability includes sharing practical suggestions of how our suppliers can measure and progress their own initiatives towards improved sustainable and governance, equity, and inclusion.

In consulting with our partners, we know that many of them struggle with the generic terminology and open questions used around this subject. Our approach is to support them by suggesting measures they can take and how they can report on progress.

A major initiative for 2024 is the establishment and launch of the **Cornerstone Sustainable Partner Award program**. This innovative new program will recognize Cornerstone's supplier partners with ground-breaking ideas related to their sustainability practices as well as those who have the best CSR policies in place.

Supply Chain Sustainability (cont.)

Supplier Playbook

The Cornerstone Supply Chain Team developed a service line-specific guide to help our supplier partners develop initiatives and policies that will improve and strengthen our overall efforts.

Corporate Initiatives

Corporate Social Responsibility

- Ensure hiring and promotion policies, develop diversity of staff across all ages, gender, educational backgrounds and ethnicity/origin
- Develop reports on diversity ratios of total staff and leadership team
- Survey teams to gauge perceptions of DEI within the company
- Study and ensure operations staff are paid a 'living wage' in their location
- Develop and support a relationship with a preferred charity partner to help elevate their shared community

Environmental Sustainability

Sustainable Office Practices

- Consider hybrid or work from home programs to reduce employee commute time, emissions, and energy consumption
- Encourage the utilization of public transit, carpool/ride sharing
- Explore office efficiency upgrades, such as motion sensor lights and smart thermostats
- Require recycling in all offices
- Develop a paperless office environment and use post-recycled materials

Household Goods Partners

- **Discard & Donate** – Promote greater use and awareness of “discard & donate” programs to reduce the overall weight of the shipments. Benefits include reduction of emissions and fuel consumption
- **Warehouse Efficiency** – Explore the addition of solar panels to warehouses to create green energy with the vast amount of roof space available
- **Track Shipment Routing** – Track how often goods are moved via freight trains, trucks, and other modes of transport

Destination & Travel Providers

- **Eco-Ride Programs** – Offer the option of hybrid, electric, and alternative fuel vehicles as rental/lease options wherever possible
- **Efficient Flights** – Offer flights that are optimized to reduce carbon emissions through more fuel-efficient routes and on efficient aircraft

Temporary & Corporate Housing

- Track and report on properties that have *green building* certifications or develop an energy use tracking program
- Deployment of environmentally responsible changes, such as:
 - Electric vehicle charging points on site
 - Energy efficient appliances, smart thermostats, LED lighting
 - Cleaning service opt-out options to reduce material and water usage – utilize eco-friendly cleaning products
 - Eliminating one-time-use plastics (e.g. small shampoo bottles and water bottles)
 - Donate obsolete or unusable furniture, housewares, appliances to non-profit organizations for repurposing

Thank You



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