

THE FAMILY MOVERS
GLOBAL MOBILITY

SUSTAINABILITY REPORT

2027



Overview

- A Word from Our Leadership
- Executive Summary
- Understanding UN Sustainable Development Goals
- Our Initiatives to SDGs
- Key Performance Indicators (KPIs)
- Future Commitments and Goals



"Moving towards a sustainable tomorrow, one step at a time."

Ivan Ong

General Manager

A Word from Our Leadership

TFM Global Mobility is dedicated to building a sustainable future where progress and environmental responsibility work together. Established in Singapore in 1975, we believe in fostering diversity and opportunity for a better world.

We recognize our important role in achieving the UN Sustainable Development Goals, especially given Singapore's position as a leader in sustainable growth in the region.

This report outlines how we plan to translate our vision into action. The moving industry is responsible for contributing to positive change, and TFM Global Mobility is committed to leading the way. We believe that even small steps can significantly impact, and this report offers a practical guide for any organization looking to make a difference.

Starting in Singapore, we aim to facilitate other companies' joining the global sustainability movement. By working together, we can create a future we can all be proud of.



Executive Summary

TFM Global Mobility, a premier international relocation company established in 1975, acknowledges the urgent need for global action in addressing critical challenges such as climate change, socioeconomic disparities, and resource depletion. Recognizing the significance of the United Nations Sustainable Development Goals (SDGs), TFM Global Mobility is dedicated to integrating sustainability principles into its operations.

This report outlines TFM Global Mobility' commitment to the SDGs, specifically focusing on reducing its carbon emissions through optimized logistics, sustainable packaging solutions, and a transition towards cleaner energy sources. The company champions fair labor practices, invests in employee well-being, and fosters a diverse and inclusive workplace.

Based in Singapore, TFM Global Mobility is particularly conscious of its role in promoting sustainable urban development. This includes mitigating its impact on traffic congestion and emissions and actively engaging with local communities to generate positive social impact.

Understanding UN Sustainable Development Goals (SDGs)

What is so special about the SDGs?

The 17 UN Sustainable Development Goals (SDGs), endorsed by all 193 member states of the United Nations, represent a globally recognized framework for addressing critical social, economic, and environmental challenges. Backed by the credibility of the UN, these goals provide a unified, measurable approach to fostering positive global change.

TFM Global Mobility is committed to adopting the SDGs as a strategic guide, integrating their principles into our operations to drive meaningful contributions toward a more sustainable future.



Our Initiatives to SDGs

TFM Global Mobility is dedicated to fostering an inclusive and equitable workplace while contributing to sustainable development. We actively support the UN SDGs, mainly focusing on No Poverty (SDG 1), Gender Equality (SDG 5), and Reduced Inequalities (SDG 10), to build a better future for our employees and the community.



SDG1:
No Poverty



SDG5:
Gender Equality



SDG10:
Reduced Inequalities

- **Progressive Wage (PW) Mark Accreditation**: As a certified holder of the Singapore Progressive Wage (PW) Mark, we affirm our commitment to paying fair wages, ensuring sustainable growth, and upholding the well-being of our employees. This certification reinforces our dedication to supporting the local workforce and aligning with progressive employment practices.
- **Fair Contractual Terms**: We are committed to promoting decent work and sustainable economic growth by offering all employees competitive wages, a safe work environment, and ample opportunities for career advancement.
- **Equal Opportunities**: We actively promote gender equality and cultivate an inclusive workplace where discrimination and harassment have no place.
- **Employee Empowerment**: We prioritize fairness and equal opportunities for everyone, irrespective of their background, ethnicity, or social standing. We embrace the rich diversity within our workforce and strive to create an environment where every individual is valued, respected, and empowered to thrive.

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THINK GREEN THINK FAMILY MOVERS



LRQA CERTIFIED ISO 45001 | UKAS MANAGEMENT SYSTEMS 0001

bizSAFE 3

SDG3:
Good Health &
Well-being



Our Initiatives to SDGs

At TFM Global Mobility, we place the utmost importance on fostering a safe, healthy, and nurturing environment for our employees and partners.

- **Commitment to Safety**: With certifications such as BizSafe, endorsed by Singapore's Ministry of Manpower (MOM), and ISO 45001 Occupational Health and Safety Management System (OHSMS), we strive to reduce workplace risks and enhance operational efficiency by prioritizing a secure and health-conscious workspace.
- **Employee Well-Being**: We actively promote a balanced and holistic approach to employee wellness through initiatives that address both physical and mental health, ensuring our team thrives personally and professionally.
- **Proactive Leadership**: Our leadership team is dedicated to understanding and addressing the challenges faced by employees, providing resources and assistance to create a supportive and compassionate workplace culture.

SDG1:
No Poverty



Our Initiatives to SDGs

At TFM Global Mobility, we are dedicated to nurturing our team's professional growth by creating opportunities for skill enhancement and development.

- **Empowering Through Education**: We collaborate with the FIDI Academy to offer a diverse selection of training programs, such as International Moving Fundamentals, Packers Training, and QHSE certifications, equipping our employees with industry-leading expertise.
- **Commitment to Lifelong Growth**: By leveraging initiatives like Singapore's SkillsFuture Enterprise Credit (SFEC), we actively invest in our workforce, enabling them to pursue advanced learning and build a strong foundation for their careers. Our focus on continuous education reflects our belief in empowering every team member to reach their full potential.



SDG7:
Affordable & Clean Energy





Our Initiatives to SDGs

TFM Global Mobility is dedicated to protecting the environment by adopting sustainable practices and prioritizing energy-efficient solutions.

- **Sustainable Transport**: We optimize our logistics through strategic vehicle usage and resource planning, incorporating methods like intermodal transport and groupage services to cut fuel consumption and reduce emissions.
- **Eco-Friendly Practices**: Our drivers are trained in green driving techniques, focusing on fuel efficiency and minimizing environmental impact during operations.
- **Renewable Energy Initiatives**: Our warehouse leverages solar energy to reduce reliance on non-renewable resources, significantly lowering greenhouse gas emissions and aligning with our commitment to combating climate change.

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SDG9:
Industry, Innovation
& Infrastructure



Our Initiatives to SDGs

TFM Global Mobility is proud to present findings from our sponsored research initiative, "**The Relative Importance of Sustainability Aspects in the Marketing of International Moving Services**." This study was conducted in partnership with Iina Väyrynen from the Berlin School of Economics and Law.

- The research highlights a growing consumer focus on sustainability in the moving industry. Customers increasingly value reusable packing materials and are mindful of how renewable energy, eco-friendly transportation, sustainable packaging, and recycling practices influence environmental outcomes. These insights reinforce our dedication to environmentally conscious operations.
- At TFM Global Mobility, sustainability drives our mission. We prioritize the use of green packing materials and are constantly innovating to reduce the environmental impact of our logistics and operations, striving to set new benchmarks in sustainable moving solutions.

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SDG12:
Responsible Consumption
& Production



Our Initiatives to SDGs

Aligned with SDG 12: Responsible Consumption and Production, TFM Global Mobility embraces sustainable practices to reduce our environmental impact.

- **Prioritizing Sustainability**: We actively address the environmental challenges of packing materials by focusing on waste reduction, recycling, and reuse. Our facilities feature dedicated zones for sorting recyclables, and we encourage clients to recycle packing materials or donate items they no longer need.
- **Eco-Friendly Solutions**: Wherever feasible, we incorporate recycled and reusable materials into our packing processes, supporting waste reduction and advancing the circular economy.
- **Digital Innovations**: Transitioning toward a paperless office, we leverage digital tools to cut paper use and prefer virtual meetings to minimize travel-related emissions.
- **Efficient Surveys**: By implementing virtual pre-move surveys, we eliminate unnecessary site visits, significantly reducing our carbon footprint and improving overall efficiency.



SDG13:
Climate Action



SDG17:
Partnerships For The Goals

GARDEN CITY FUND

Our Initiatives to SDGs

As part of our commitment to climate action, TFM Global Mobility is proud to partner with the Singapore Garden City Fund.

- This collaboration supports initiatives that promote reforestation and enhance the green landscape of Singapore, contributing to a sustainable environment for future generations.
- By engaging in tree-planting activities, we aim to mitigate carbon emissions and foster biodiversity, aligning with our goal of reducing our ecological footprint while positively impacting our community.
- https://www.gardencityfund.gov.sg/

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SDG16:
Peace, Justice &
Strong Institutions

FIDI

pdpc PERSONAL DATA PROTECTION COMMISSION SINGAPORE

Our Initiatives to SDGs

TFM Global Mobility is dedicated to building a better world by operating with integrity and transparency. We believe in fostering trust and fairness in everything we do.

- **Ethical Conduct:** Our commitment to honesty and strong moral principles guides all our actions, from refusing bribery and corruption to ensuring responsible practices throughout our supply chain. We are proud members of FIDI, upholding their high standards of ethical conduct.
- **Accountability and Transparency:** We champion open and honest communication in all our business dealings. We believe in playing fair and holding ourselves accountable to the highest standards.
- **Law-Abiding Operations:** We respect and adhere to the laws of every country where we operate, including data protection regulations like those set by the Personal Data Protection Commission (PDPC) in Singapore. We believe in contributing to a stable and just legal framework globally.

Future Commitments and Goals

TFM Global Mobility is dedicated to embedding sustainability into the heart of our long-term strategy, aligning our efforts with the United Nations Sustainable Development Goals (SDGs) while enhancing our operations and elevating the customer experience.

- **Integrating Sustainable Practices**: We are committed to weaving sustainability into all aspects of our business, from supply chain and logistics to employee initiatives and customer engagement.
- **Driving Innovation**: By embracing cutting-edge technologies and eco-conscious practices, we aim to minimize our carbon footprint, streamline operations, and reduce waste across every stage of the moving process.
- **Building Partnerships**: Collaboration is key to creating meaningful change. We will deepen our relationships with industry partners, sharing expertise and resources to drive collective progress.
- **Promoting Awareness**: Through targeted education and training programs, we will equip our employees and clients with the knowledge to make sustainable choices. Workshops and resources will play a central role in fostering a culture of environmental responsibility.

With this forward-thinking approach, TFM Global Mobility aspires to lead the way in sustainable moving practices, ensuring that our efforts contribute to a greener and more inclusive future for generations to come.

Key Performance Indicators (KPIs)



To achieve our sustainability goals and monitor progress effectively, we have established comprehensive systems for evaluation, measurement, and reporting.

We utilize the EcoVadis sustainability rating platform, which allows us to assess our operations against global benchmarks and provide clear, transparent insights to our stakeholders about our sustainability performance.



Further Info on Sustainability

24 Penjuru Rd, #06-01, Singapore 609128

sales@tfmglobalmobility.com

+65 6266 5225

+65 8202 3428