

CORPORATE SUSTAINABILITY

Vanpac International is committed to conducting business responsibly and sustainably. Our Corporate Sustainability Programme outlines our Environmental, Social, and Governance (ESG) approach and the measures we have adopted to minimize environmental impact, support our employees and communities, and uphold ethical business standards.

This programme aligns with the FIDI requirements and integrates sustainability into our daily operations, long-term strategy, and company culture.

Environmental

Vanpac International recognizes that the moving and logistics industry has a direct impact on the environment. We are committed to reducing this impact through responsible packing practices, energy efficiency, and sustainable transportation solutions.

Commitment Statement:

“We are dedicated to minimizing the environmental footprint of our operations through smart resource use, reuse of materials, and the adoption of efficient and eco-friendly logistics practices.”

Environmental Impact Assessment

We regularly assess the environmental footprint of our activities, focusing on:

- Resource use (cartons, crates, bubble wrap, pallets, packing paper).
- Fuel consumption in vehicles and partner fleets.
- Waste generated during packing and unpacking.
- Energy consumption in offices and warehouses.

Our Goals and Initiatives

Resource Efficiency in Packing & Moving

- Reuse of cartons that remain structurally sound for subsequent international or local moves.
- Set aside used packing materials (cartons, wrapping paper, bubble wrap, airfreight cartons) for recycling or reuse.
- Reuse of specialized crates such as piano crates and TV crates, which are built for durability and multiple relocations.
- Reconditioning airfreight cartons (double-wall and tri-wall) for reuse where integrity is intact.
- Segregation of recyclable materials (paper, cardboard, stretch film, pallets).
- Gradual transition to eco-friendly packing materials (biodegradable packing peanuts, recycled wrapping paper, reusable crates).
- Partnering with certified recycling companies to ensure cartons, plastic wrap and pallets are disposed of responsibly and processed properly.
- Encouraging customers to return used cartons and crates for reuse or recycling.



Carbon Footprint Reduction Goals

Warehouse & Office Efficiency

- Changing fluorescent tubes to LED lighting to reduce energy consumption.
- Encouraging staff to switch off lights and equipment when not in use.

Transportation & Fleet Optimization

- Careful planning of deliveries for groupage and small shipments, as well as pre-delivery of packing materials, to ensure efficient route planning and fuel savings.
- Consolidating shipments wherever possible to reduce the number of trips and associated emissions.
- Regular vehicle maintenance to improve fuel efficiency and reduce breakdowns.
- Use of Cleaner Fuels and Responsible Fuel Management:
 - All our diesel vehicles run exclusively on 10ppm Ultra Low Sulphur Diesel (ULSD), which produces significantly lower sulphur emissions compared to traditional diesel.
 - While ULSD is the national standard in Singapore, Vanpac goes further by bulk-purchasing fuel directly from suppliers and storing it in our own warehouse tank. This system allows us:
 - Maintain strict quality control of the fuel supplied to our fleet
 - Enable efficient refuelling onsite eliminating unnecessary detours to service stations.
 - Monitor and track fuel usage centrally, improving accountability and supporting long-term reduction goals.
- Partnering with sustainable logistics providers: For container trucking, we work with Haulio, a digital-first haulage platform. Haulio improves truck utilization and route efficiency by reducing empty runs and optimizing container movement. This partnership allows us to minimize indirect emissions while supporting the broader transition to sustainable logistics.

Social

Commitment to People and Communities

We are committed to protecting the health, safety, and wellbeing of our employees, customers, and the communities we serve.

Policies and Practices

- Health, Safety, and Wellbeing:
 - Comprehensive safety training for packers and movers (manual handling, use of lifting equipment, road safety).
 - PPE (personal protective equipment) provided to all operational staff.
 - Customer safety measures during moves, such as safe packing/unpacking zones.
- Diversity, Equity, and Inclusion (DEI):
 - Equal opportunity in recruitment and career advancement.
 - Non-discrimination policy for all staff.
 - Diversity awareness training.
- Employee Engagement and Fair Treatment:
 - Open-door policy for feedback and concerns.
 - Fair wages, benefits, and transparent HR policies.
- Learning & Development Opportunities:
 - Regular training on safe packing, customer service, and sustainability.
 - Language and cultural sensitivity training for international assignments.
 - Leadership development for supervisors and managers, including encouraging staff to utilize SkillsFuture credits for professional courses. Vanpac supports continuous learning by guiding employees toward SkillsFuture-approved programmes in areas such as leadership, management, customer service, and digital skills, ensuring they are equipped for career growth and industry changes.
- Community Engagement Initiatives:
 - Donating reusable packing materials to local schools for reuse.
 - Encouraging employee participation in community wellness or environmental campaigns

Ethical Business Conduct

Vanpac International ensures accountability, transparency, and ethical practices across all our operations. Our governance framework is designed to uphold integrity, comply with all applicable laws, and promote responsible business practices across the company and its partners.

- **Code of Conduct:** All employees follow clear guidelines covering integrity, compliance with laws, professional behaviour, and responsible customer service.
- **Anti-Corruption Policy:** We operate a strict zero-tolerance approach to bribery and corruption. All staff are trained on compliance requirements and procedures to identify, prevent, and report misconduct.
- **Data Protection and Confidentiality:** We comply with GDPR and local privacy laws to protect client and employee information. Sensitive data is handled securely, with access limited to authorized personnel only.
- **Accountability and Oversight:** Senior management reviews sustainability and governance progress annually, setting new goals and ensuring continuous improvement.

Additional Governance Practices

- **Whistleblower Policy:** Confidential channels are available for employees to raise concerns about unethical or unsafe practices without fear of retaliation.
- **Supplier and Partner Standards:** We encourage our suppliers, subcontractors, and service providers to follow ethical, social, and environmental standards aligned with our own values.
- **Transparency in Communication:** Company policies and procedures are documented and communicated clearly to employees, customers, and stakeholders to ensure shared understanding of responsibilities.
- **Training and Awareness:** Employees undergo regular training on governance topics, including anti-corruption, data protection, customer confidentiality, and ethical business practices.
- **Leadership Commitment:** Senior management formally endorses all governance and sustainability policies, ensuring accountability and demonstrating visible leadership support.

Communication of Progress to Stakeholders

Vanpac International ensures that the progress of its Corporate Sustainability Programme is communicated clearly and regularly to all relevant stakeholders:

- **Internal Staff:** Updates are shared through staff meetings and our internal official company's WhatsApp group chats
- **Customers:** Key sustainability highlights, such as reductions in fuel emissions or increased reuse of packing materials, are shared in quotations as well as face-to-face during pre-move surveys.
- **Supply Chain Partners:** An annual bulletin is issued to suppliers and service providers, outlining Vanpac's sustainability progress, policies, and expectations. Supplier contracts and RFPs include clauses encouraging partners to align with Vanpac's ESG practices.

This structured communication ensures that our sustainability achievements are transparent, accessible, and reinforced across our ecosystem of staff, customers, and partners.

Vanpac International is committed to continuously improving sustainability practices in the moving and logistics industry. Through resource efficiency — including the reuse of cartons, piano crates, TV crates, and airfreight cartons — along with employee wellbeing, community engagement, and strong governance, we strive to be a responsible and trusted partner to customers worldwide.

We view sustainability not only as a responsibility but also as an opportunity to build a resilient, future-ready company.