



From the way we move offices to the way we move people, we strive to ensure our impact is positive, inclusive, and sustainable.

## How IOR Recognized Earth Month Through Everyday Action

At IOR, sustainability is not limited to a single day. It is built into how we work, support our clients, and show up in our communities year-round. This April, we marked Earth Month by **spotlighting practical actions, employee-led initiatives, and everyday choices** that help reduce our environmental impact. Here is a snapshot of how our team brought sustainability to life throughout the month:

### Plastic-Free Eco Crafting

Our team got creative with a **zero-plastic** beading workshop hosted by **Cristina Bondar**, Destination Program Manager. Employees participated both in person and virtually, creating handmade pieces using sustainable materials while celebrating Earth Month in a hands-on way.

As part of the same initiative, employees visiting our Point O'Hare location also had the opportunity to pick up locally sourced honey and succulents from Honey House, supporting a local business while learning more about our building's **recycling program**.



### Food Rescue Challenge

Through the **Too Good To Go Food Waste Challenge**, employees helped rescue surplus food from local businesses that would have otherwise gone to waste. Together, participants saved food and helped prevent associated CO<sub>2</sub> emissions that occur when food is discarded.



For those interested in taking part themselves, the Too Good To Go app is available in major U.S. cities and across Europe and offers an easy way to reduce food waste in everyday life.

## Annual Clothing Swap

To promote reuse and reduce landfill waste, we hosted our **annual in-office clothing swap**. Employees exchanged clothing, accessories, and books, extending the life of gently used items. Remaining pieces were donated to **WINGS** Resale Store, supporting the local community and women in need.



## Sustainability in Action

Sustainability at IOR also shows up through individual choices and how our teams **support assignees**. This month, we recognized **Vita Van Tonder**, Destination Service Consultant in Houston, for consistently incorporating environmentally conscious habits into daily life and work.

As **Denice Carranza**, Senior Destination Program Manager, shared: “Vita leads by example through everyday sustainable choices, from driving an electric vehicle and coordinating shared transportation to volunteering regularly and spending time outdoors

appreciating nature.”

These individual actions reflect a broader operational standard at IOR—**100% of our programs are structured to combine appointments and reduce unnecessary travel**, minimizing emissions through simple, consistent practices. In addition, every recorded program incorporates **at least one low-impact transportation option**, such as public transit, carpooling, walking, biking, or electric vehicles.

Our DSCs regularly reinforce similar practices with assignees, including recycling guidance, local sustainability resources, and practical tips for greener day-to-day living during relocation.

## A Year-Round Commitment

Earth Month may be April, but **our focus on sustainability continues throughout the year**. We share practical tips and ESG best practices through monthly “Sustaina-bits” in team meetings, prioritize recycling and waste reduction in our offices, and support a hybrid work model that helps reduce commuting-related emissions.

At IOR, **sustainability is driven by consistent, thoughtful action**. From prioritizing office recycling and using more sustainable supplies to supporting local businesses and making environmentally conscious purchasing and delivery decisions, we embed sustainability into how we work every day. Together, these efforts reinforce **our commitment to creating positive environmental impact** for our clients, employees, and communities.



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ARE OUR PRIORITY.



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