



PMR
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Sustainability Report 2026





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This Sustainability Report outlines PMR's Environmental, Social, and Governance (ESG) performance and initiatives for the reporting period from 1 April 2025 to 31 March 2026.

Message from leadership

At PM Relocations, we believe that sustainable growth is achieved by balancing business success with environmental responsibility, social commitment and strong governance. As we present our Sustainability Report for FY 2025-26, I am proud of the progress we have made in strengthening our ESG journey while continuing to deliver trusted relocation solutions.

During the year, we enhanced operational efficiency, expanded the use of cleaner transportation, promoted employee well-being, strengthened community partnerships and upheld the highest standards of ethics, integrity and governance. These efforts reflect our commitment to creating lasting value for our customers, employees, partners and communities.

Sustainability is an ongoing journey, and we remain committed to continuous improvement, innovation and responsible business practices. I sincerely thank our employees, customers, partners and stakeholders for their continued trust and support as we move forward responsibly towards a more sustainable future.

Warm Regards,

Aakanksha Bhargava
CEO



Executive Summary

This Sustainability Report presents PM Relocations environmental, social and governance (ESG) performance for FY 2025-26, highlighting our key initiatives, achievements and progress in integrating sustainability across our business. It reflects our commitment to responsible growth and creating long-term value for our customers, employees, partners, communities and the environment.

During the reporting year, we advanced our environmental initiatives through cleaner transportation, responsible resource management and improved operational efficiency. We also strengthened employee well-being, workplace engagement and community partnerships while continuing to uphold high standards of ethics, governance and regulatory compliance.

While this report highlights the progress achieved during FY 2025-2026, it also reinforces our commitment to continuous improvement. We will continue enhancing transparency, setting measurable sustainability goals and embedding responsible business practices that create lasting value for all our stakeholders.



About PMR

PMR is one of India's preferred international relocation companies, with over four decades of experience delivering seamless relocation solutions for individuals, families, and organisations. Whether moving around the world or across the street, we provide a comprehensive range of services, including Corporate and Personal Relocation, Warehousing, Pet Relocation, Destination Services, Home Search, and Visa & Immigration Support.

Supported by a trusted network of partners worldwide, we help people and businesses transition smoothly to new locations. Our commitment to quality, reliability, and responsible business practices guides every relocation we manage, ensuring a positive experience for our customers while creating long-term value for our stakeholders.

500+ Customers

PAN India Presence

Women Owned Enterprise

Global Mobility Network

ISO 9001 Certified

FIDI Accredited Mover

Business Profile

PMR is a trusted provider of relocation and mobility solutions, serving individuals, families, and businesses across India and around the world. With nearly four decades of experience, we offer comprehensive residential, commercial, domestic, and international moving services, supported by packing, storage, and logistics solutions. Our commitment to quality, reliability, and customer satisfaction has established PMR as a preferred relocation partner for clients across diverse industries.

 Services	 Reach & Presence	 People	 Scale
- Household Relocation - Office Relocation - Packing & Storage - Fine Art, Vehicle & Pet Moving	- Global Network Coverage - Offices across major Indian cities - Domestic & International Services - Warehousing & Logistics Support	400+ Professionals - Founded in 1986 - Nearly 40 Years of Experience - Customer-focused service culture	200,000+ Families Served - Residential & Corporate Relocations - Door-to-door relocation solutions 98% Customer Satisfaction



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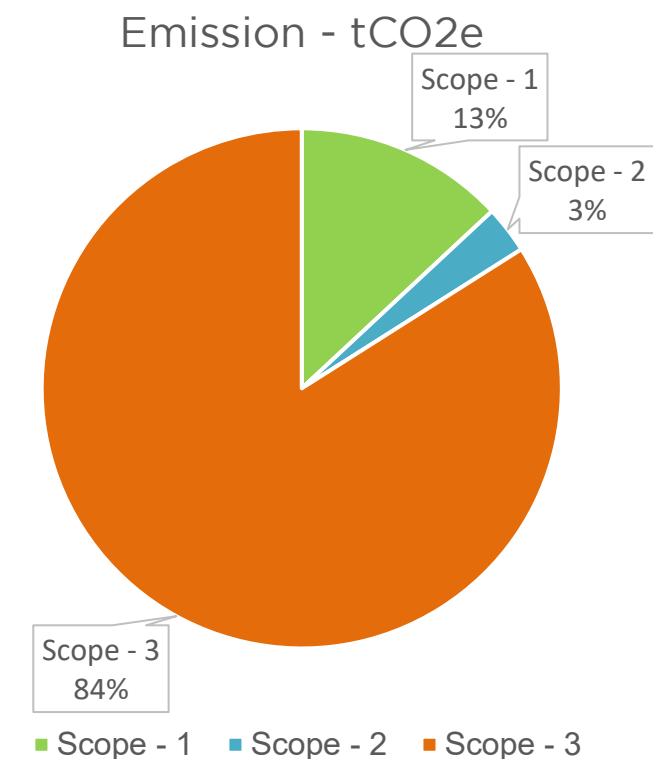
Environmental

Climate & Emissions

Managing Our Carbon Footprint

At PMR, we are committed to minimizing our greenhouse gas (GHG) emissions and supporting the transition to a low-carbon future. In FY 2025-26, we assessed our emissions across Scopes 1, 2, and 3 in line with the GHG Protocol. This assessment helps us better understand our carbon footprint, monitor performance, and identify opportunities for ongoing emissions reduction and environmental improvement..

Category	Emissions (tCO ₂ e)
Scope 1 – Direct Emissions	554.56
Scope 2 – Purchased Electricity	125.28
Scope 3 – Value Chain Emissions	3,564.70
Total Carbon Footprint	4,244.54



Our carbon footprint is largely influenced by transportation and other value chain activities, underscoring the need for close collaboration with customers, suppliers, and logistics partners to drive sustained emissions reductions and support our long-term climate goals.

Emission Profile

Understanding Our Emissions

Identifying our key emission sources helps us prioritise high-impact initiatives and implement effective strategies to reduce our environmental footprint.

Scope-wise Emissions Breakdown

Source	Emissions (tCO ₂ e)
Scope 1 – Mobile Combustion	542.35
Scope 1 – Scope 1 - Fugitive Emissions Réfrigérants & Industrial Gases	12.21
Scope 2 – Purchased Electricity	125.28
Scope 3 – Purchased Goods & Services	1000.36
Scope 3 – Capital Goods	1.4
Scope 3 – Fuel & Energy Related Activities	167.62
Scope 3 – Upstream Transportation & Distribution	2051.34
Scope 3 – Waste Generated in Operations	205.95
Scope 3 – Business Travel	137.93

Reporting Methodology

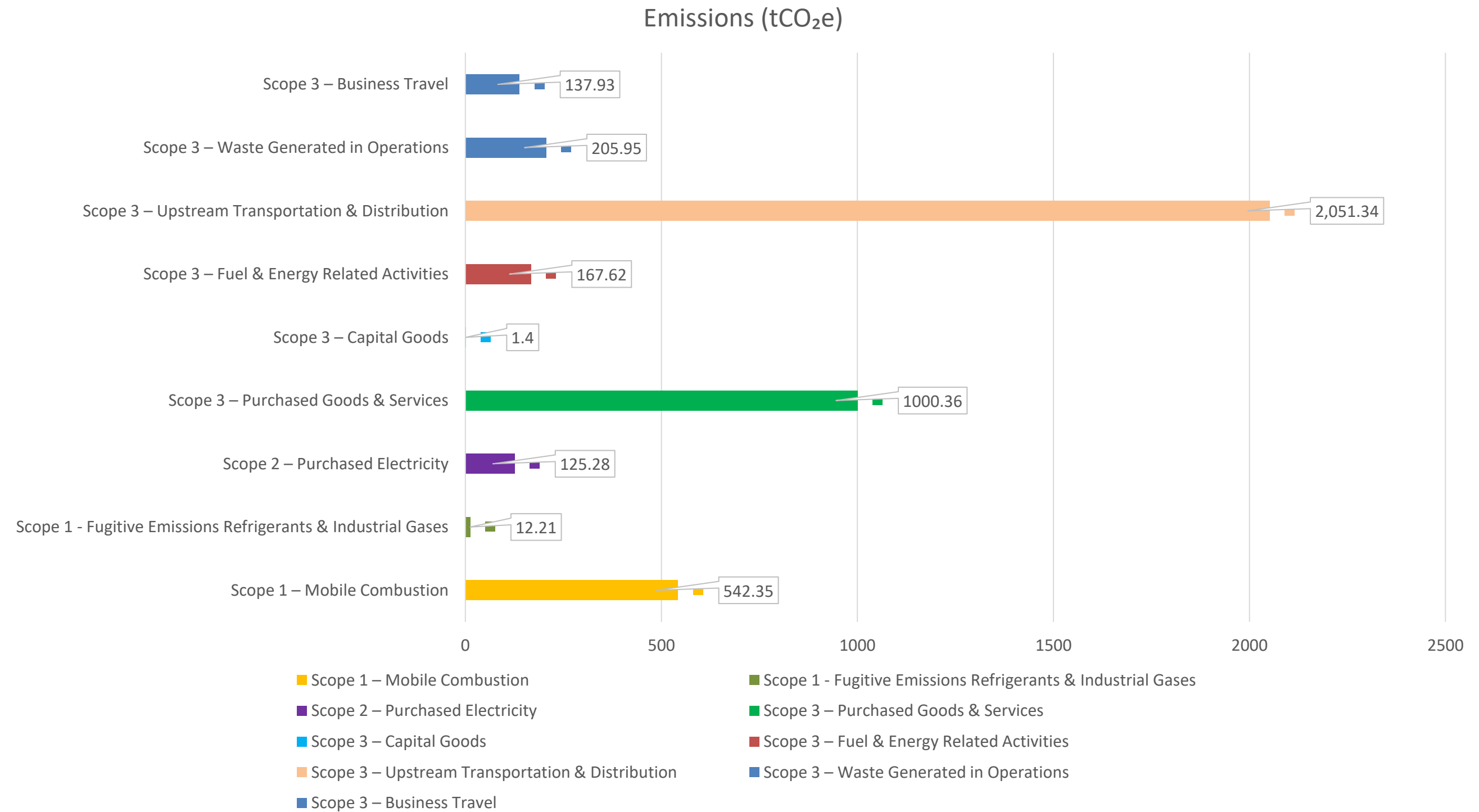
- Greenhouse Gas (GHG) Protocol
- Scope 1, Scope 2 and applicable Scope 3 emissions assessed
- Annual emissions inventory established to support continual improvement

Transportation and distribution account for the largest share of our emissions, making logistics optimisation a key focus area in our sustainability journey.



Emission Profile

Scope-wise Emissions Breakdown



Environmental Initiatives

Driving Environmental Improvement

We remain committed to embedding environmentally responsible practices throughout our operations, reducing resource consumption, improving operational efficiency, and minimising our environmental footprint.

Key Initiatives

-  Increased use of recycled and eco-friendly packing materials.
-  Greater use of reusable packing materials such as moving blankets.
-  Transition to energy-efficient LED lighting across office locations.
-  Adoption of energy-efficient equipment and machinery.
-  Increased use of CNG and lower-emission vehicles where operationally feasible.
-  Route optimisation and shipment consolidation to reduce fuel consumption.
-  Promotion of virtual meetings to reduce business travel and associated emissions.
-  Reduction in the use of single-use plastics within offices and operations.
-  Encouraging environmentally responsible workplace practices through sustainability awareness sessions and employee engagement.

Through the consistent implementation of these initiatives, we continue to improve operational efficiency while reducing our environmental impact.

Challenges & The Road Ahead

Our Sustainability Journey Continues

We recognise that advancing our environmental performance is an ongoing journey that requires continuous innovation, collaboration, and focused investment.

Key Challenges

- Managing the cost of sustainable packaging solutions while ensuring customer affordability.
- Limited availability of environmentally preferred packaging alternatives..
- Encouraging suppliers and business partners to adopt stronger sustainability practices.
- Reducing transport-related emissions while maintaining operational efficiency and service excellence.

Looking Ahead

- Expand the use of sustainable packing materials.
- Drive further improvements in fuel efficiency and route planning.
- Increase the adoption of lower-emission vehicles.
- Strengthen sustainability collaboration with suppliers and partners.
- Enhance environmental awareness across the organisation.

We remain committed to responsible growth by continuously improving our environmental performance and delivering reliable relocation services with sustainability in mind.



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Social



Our People

Our People: The Foundation of Our Success

At PMR, our people are our greatest strength. The success of our relocation services depends on the dedication, professionalism, and well-being of our employees. We are committed to providing a safe, inclusive, and supportive workplace where every individual is respected, empowered, and given opportunities to grow.

Our people strategy is built on five pillars:

-  **Employee Well-being**
-  **Diversity, Equity & Inclusion**
-  **Learning & Development**
-  **Health & Safety**
-  **Human Rights & Fair Employment**

"By investing in our people, we create lasting value for our customers, employees, and communities."



Employee Engagement & Workplace Culture

Building a Workplace Where People Thrive

At PMR, we believe that an engaged workforce is the foundation of exceptional customer service. We foster a positive work environment that encourages collaboration, recognition, well-being, and a strong sense of belonging.

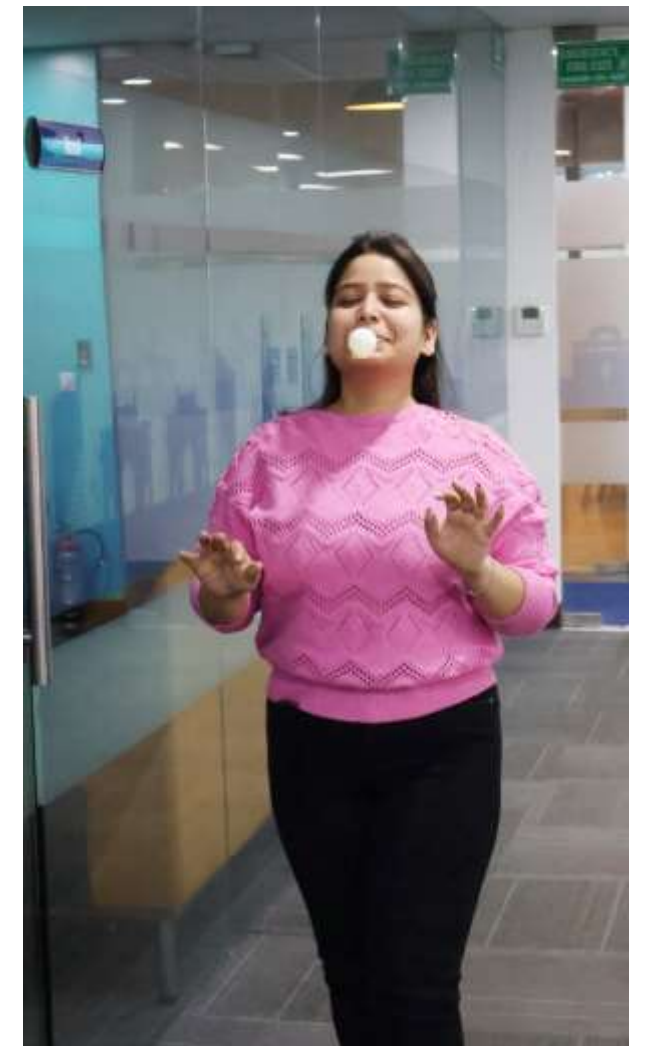
Employee Highlights

- ★ 89% Employee Satisfaction
- 🔄 90% Employee Retention
- 📄 Employee Exit Feedback Program

Employee Engagement Initiatives

- 🎉 Saturday Fun Day activities
- 🍰 Birthday and festival celebrations
- 🏆 Reward & Recognition program
- 👉 Team-building and employee engagement activities
- 💙 Health & wellness initiatives like Yoga, Games and Dance
- 👏 Celebrating employee milestones and achievements

An engaged workforce creates a stronger organization and delivers better customer experiences.



Building a Culture of Sustainability

Sustainability begins with people

Building a sustainable workplace begins with informed, engaged and responsible people. During FY 2025-26, we encouraged employees to embrace environmental responsibility, well-being, cultural appreciation and active participation, helping create a workplace where sustainability becomes part of our daily culture.

Environmental Awareness Initiatives

- Celebrated Earth Day with the message – Best Out of Waste Competition.
- Plant a Promise Campaign to encourage employee plan a tree.
- Observed Environmental Health Day with an upcycling initiative that reinforced the principles of Reduce, Reuse and Recycle.
- Recognised innovative ideas that promoted creativity, resource conservation and responsible consumption.
- Continued encouraging environmentally responsible practices across our workplace through employee participation and awareness activities.

SMALL ACTIONS TODAY INSPIRE A MORE SUSTAINABLE TOMORROW.



DIPLOMA



The FIDI Academy confirms that

Priyanka Sharma

has attended the FIDI MiM seminar to study all managerial aspects of a relocation business including the management of people, processes, accounts, projects and successfully completed a Company Master Project to obtain the FIDI degree in

Master in Global Mobility

January 2026



The FIDI Academy turns your valued employees into service champions

Learning & Development

Building Skills Through Continuous Learning

We are committed to continuously enhancing the knowledge, skills, and capabilities of our employees through structured learning and development programmes. These initiatives support professional growth, strengthen operational excellence, and build capabilities across the organisation.

Key Highlights

- Structured learning programmes to support professional development.
- Training initiatives focused on compliance, safety, operational excellence, and customer service.
- Encouraging a culture of continuous learning and knowledge sharing.

Employee Development Milestone

PMR provided an opportunity for a female employee to undertake the MiM (Conducted by FIDI) certification programme. She successfully completed the certification, further strengthening her industry knowledge and professional capabilities.

“Investing in our people enables us to build stronger capabilities and deliver excellence across our operations.”

Learning & Development

Building Skills Through Continuous Learning

By empowering our people with knowledge and skills, we create a stronger, more capable workforce prepared for the future.

Training Areas

- Employee Induction
- Employee Code of Conduct & Business Ethics
- Anti-Bribery, Anti-Corruption, Fraud Awareness & Whistleblower
- Anti-Competitive Law (Anti Trust Code)
- Information Security, Cybersecurity & Data Privacy
- Quality Management & Compliance
- Occupational Health & Safety & Emergency Preparedness
- Diversity, Equity & Inclusion
- Human Rights
- Environmental Sustainability & ESG Practices
- Customer Service Excellence
- Operational Packers Training and Risk Management

Continuous learning strengthens our people and supports operational excellence.



Diversity, Equity & Inclusion

An Inclusive Workplace for Everyone

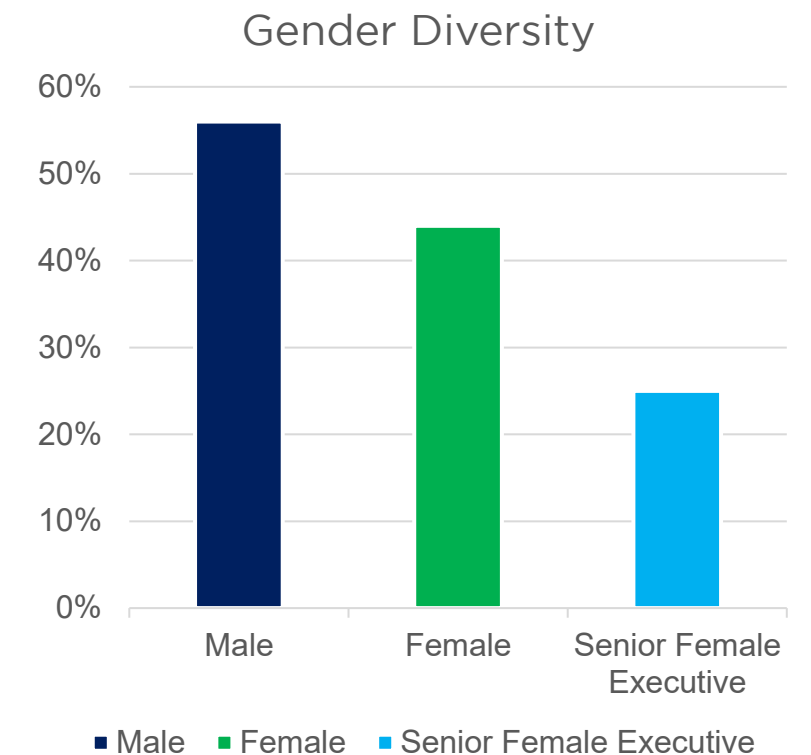
PMR recognises that diversity strengthens our organisation, encourages innovation, and contributes to our organisational success. We are committed to fostering an inclusive culture that promotes equal opportunities and ensures every individual feels respected, valued, and empowered to thrive.

Gender Diversity Highlights (Office)

- 👩 38% Female Workforce (Office)
- 👩 27.45% Female Senior Executives

Our DEI Initiatives

- Women's Day Celebration
- Equal opportunity employment practices
- Health and well-being program
- Diversity, Equity & Inclusion awareness training
- Respectful and inclusive workplace culture



"A DIVERSE WORKFORCE ENABLES BETTER COLLABORATION, STRONGER INNOVATION, AND SUSTAINABLE BUSINESS GROWTH."

Health, Safety & Well-being

Safety First, Always

Protecting the health, safety, and well-being of our employees remains a top priority. We continuously strengthen our workplace safety culture through preventive measures, preparedness, and compliance.

Safety Performance

- Zero workplace fatalities recorded
- Zero minor incidents recorded
- Zero Near Miss incidents were recorded

Safety & Wellbeing Initiatives

- Health & wellness initiatives like Eye-check camp, Yoga Classes and Dance.
- Fully equipped first-aid facilities with valid medical supplies
- Quarterly fire drills and emergency evacuation exercises
- Continuous monitoring of workplace safety practices

Every employee deserves to return home safely, every day.



Human Rights & Fair Employment

Respecting People. Upholding Rights.

PMR is committed to ethical employment practices and upholding internationally recognised human rights across our operations and business relationships. We strive to create a workplace built on respect, fairness, and dignity for all individuals.

Zero-Tolerance Commitment

- ✓ Child Labour
- ✓ Forced Labour
- ✓ Bonded Labour
- ✓ Human Trafficking

PMR reported zero incidents of child labour, forced labour, bonded labour and Human Trafficking in FY 2025-2026.

We are equally committed to fair wages, equal opportunity, non-discrimination, and compliance with applicable labour laws. Employee compensation is reviewed periodically to ensure fairness, competitiveness, and statutory compliance.

Respect for human rights and fair employment is fundamental to responsible business.





WELFARE HOME FOR CHILD

HAPPY DIWALI



COMMUNITY SUPPORT

Creating Positive Impact Beyond Business

At PMR, we believe responsible business extends beyond relocation services. Through partnerships with community organizations, educational institutions, and volunteers, we support initiatives that improve lives and promote inclusive development.

Our community engagement initiatives focus on five key areas:

- 🍲 **Food Security** – Supporting hunger relief and food distribution programmes in Partnership with Robin Hood Army (RHA).
- 🎓 **Education** – Encouraging learning, scholarships, creativity, and equal opportunities
- 🏥 **Community Health** – Improving access to healthcare and health awareness.
- 🏆 **Youth & Sports** – Empowering talented young athletes through coaching, equipment, and sponsorship
- ❤️ **Care for the Elderly** – Supporting organizations providing dignity, shelter, and care for senior citizens.

Through these initiatives, PMR seeks to make a meaningful contribution to society while encouraging a culture of compassion, volunteerism, and responsible citizenship.



Education & Youth Empowerment

Creating Opportunities Through Education

Education empowers individuals and strengthens communities. PMR supports initiatives that help children and young people access opportunities for learning and personal growth.

Highlights

- Scholarships for academically deserving children of PMR warehouse employees.
- Support for educational programmes benefiting underprivileged children.
- Partnerships with organizations promoting creativity, learning, and child development.



Sports Development

Encouraging Talent Beyond the Classroom

PMR believes that sports build confidence, discipline, and leadership. We support young athletes by helping remove barriers that limit their potential.

Highlights

- Partnership with Amentum Sports to support talented athletes from underserved communities.
- Sports equipment and clean drinking water for the Under-18 Girls Volleyball Team at Kadipur Government School.
- Support for girls' football teams competing at district level.



Health, Hunger & Community Care

Supporting Communities with Compassion

We work alongside trusted partners to improve health, nutrition, and well-being for vulnerable communities.

Highlights

- Logistics support and employee volunteering for food distribution drives with the Robin Hood Army.
- Community health camps and health awareness program.
- Support for medicine distribution.
- Partnering with Harmony house to support underprivileged children.
- Assistance to organizations providing care and dignity for elderly citizens.



Creating Lasting Social Value

Our community engagement efforts are guided by a simple belief—that sustainable growth must create value for society as well as business.

By investing in education, promoting health, reducing hunger, encouraging youth through sports, and supporting vulnerable members of society, PMR aims to contribute towards stronger, healthier, and more inclusive communities.

LOOKING AHEAD

We will continue to:

- Expand partnerships with credible social organizations.
- Encourage employee volunteering and community participation.
- Support initiatives that create measurable and lasting social impact.
- Integrate community development into our long-term sustainability journey.

Together, we strive to build stronger communities and create a positive impact that extends far beyond our business operations.





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GOVERNANCE



Governance

At PMR, good governance is fundamental to responsible business. We are committed to conducting our operations with integrity, transparency, accountability, and compliance while continuously improving our management systems and business practices.

Our Governance Priorities.

- ⚖️ Ethical Business Practices
- 📋 Regulatory Compliance
- 🔒 Information Security & Data Protection
- 🛡️ Risk Management
- 🤝 Responsible Supplier Relationships
- 📈 Continuous Improvement

"We believe good governance builds trust, resilience, and long-term business success."

Ethical Conduct

PMR integrates responsible governance into its daily operations through ethical business practices, effective management systems, and a culture of compliance and continuous improvement.

Governance Highlights

- ✓ Code of Conduct and Ethical Business Practices
- ✓ Anti-Bribery, Anti-Corruption & Whistleblower Framework
- ✓ Risk Management & Internal Audits
- ✓ Responsible Supplier Management
- ✓ Regulatory Compliance & Employee Awareness

Governance Performance

- Zero reported corruption or bribery incidents
- Zero regulatory penalties for non-compliance
- Zero incidents of child labour, forced labour, bonded labour, or human trafficking

"Responsible governance enables us to deliver reliable services while maintaining the confidence of our customers, employees, partners, and communities."



Data Privacy and Cybersecurity

Protecting customer information is essential.

Governance Highlights

- ✓ Secure Customer Database
- ✓ Password Management Protocols
- ✓ Information Security & Data Protection Controls
- ✓ Risk Management & Internal Audits
- ✓ Employee Cybersecurity Awareness Training

2025 Performance

- Zero reported Data Breaches incidents
- Zero Privacy Complaints

"Responsible governance enables us to deliver reliable services while maintaining the confidence of our customers, employees, partners, and communities."





ESG Performance Summary

These results demonstrate our continued commitment to responsible business practices, employee well-being, ethical governance, and environmental stewardship. While we are encouraged by our progress, we recognize that sustainability is an ongoing journey that requires continuous improvement and accountability.

KPI	2024-2025	2025-2026
CO ₂ Emissions (tCO ₂ e)	4007.26	4244.54
Diesel Fleet Owned	39	37
Fuel Consumption (L)	187180 Liters	175160 Litres
CNG Fleet Owned	6	7
CNG Consumption (Kg)	14834 Kgs	20248 Kgs
Workplace Injuries	0	0
Employee Retention	92%	90%
Training Hours per Employee	240	330
Customer Satisfaction	97%	98%
Lost-Time Injuries	0	0



Key Insight: Although total emissions increased due to higher business activity, fuel efficiency improved through lower diesel consumption and greater use of CNG vehicles.

Reporting Methodology

Reporting Period

- Unless otherwise stated, all data presented in this report relates to PM Relocations Pvt. Ltd. for the reporting period 1 April 2025 to 31 March 2026.

Reporting Boundary

- Covers PMR's operational activities within the defined organizational boundary.
- Environmental, social, and governance data have been compiled from relevant internal departments.

Data Sources & Methodology

- Data collected from operational records, utility consumption, HR records, procurement data, and internal management systems.
- Greenhouse gas emissions were calculated using internationally recognized emission factors and accepted calculation methodologies.

Reporting Framework

- This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and relevant sustainability reporting practices.



ESG Targets and Roadmaps

Setting the Course for the Future

As PM Relocations continues to strengthen its sustainability journey, we are developing a comprehensive set of measurable ESG targets that will guide our environmental, social and governance performance over the coming years.

These targets will establish clear priorities, measurable outcomes and a structured framework for monitoring progress. Future sustainability reports will provide updates on our progress against these commitments, reinforcing our focus on transparency, accountability and continuous improvement.

The ESG targets are currently under development and will be published in a future edition of our Sustainability Report.

Future Outlook

This Sustainability Report marks an important milestone in PMR's sustainability journey. As we grow, we remain committed to advancing our ESG practices and creating long-term value for all stakeholders.

Looking ahead, our priorities include:

- Strengthen ESG governance, accountability and transparency
- Enhance resource efficiency and responsible consumption
- Improve sustainability measurement and reporting
- Foster employee well-being, diversity, inclusion, and development
- Expand community engagement and social impact
- Promote responsible practices across our supply chain
- Reinforcing information security, data privacy, and ethical business conduct.

Through continuous improvement and collaboration with our employees, customers, partners, and stakeholders, we will continue building a more resilient, responsible, and sustainable future.

Around the World, Across the Street — Moving Forward Responsibly.





THANK YOU!

Together, we move people,
protect the environment,
empower communities
and create lasting value.

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WEBSITE
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