



ALPI Code of Conduct

ALPI enjoys a good reputation for corporate trustworthiness and honest business conducted in Denmark as well as abroad, based on building and maintaining the trust of customers, shareholders, employees, and the general public. To maintain the historical values, we have updated our Code of Conduct according to UN Global Compact as supplement to supplier agreements for compliance throughout the value chain.

GENERAL PRINCIPLES

ALPI shall:

- comply with the laws and regulations of each country in which it operates
- demonstrate and promote its commitment to honest and responsible business practice
- integrate the principles of this Code of Conduct.

REQUIREMENTS ON BUSINESS PARTNERS

ALPI prefers to work with suppliers, who share the principles expressed in this Code of Conduct.

ALPI encourages its business partners to apply standards of business conduct consistent with the principles of this Code of Conduct.

RESPONSIBILITY FOR COMPLIANCE

It is the responsibility of ALPI managers to implement this policy and inform their employees of their rights, duties and responsibilities as well as demonstrate the content and spirit of this document within their respective organization.

It is the responsibility of all employees to comply with local law and ALPI policies. Actions that conflict with this Code of Conduct will not be tolerated and may result in dismissal and legal proceedings.

WHISTLEBLOWER

At ALPI we wish employees to have the possibility via HR to report anonymous if they suspect anyone employed by ALPI has violated any of the ALPI policies respectively legislation. Any kind of reporting is welcome, and we underline the importance of submitting documentation if possible, of ascertain the violation.





SUBCONTRACTOR REQUIREMENTS

HUMAN & LABOR RIGHTS

Human rights

We shall support and respect the protection of internationally proclaimed human rights and make sure that we are not complicit in human rights abuses.

Non-discrimination

All employees shall have equal opportunities based on competencies, experience, and performance regardless of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, or ethnic origin.

All employees shall be treated with respect. Discrimination, physical or verbal harassment, or any illegal threats are not tolerated.

Workplace practice

The necessary conditions for a safe and healthy work environment shall be provided for employees.

Forced labor

We shall not accept bonded or compulsory labor, nor shall we require any form of deposit or confiscate identification papers from employees.

Employees are free to leave their employment after reasonable notice as required by law and contract.

Child labor

Child labor is not tolerated.

Freedom of association

We respect the right of all employees to join an association to represent their interests as employees, and to bargain collectively or individually.

We shall respect the recognized unions. An employee's right to refrain from joining a union is equally respected.

We shall notify employees' representatives and relevant government authorities, of major changes in our operations.

Working hours and compensation

We shall comply with applicable laws, agreements and industry standards on working hours and compensation.





SUBCONTRACTOR REQUIREMENTS

ENVIROMENT & CLIMATE

Resource efficiency

Products and processes shall be approached in such a way that energy, natural resources, and raw materials are used efficiently, and waste and residual products are minimized. Waste sorting will be done according to current recommendations before disposal.

Environmental responsibility

Compensation programs will be offered to partners in addition to the ongoing Co2 reduction.

Precaution principle

We shall avoid materials and methods posing environmental and health risks when suitable alternatives are available.

Emphasis shall be put on evaluating the potential risks of present and future substances and operations to minimize the negative impact on the environment by encouraging development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION & BRIBERY

Anti-corruption

We shall not participate in or endorse any corrupt practices.

Representatives of the company shall not offer customers, potential customers, suppliers, consultants, governments, agencies of governments, or any representative of such entities, any rewards, or benefits in violation of applicable laws to obtain or retain business or to gain any other improper advantage.

We shall not accept payments, gifts or other kinds of reimbursement from a third party that could affect or appear to affect their objectivity in their business decisions.

Company and signature

Company Stamp and Date

**In respect for the Code of Conduct stamped and signed by
Partnership**

