

ALPI's vision and ambition is to be a company that combines profitable global transport and logistics solutions with a workplace and working community that prioritises social sustainability, employee well-being and our responsibility for the environment, society and people.

At ALPI, sustainability is an integral part of our business. With ALPI Go Green, we have initiated initiatives and set ambitious goals to minimise our environmental impact, promote social initiatives and ensure responsible business practices.



Sustainability Strategy



Environment - E

Social - S

Governance - G

Renewable energy

Employee satisfaction and well-being

Ethical business conduct

CO₂ reduction

*Lifelong learning and
career development*

Diversity

Waste

Employee needs in relation to life stages

Risk Management/IRO

Biodiversity

Social responsibility in the community

Data security

E - Environment

Initiatives

2030 *ambition*

2025 *initiatives*

Renewable energy	ALPI's electricity consumption is covered 100% by renewable energy through PPAs, certificates and increased own production.	Thoroughly analyse opportunities to increase the share of self-generated electricity.
CO2 reduction	30% CO2 reductions across Scopes 1, 2 & 3 (2020 baseline).	Develop a plan for carbon reduction with a focus on Scope 3 and engage in dialogue with customers and suppliers, about CO2-reducing initiatives.
Waste	30% reduction of waste for incineration (2020 baseline).	Mapping and analysing waste management and training employees to promote a waste-conscious culture.
Biodiversity	Completed a comprehensive biodiversity project at ALPI in Herning, where all areas have been restored. Plants, flowers, grasses, insects and animals that are native to the area have returned.	Plant 1,000 sqm of marshland with common alder at ALPI in Herning and establish and place tree roots, stone walls and insect hotels on the 165,000 sqm of ground. The area will be used for the Walk & Talk project, among other things.

S - Social

Initiatives

2030 ambition

2025 initiatives

Employee satisfaction & well-being

Employee satisfaction of min. 85% in the satisfaction survey.

Initiatives that increase mental and physical health in all locations, such as exercise during the workday.

Lifelong learning & career development

Cross-generational career support programmes and skills development courses.

Pilot project on cross-generational skills - such as setting up a cross-generational working group.

Employee needs in relation to life stages

At least 70% of employees think that ALPI takes into account adapting working conditions and development opportunities to meet the changing needs of employees throughout their lives.

Needs in different life stages are clarified and an action plan for implementing options.

Social responsibility in the community

Continue to provide significant, active and engaging support to local projects and initiatives that promote social sustainability and communities.

Establish work placements or other initiatives that support people with special challenges - such as municipal primary and lower secondary school pupils with learning difficulties.

G - Governance

Initiatives

2030 *ambition*

2025 *initiatives*

Ethical business conduct

All our business partners are committed to transparency and accountability throughout the value chain and comply with the UN Guiding Principles on Business and Human Rights for the business community.

Preparation and implementation of a new Code of Conduct for both employees and business partners.

Diversity

ALPI has an inclusive culture and a diverse workforce that reflects age, gender, ethnicity and skills, as well as employees with special needs and women on the board.

Development of a policy for recruitment and inclusion of employees with special needs.

Risk Management/IRO

ALPI has a robust and transparent risk management framework that effectively identifies, evaluates and minimizes risk across our global value chain.

Development and implementation of a risk management system and risk assessment of all Tier 1 suppliers.

Data security

Data and cyber security is an integral part of all processes and decisions to future-proof ALPI's digital business activities.

Review of the IT audit and a plan for a revised versioning of the Contingency plan and IT policy and data ethics.