

***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*

*Carbon 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*

<b>Renewable energy</b>	ALPI's electricity consumption is 100% powered by renewable energy through PPAs, certificates, and increased self-generation	Thoroughly analyse opportunities to increase the share of self-generated electricity.
<b>Carbon reduction</b>	30% carbon reduction across Scopes 1, 2 & 3 (2020 baseline).	Develop a plan for carbon reduction with a focus on Scope 3 and enter into discussions with customers and suppliers on carbon reduction measures.
<b>Waste</b>	30% reduction of waste for incineration (2020 baseline).	Mapping and analysing waste management and training employees to promote a waste-conscious culture.
<b>Biodiversity</b>	The realisation of a comprehensive biodiversity project at ALPI in Herning, where all areas have been restored. Plants, flowers, grasses, insects and animals that naturally belong in the area have returned.	Plant 1,000 square metres of marshland with common alder at ALPI in Herning and establish and place tree roots, stone walls and insect hotels on the 165,000 square metres of ground. The area will be used for the Walk & Talk project, among other things.

# S - Social

## Initiatives

## 2030 ambition

## 2025 initiatives

<b><i>Employee satisfaction &amp; well-being</i></b>	Employee satisfaction of min. 85% in the well-being survey.	Initiatives that increase mental and physical health in all locations - such as exercise during the workday.
<b><i>Lifelong learning &amp; career development</i></b>	Cross-generational career support programmes and skills development courses.	Pilot project on cross-generational skills - such as setting up a cross-generational working group.
<b><i>Employee needs in relation to life stages</i></b>	At least 70% of employees experience, that ALPI is 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.
<b><i>Social responsibility in the community</i></b>	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*

<b><i>Ethical business conduct</i></b>	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.	Draw up and implement a new Code of Conduct for employees and business partners.
<b><i>Diversity</i></b>	ALPI has an inclusive culture and a diverse workforce that reflects age, gender, ethnicity and ability, as well as employees with special needs and women on the board.	Draw up a policy for recruiting and inclusion of employees with special needs.
<b><i>Risk Management/IRO</i></b>	ALPI has a solid and transparent risk management framework that effectively identifies, evaluates and minimises risks across our global value chain.	Develop and implement a risk management system and risk assessment of all Tier 1 suppliers.
<b><i>Data security</i></b>	Data and cyber security is integrated into all processes and decisions to future-proof ALPI's digital business activities.	Review of the IT audit and a plan for a revised version of the Contingency Plan and IT policy and data ethics.