



## CSR POLICY FOR ALPI

### CSR AT ALPI

ALPI is a family-owned, values-driven company with a focus on close customer relationships. We strive to lead the way when it comes to service, collaboration, responsibility, and sustainability.

We consider social responsibility a given, and the increasing global challenges related to climate change mean that sustainability is also an important part of our business strategy. The overall term for these areas is CSR (Corporate Social Responsibility).

Many of our customers place high demands on social responsibility and sustainability, which means that strong CSR performance creates the foundation for achieving our commercial goals. At the same time, taking responsibility for creating a good working environment helps us attract and retain employees. Active and long-term CSR work therefore creates financial, social, and environmental benefits for ALPI and society as a whole.

The CSR policy covers the topics of legislation, human rights, employees and working conditions, environment and climate, good business practice, anti-corruption, local community development and engagement, and corporate governance.

### LEGISLATION

ALPI complies with all laws and regulations in the countries where we operate. We respect internationally recognised human rights, including those set out in the International Bill of Human Rights.

We also support the UN's 17 Sustainable Development Goals by working purposefully with relevant goals and targets in our sustainability strategy, and we voluntarily contribute to a number of local initiatives.

### HUMAN RIGHTS

ALPI supports and respects internationally recognised human rights: civil, political, economic, social and cultural rights. If we become aware of a lack of respect for human rights in our value chain, we will take steps to prevent human rights violations affecting people with whom we have business relationships.

We oppose discrimination. All employees must have equal opportunities based on competencies, experience and performance regardless of gender, ethnic origin, race, religion, age, disability, sexual orientation, nationality, political opinion or trade union membership.

All employees must be treated with respect. Discrimination, physical or verbal harassment, and unlawful threats are not tolerated. Any form of corporal punishment, as well as mental and physical coercion, is prohibited at ALPI.

We do not accept forced labour, and we do not require any kind of deposit or confiscate employees' identification papers. All employees are free to leave their employment in accordance with law or contract.





Child labour is not tolerated. The minimum age for employment must not be below 15 years (or 14 years if this age is set by national legislation). Young workers under the age of 18 may not perform night work or any kind of hazardous work.

## **EMPLOYEES AND WORKING CONDITIONS**

ALPI complies with all laws, agreements and industry standards regarding working hours and compensation. We respect the recognised trade unions and employees' right to join a union of their choice. We also respect the right not to join a trade union.

We focus on creating a good and healthy working environment. We offer a range of workplace benefits, including healthy food, the option for a massage during working hours and access to active office equipment to counteract sedentary work. Benefits may vary from location to location.

Through the pension scheme, all employees are covered by private health insurance as well as an externally facilitated, preventive wellbeing program to help manage life's challenges at work, personally, and within the family. The wellbeing program is offered to all ALPI employees and is 100% anonymous in relation to ALPI.

We want a diverse workplace and will work to increase the number of women in management positions. We will ensure that our employees can make the best possible use of their competencies regardless of gender, ethnic origin, race, religion, age, disability, sexual orientation, nationality, political opinion and trade union membership.

We help young people into education and employment through a strong focus on taking on trainees with subsequent employment where possible. Likewise, we will ensure relevant continuing education and training for employees who wish to develop their competencies.

We recognise each other's differences and qualifications and believe that diversity creates dynamism and room for the development of ALPIsters and ALPI as a company. Bullying is not tolerated. Based on our internal values framework, High 5, all employees are expected to work to promote a good working environment based on five core statements:

- We stay close and are with you throughout the journey
- We see opportunities in a world of challenges
- We act quickly and thoughtfully
- We inform and show the way
- We take responsibility for what is near and what is difficult.

We established ALPI Care to provide financial support for charitable activities and/or ALPI employees in a difficult situation. It is ALPI's employees who nominate recipients.





## **ENVIRONMENT AND CLIMATE**

Through targeted efforts and the setting of environmental goals, ALPI works to prevent and reduce environmental impacts related to our business. We have set an ambitious sustainability strategy towards 2030 and 2035, respectively.

At our own locations, we work to minimise waste, reduce energy and water consumption, and offset the CO<sub>2</sub> emissions we cannot avoid. We also explore opportunities for renewable energy at our facilities, and we focus on biodiversity around our headquarters.

We work actively to help our customers reduce their transport-related CO<sub>2</sub> emissions. We do not own the means of transport that carry our customers' goods. Therefore, our main focus is to make transport emissions visible and to act proactively to help customers minimize them in the future. In cooperation with GreenRouter, we have further developed our own tool—a CO<sub>2</sub> calculator—that provides visibility into CO<sub>2</sub> emissions and data from each transport, and we actively seek partnerships to reduce the climate footprint of the transports we arrange.

## **GOOD BUSINESS PRACTICE**

ALPI conducts business in an honest and trustworthy manner. We combat illegal acts and irregularities related to our company, including violations of this CSR policy. We have an internal whistleblower scheme that ensures protection for employees who come forward with information about misconduct related to our business.

We will promote social responsibility in our value chain and among our business partners, including through the development of our supplier management system and our Code of Conduct. Through these efforts, we will ensure that suppliers live up to their social responsibility towards both people and the environment.

## **ANTI-CORRUPTION**

ALPI will neither participate in nor support any form of corrupt practices. Company representatives must not offer customers, potential customers, suppliers, consultants, governments, public authorities, or any representatives of such entities any type of rewards or benefits that are contrary to applicable law in order to obtain or retain business or to gain other improper advantages.

We do not accept payments, gifts, or other forms of remuneration from a third party that may influence—or appear to influence—the objectivity of business decisions.





## LOCAL COMMUNITY DEVELOPMENT AND INVOLVEMENT

ALPI contributes to the community. We support elite and grassroots sports, as well as social and charitable organisations and associations.

We collaborate with educational institutions, relevant organisations and authorities on local community development, sustainable initiatives and job creation.

## CORPORATE GOVERNANCE

ALPI works with values-based leadership, emphasising an open and informal environment. We maintain an ongoing active dialogue with employees about the development of our business, including topics and activities of significance to CSR.

We ensure ongoing cooperation with relevant business partners, customers, suppliers, authorities, and other parties regarding our work with social responsibility and sustainability as described in this CSR policy.

We ensure that our CSR work is available to the public and to everyone who works for, or on behalf of, ALPI.

ALPI's Executive Management has overall responsibility for the CSR policy and strategy. An ESG project group consisting of Executive Management and selected ALPI leaders follows up on the work and clarifies complex CSR goals and activities. In practice, the strategic CSR work is driven by the ESG project group, while some initiatives are managed more locally at individual sites.

## REVIEW OF THE CSR POLICY

ALPI's ESG project group revises the CSR policy as needed to ensure that it at all times complies with applicable requirements and the obligations the company is subject to. The revised CSR policy is approved by ALPI's Executive Management.

## OTHER POLICIES AND GUIDELINES

ALPI has other policies and guidelines aimed at employees. Their purpose is to ensure that the CSR policy is put into practice in day-to-day operations. This includes, among other things, a separate policy to ensure more women in management and a policy for the whistleblower scheme.

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