

# Alfa Group Sustainability Policy

## Introduction

Alfa Group and its subsidiaries provide technical advisory services and execute signage and branding projects, as well as design and manufacture products for the graphic production industry.

Our sustainability work is an integrated part of our management system and our business policy for quality, environment and occupational health and safety.

Our approach is based on the principles of the United Nations Global Compact and the United Nations Sustainable Development Goals (SDGs – Agenda 2030).

We strive for openness and transparent dialogue with customers, employees, owners, suppliers, other stakeholders and the society in which we operate.

### We do this by:

- Acting responsibly and promoting sustainable business practices and long-term growth
- Staying up to date on applicable laws and other legal and other requirements and ensuring compliance
- Working systematically within the management system through objectives, follow-up and continual improvement
- Protecting the environment, preventing pollution and reducing our environmental and climate impact through efficient resource use and responsible handling of materials and waste
- Developing and delivering sustainable products and ways of working, focusing on long service life, high quality and efficient use for our customers
- Taking responsibility in the value chain through relevant requirements, dialogue and follow-up with suppliers and partners
- Ensuring a good working environment and an inclusive culture where diversity is valued and discrimination and harassment are not accepted
- Acting with integrity and ethical business conduct and rejecting all forms of corruption, bribery and improper influence
- Communicating clearly and transparently with customers and other relevant stakeholders on sustainability and responsibility

### **Environmental Objectives and Focus Areas**

Our environmental objectives are established and followed up within the management system. Prioritized focus areas include:

- Transport efficiency
- Resource efficiency
- Waste management
- Energy efficiency

### **Governance and Follow-up**

This policy is implemented through objectives, plans, procedures and follow-up within the management system, and is reviewed regularly.

### **Link to Codes of Conduct**

Our way of working and our conduct are guided by the Alfa Group Code of Conduct (CoC). Requirements in the supplier chain are ensured through the Alfa Group Supplier Code of Conduct (SCoC).