



HUMAN RIGHTS

Assessment, Policy and Goals:

- 1) Statement of support for the Universal Declaration of Human Rights
- 2) We refer to our written company policy on respecting Human Rights and preventing potential abuses.

Please, find attachment "Code of Conduct" 2.3 & 2.4

- 3) Specific goals in the area of Human Rights for this year (2021) are as follows:
 - To continue to work with gender equality issues, diversity in new recruits, and wellness (general health) issues.
 - To communicate importance of this issue and principals to relevant suppliers
 - To follow laws and regulations in each country where we have our business.

Implementation:

To continue to work with a broad perspective of all forms of new employments in order to provide opportunities for integrating employees with different backgrounds. Also, to focus on gender equality in these issues.

Measurement:

Alfa has personnel who speaks more than 30 languages.

Employee satisfaction is to be measured in Alfa's yearly survey where survey answers are anonymized. Critical outcome will be handled with high priority.

LABOUR PRINCIPLES

Assessment, Policy and Goals:

- 1) We refer to our written company policy "Code of Conduct" to uphold the freedom of an association and collective bargaining and elimination of forced labour and employment discrimination.

Please, find attachment "Code of Conduct" 2.3 & 2.6 and "Jämställdhetsplan" (Equality plan).

- 2) Specific goals in the area of Labour Rights for this year (2021) are as follows:
 - Continue working with the yearly employee survey to ensure knowledge and opportunities for comments regarding the company.
 - Develop a training session in Alfa's On-boarding platform about 10 UN Global Compact principals .

2021-01-25



- To follow laws and regulations in each country where we have our business.
- Complete implementation of 1-to-1 talks to ensure communication between employee and manager.

Implementation:

Raising awareness of our employees occurs in connection with our employment introduction.

Training in our code of conduct takes place on a yearly basis and it is the Managing Director responsibility to make sure that all employees are aware of, and act, according to the Labour Principles.

Measurement:

According to our goal, to follow laws and regulations in each country where we have our business, we are proud of that we have had non deviation during the last year.

Evaluation of our employee survey show positive results. For this year (2021) we continue our work to have a high communication around the policy's for UN Global with our personnel.

ENVIRONMENTAL PRINCIPLES

Assessment, Policy and Goals:

Alfa have focused on environmental challenges since 2003 and we are proud of that all parts of Alfa are certified according to ISO1400:2015. Attached you will find our certificate. As proof of our commitment, we have also attached the following:

- Environmental Policy
- Environmental Objectives and Programs 2020

Implementation:

Alfa's vision is to provide sustainable global mobility and environmental sustainability is a central part of it. We have an environmental strategy focusing on compliant, efficient and green supply chains. It also pinpoints engagement and competence within our organization, as well as proceeding our communication of Alfa's core values in the environmental area as essential. Based on the strategy, we are working with the following long-term objectives:

- Develop green supply chains that are compliant and efficient.
- Reduce the carbon footprint and increase load factor of European moves
- Reduce car travel by improved planning and implementation of digital solutions
- Relevant sustainability competence in all parts of our organization
- Integrate environmental added values into communication

2021-01-25



Some examples of results in 2020 regarding Alfa's goals:

- We have improved follow up 2020 both by improving processes and covering larger parts of our supply chain
- We will not be fully in line with our objectives for carbon footprints and load factor for European moves. This is partly due to the Covid 19-pandemic.
- Car travel was reduced by 10% 2019 and will be significantly reduced also 2020. Of course, this is also partly due to the Covid 19-pandemic but also to the ongoing implementation of new digital tools for surveys. We also have well implemented procedures for digital meetings that was widely used also before the pandemic.
- We have conducted information activities for employees and environmental training for new employees on Teams. A digital platform for on-boarding and training is about to be launched. All our offices have continued work with their local action plans to the extent that is possible in the current situation. E.g., our warehouse in Helsinki has invested in a compressor for plastic waste that reduces waste transports significantly.
- We have improved environmental information in sales presentations and published environmental news on LinkedIn.

ANTI-CORRUPTION

Assessment, Policy and Goals:

- 1) We refer to our written company policy "Code of Conduct" for a zero-tolerance for corruption, bribery and extortion.

Please, find attachment "Code of Conduct" 2.6

- 2) Specific goal in the area of Anti-Corruption for this year (2021) is as follows:

- To follow laws and regulations in each country where we have our business.
- Develop a training session in Alfa's On-boarding platform about 10 UN Global Compact principals
- To communicate importance of this issue and principals to relevant suppliers

Implementation:

Raising awareness of our employees occurs in connection with our employment introduction.

Training in our code of conduct takes place on a yearly basis and it is the Managing Director responsibility to make sure that all employees are aware of, and act, according to the Anti-Corruptions principles.

We have added information about our Anti-Corruption policy, and how we work with it, in our implemented On-Boarding program for all our employees to take part in.

Measurement:

According to our goal, to follow laws and regulations in each country where we have our business, we are proud of that we have had non deviation during the last year.

2021-01-25