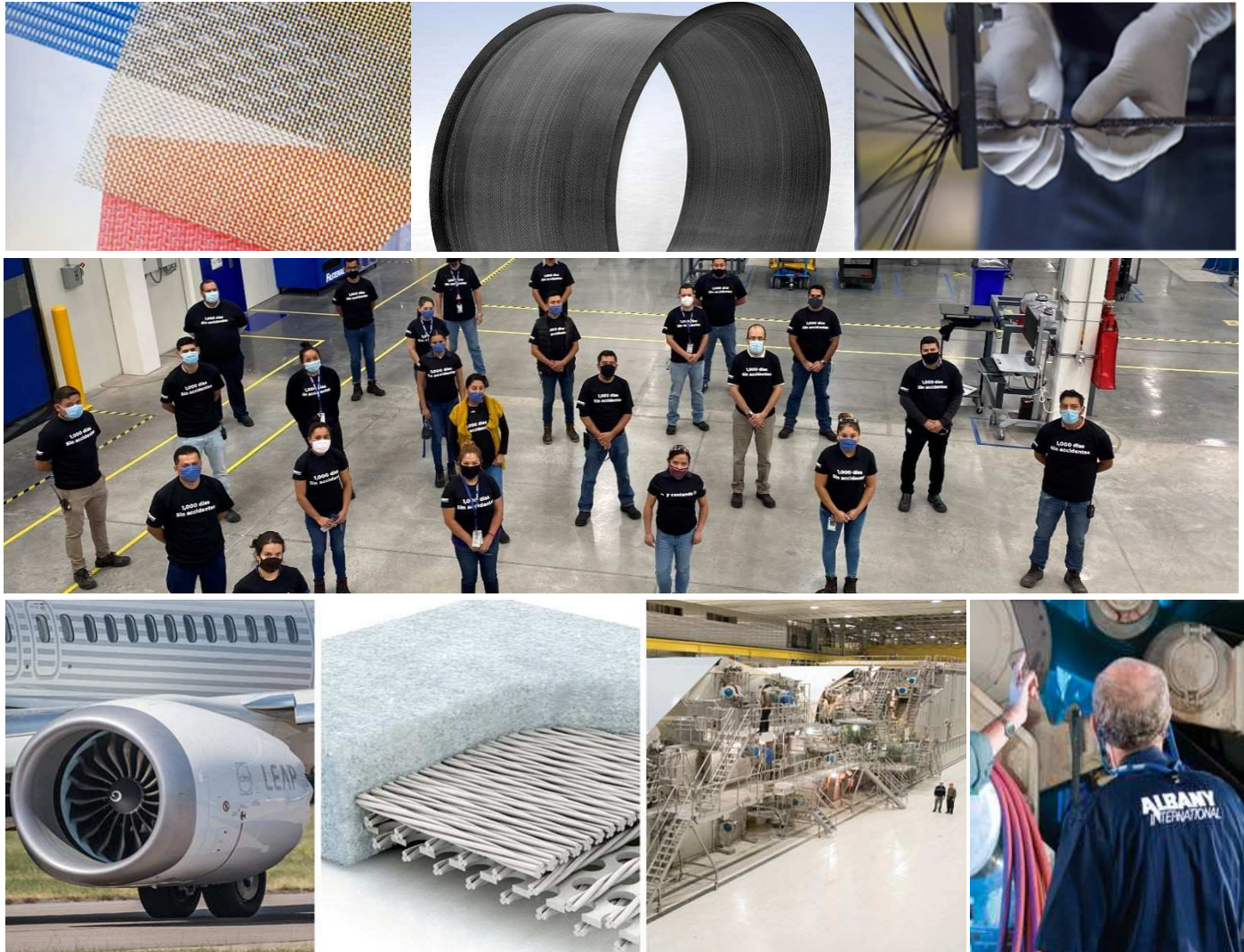


# UN Global Compact

## *Communication on Progress 2021*



**ALBANY**  
INTERNATIONAL

*Over 125 years of engineered materials innovation  
with the highest ethical standards*

# UN Global Compact

## *Communication on Progress 2021*

### CEO Statement of Continuing Support



I am pleased to present Albany's 2021 Communication on Progress and to reaffirm Albany's commitment to the United Nations Global Compact and its ten principles. At Albany International, we have long demonstrated that by living by our core values of safety, accountability, integrity, respect, passion, and innovation – we can drive our business forward and make an impact that benefits our people, our communities, and the world at large.

We leverage innovation, leadership, operational excellence and the expertise of our diverse, engaged, and talented global team, to develop and produce highly engineered components and custom process solutions that improve efficiency, quality and cost for our customers in the aerospace and papermaking industries.

We are committed to driving sustainably positive results for our company and for all of our stakeholders through consistent investment in talent and technology.

Sustainability has been a point of emphasis for Albany in 2021 as we began establishing more formalized and scalable approaches to our practices, reporting and systems. We undertook these tasks to ensure we prioritize our sustainability efforts to include what is not only most impactful to our business, but also most important to our stakeholders. With this goal in mind, this year we achieved several key milestones:

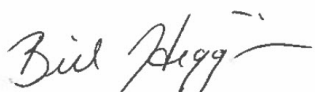
- Established the Albany Sustainability Council with Board oversight and cross functional, global representation across the company;
- Assessed and researched views and preferences of key stakeholder groups, including current and prospective employees, customers, partners, environmental groups and investors; and
- Evaluated reporting frameworks, to assess which standards are best aligned with our business and our stakeholders' interests and prepare to report against and/or operationalize around the most material sustainability issues.

Our approach to sustainability reporting is intended to evolve over time. With our Sustainability Council as our guide, and the ongoing engagement of our Board, we expect to refine our assessments of the most important sustainability topics from stakeholders' perspective, deepen the scope of our reporting on select topics, and broaden the scope of topics covered in our reporting. As a result of this comprehensive body of work, we now have an enhanced view of Albany's sustainability strengths, disclosure gaps, challenges, and opportunities that provides a strong foundation for our efforts to support the UN Global Compact.

A second point of emphasis has been our Diversity, Equity & Inclusion (DE&I) initiatives that will enhance our innovative culture and mindset essential to deliver the best products, services, and solutions to our stakeholders. We established the DE&I Council to help create strategic accountability for results, provides guidance and oversight on diversity initiatives, promotes company DE&I efforts, and supplies organization-wide communication on progress.

Since Albany International was organized in 1895, our policy has always been to comply with all laws and to adhere to the highest ethical standards as we do business around the world. For the 4,100 employees in the global Albany community, our core values are the pillars that support our vision and shape our culture and are a unifying force, no matter where we live and work. Our continued commitment to the UN Global Compact aligns with these core values.

With warm regards,

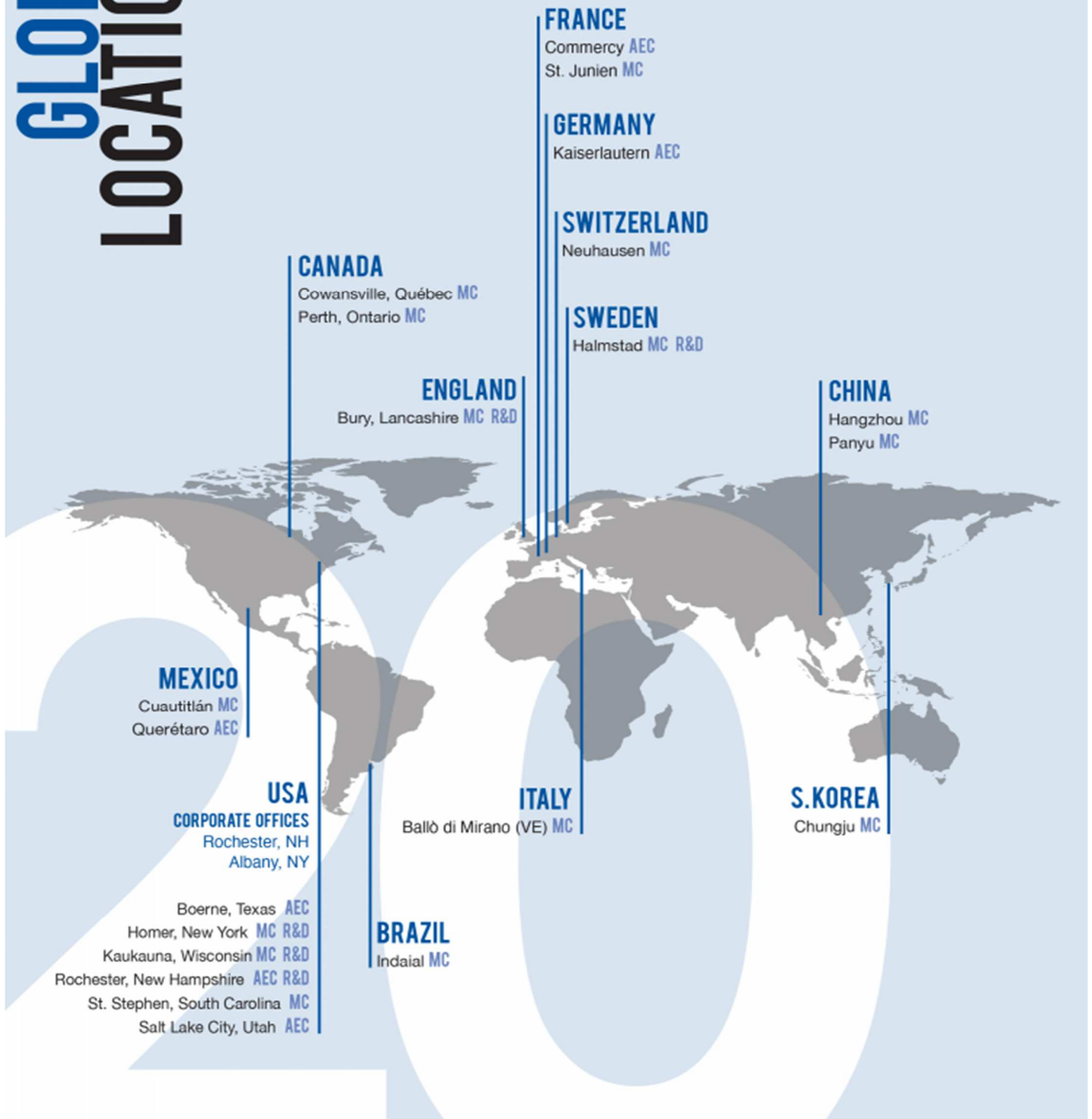


*Bill Higgins*  
President and Chief Executive Officer  
Albany International Corp.

# UN Global Compact

## Communication on Progress 2021

### GLOBAL LOCATIONS



# UN Global Compact

## *Communication on Progress 2021*

### **Ten Principles of the UN Global Compact**

#### **Human Rights**

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

#### **Labor**

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

#### **Environment**

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

#### **Anti-Corruption**

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



# UN Global Compact

## *Communication on Progress 2021*

### Human Rights

Principles of the UN Global Compact: Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.

**Albany Spotlight** At Albany, our people truly are our greatest competitive advantage, which is why we are unwavering in our commitment to nurture a thriving people-first, high-engagement and inclusive workplace culture defined by respect. Being respectful of our people means prioritizing their safety, valuing their diverse thoughts, experience and backgrounds, celebrating and encouraging accountability, and providing meaningful and relevant opportunities for growth and development at all levels of the organization. Being respectful of our people also means recognizing that our local teams have unique needs and priorities.

### Albany Values

Human Rights and Albany's core value of Respect are embodied in our Business Ethics Policy ("BEP") and are reinforced through an Anti-Slavery & Human Trafficking Policy Statement that is published on our website. Our Ethics Policy sets expectations for how we conduct the business of the Company consistent with the highest ethical standards. Ethics training is required every year and applicable to all directors, officers and employees of the Company. We have a session that covers Human Rights and regular communications to ensure that all employees, visitors, contractors and others are aware of the Albany International Core Values. In Indaial, Brazil for example, we communicate and reinforce the Human Rights statement: "The Company supports global Human Rights and adheres strictly to the following: We do not employ child labor. We prohibit the use of any indentured or forced labor, slavery or servitude.

### Albany Initiatives



### The Carmen B. Pingree Autism Center of Learning

The Pingree Center is Utah's leading autism elementary program for the treatment of children and adolescents with Autism Spectrum Disorder ("ASD"). The Center provides comprehensive treatment, education, and related services for children with autism and their families. Our local AEC facility in Salt Lake City held a drive for donations for the Center's new adult education program as well as made a charitable donation to support the school. This Autism Treatment Center uses and develops best practices validated by research while treating students and their families with dignity and respect. The Center undertakes and supports research to better understand autism, its causes, and the most effective treatments and interventions for individuals with autism.



### Project World of Work at Indaial

Our location in Indaial, Brazil, participated in a project named World of Work in 2021 to prepare teenagers for the job market. Our employees coached local teenagers to provide practical advice, tools, and techniques they could apply during the job search and recruitment process.

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### **Labor**

Principles of the UN Global Compact: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation.

#### **Albany Spotlight – A Legacy of Labor Rights**

Albany recognizes that its long, successful history and future opportunities are directly linked to dedicated, engaged and diverse employees. Albany currently employs over 4100 people, with significant operations in North America, South America, Europe and Asia. Wages and benefits are competitive with those of other manufactures in the geographic areas in which are facilities are located. A number of employees are members of various unions and work councils across our global operations. In the United States, Albany has been named to Forbes list of Best Midsize Employers in America.

#### **Albany Business Ethics Policy**

Albany adheres strictly to the following:

- We do not employ child labor.
- We prohibit practices that directly or indirectly support human trafficking, such as indentured or forced labor, slavery, or servitude against one's will.
- We provide pay and benefits that satisfy or exceed the local legal requirements.
- We are committed to practices that result in the inclusion of all employees and those that advance equal employment for qualified individuals.
- We strive to create and maintain an environment where all employees, regardless of cultural background, gender, race, color, religion, ethnicity, age, national origin, sexual orientation, gender identity, or disability, may reach their full potential with the Company.

Albany is an equal opportunity employer. We will continue to be successful as people are treated fairly and allowed to advance and achieve their full potential. We are proud of the fact that we adhere to our policy to extend equal employment opportunities to all qualified employees and applicants for employment without regard to race, color, religion, sex, age, national origin, marital status, veteran status, sexual orientation, or disability, which if needing accommodation, may be reasonably accommodated as required by law. All phases of employment including, but not limited to, recruiting, hiring, selection for training, promotion, demotion, discipline, rates of pay or other compensation or benefits, transfer, layoff, termination, recall, use of all facilities and participation in all company-sponsored activities, will be administered so as to further the principle of equal employment opportunity.

#### **Workforce Diversity, Equity, and Inclusion – 25% of our global workforce are women in 2021**

At Albany, we strive to nurture an inclusive and equitable culture where diversity of experience, background and skills are valued, respected, and celebrated. We believe that a DE&I minded culture has the power to enhance innovation, bolster our competitive market position, deliver the best products and solutions to our customers, and nurture an environment where our people can reach their highest potential. We have identified four DE&I principles that will guide us as we continue to seek to embed DE&I in the fabric of how we operate and interact with our people, our work environment, and our communities:

- Seek diversity. Leveraging new talent acquisition and retention strategies to attract diverse experience, skills, and expertise to create a high-performance organization.

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- Nurture inclusion - Creating an environment where all of our people feel, and are, valued, and can contribute and unleash their full potential to achieve better business results.
- Amplify innovation - Promoting a culture of shared ideas where everyone is open-minded and collaborative and leveraging diverse teams to develop breakthrough solutions in our products, operations, and customer service.
- Empower champions – Providing programs and initiatives that encourage employees at all levels of our organization and across all roles to champion DE&I. We believe our employees are our best DE&I ambassadors.

### **Albany Initiatives**

**Albany DE&I Council** – The council, sponsored by the CEO, is led by the Corporate Human Resources Officer and Executive VP HR, and includes other members of the Executive Leadership Team, as well as representatives across functions and locations. We have identified the key initiatives on which to focus, formed teams, and established clear accountabilities and goals. As we continue deploying these initiatives, we expect to establish metrics of success and adjust as necessary.

**DE&I Training** – As part of our DE&I strategy, all employees have attended DE&I training sessions to understand and create awareness of the importance of DE&I as part of Albany's culture. DE&I training is fully integrated in our continuous learning culture and journey for all employees.

**Our Diverse Hiring Strategies** – Our recruiting and hiring strategy emphasizes that we value and promote a diverse workforce. We are specifically sourcing our job candidates from a broad range of hiring sources that target people with diverse backgrounds page 2/2 and skills to fill open positions within Albany. Managers are trained on our hiring and interview process in order to standardize and remove any potential bias. Our onboarding process across the company focuses on inclusiveness and a sense of belonging.

**Empowering Women Leaders Network** – Our Empowering Women Leadership Network enables women at all levels to unleash their potential and increase their visibility. This platform allows women leaders to build a community through connections, relationships, and partnerships. This unique program will ultimately lead to a higher representation of women at all levels to contribute to Albany's business success by attracting, developing, and retaining talented women.

### **Employee Engagement, Training & Development**

At Albany, we make employee engagement a daily activity. Engaged employees contribute to a high-performance culture, grow profitability, boost productivity, and generate greater customer satisfaction and stakeholder value. We have engagement plans and engagement champions at each of our locations and we continuously measure our progress and adjust as needed.

We are committed to enhancing the employee experience which includes perpetual learning & development to support employees as they replenish their knowledge, unleash their full potential and reach their career aspirations.

We provide a variety of continuous learning opportunities through various media such as on-the-job training, virtual training, instructor-led training, and external learning opportunities. We prioritize learning and growth, constantly refreshing the content available to our employees while ensuring it is easily accessible.

### **Albany Initiatives**

**Employee Engagement:** Albany's journey of Employee Engagement is fully embedded in our culture. Our strategy includes four levers of engagement:

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- Leadership & Culture
- Employee Value Proposition
- Growth & Development
- Work Satisfaction and Relationships

### **Training & Development Programs:**

- Specific on job training programs and continuous learning platform offered at each site for all employees.
- Leadership Programs such as the Advanced Leadership, Leading at the Front, and the Empowering Women Leaders Network.
- Customized Curriculum Training Programs for each of the functions/ disciplines are currently in development.
- Monthly Training Offerings on a wide range of topics such as Safety, Leadership, Communication, Ethics and Compliance, Remote Work, Emotional Intelligence, Project Management and Cross-functional Trainings.

**Educational Assistance Program:** The Company recognizes that the skills and knowledge of its employees are critical to the success of the organization. The educational assistance program encourages personal development through formal education so that employees can maintain and improve job-related skills or enhance their ability to compete for other jobs within the Company.

**Career Path:** Our Career Path program provides employees with a process to enhance their knowledge, skills, behaviors, and career experience at Albany. The Career Path program aims to help employees:

- assess their current career status
- clarify their career aspirations and goals
- understand the requirements of their desired roles
- and discover any gaps in their skills and knowledge and the development actions needed

**Mentoring & Coaching:** Our Mentoring and Coaching programs enable the transfer of skills, knowledge, and expertise from internal subject matter experts to mentees in a structured manner, help high performing employees accelerate their learning curve through individual mentoring, and fulfill the promise of the Albany Career Experience. The Mentoring Program boosts individual career development and builds a professional network that will strengthen our talent bench and succession pipeline. To address specific individual development needs, Albany offers additional coaching programs.

**Internship Program:** Albany works to continuously strengthen our talent bench strength and succession plan. Our ongoing internship program is a key lever in ensuring we are attracting the best and the brightest. A worthwhile internship program acts as a pipeline for fostering and hiring new employees who will enrich our talent pool. Our internship program provides opportunities for students to gain work experience, explore a career, network with experts, and gain industry knowledge that will create an edge for their future career path.

**Performance Management:** Performance management is the process of evaluating how we work together towards optimizing our organization goals. This program provides a platform for discussing, planning and reviewing performance. Our managers meet regularly with each team member to ensure a continuous feedback loop.



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### **Employee Health & Safety**

When it comes to Safety at Albany, our aspirations are clear – zero injuries and zero incidents.

From the Board room to the shop floor to the field, we believe that no business objective is worth an injury. We believe in line accountability for safety. Our EHS professionals provide guidance, support and oversight. We expect all employees, at every level of the organization, to actively participate in safety, incident reporting, analyses, and improvement activity. Employee-identified “Hazard IDs” and suggestions are provided daily, leading to thousands of implemented safety improvements every year.

Safety leadership starts at the top. Our Board of Directors reviews safety at the start of every quarterly meeting. Our CEO and Segment Presidents open meetings with safety messages and discuss safety results and areas of focus in quarterly video messages to all employees. Given the importance that the company places on safety, the Board of Directors has tied a portion of each executive officer’s compensation to the achievement of Total Recordable Incident Rate (TRIR) goals across the entire company.

Over the past 10 years, we have systematically and continuously reduced our TRIR; in 2020, we achieved a TRIR of 0.84 across the company. During those ten years, we have also had no fatalities.

On our safety improvement journey, we focus first on preventing Serious Injuries and Fatalities (SIFs) as a way to enhance our safety culture and to reduce all injuries. Our managers and supervisors routinely observe ongoing work and processes to confirm that all safety expectations are being met when working near hazards with SIF potential. They talk with employees about their work and listen to their suggestions, while seeking opportunities for further improvements. We have a process in place for reporting SIF-Exposures: near miss incidents that had the potential to be serious or fatal if circumstances had been different. They are immediately shared globally, with corrective actions required of all sites.

### **Albany Initiatives**

**Health and Safety Management System.** Our safety management system was developed based on regulations in the global locations in which we operate, such as those promulgated by OSHA (in the U.S.), EU-Osha (in Europe), Brazilian Regulatory Standards-NR (in Brazil), and The Occupational Health and Safety Act and Provincial regulations (in Canada). Our system goes beyond compliance and incorporates industry expert advice, identified global best practices, and internal risk analysis and management. Our system is harmonized across all global locations in 11 countries. It covers all employees and supervised contractors in all locations and is supplemented by a detailed and robust Contractor Safety Program

**Health and Safety Oversight and Governance.** Health and Safety oversight is conducted by the Board of Directors and is reviewed in each board meeting. Our health and safety management system is led by the corporation’s Vice President of Environment, Health & Safety, who works closely with a team of EH&S professionals across our global locations. Health and Safety Oversight and Governance Health and Safety oversight is conducted by the Board of Directors and is reviewed in each board meeting. Our health and safety management system is led by the corporation’s Vice President of Environment, Health & Safety, who works closely with a team of EH&S professionals across our global locations.

**Hazard Identification, Risk Assessment and Incident Investigation.** We use various documented risk assessment tools based on industry best-practices to identify hazards, rate risks, implement controls, and reevaluate residual risk levels. Work instructions clearly call out hazards and their expected controls, including required Personal Protective Equipment (PPE). We follow the Hazard Control Pyramid by striving first to eliminate hazards, then to implement engineering controls and administrative controls, and, as a final step, to utilize appropriate PPE. All employees are expected to identify and submit all potential hazards they see in the workplace. These Hazard IDs are then captured and tracked to closure. All employees are trained to stop work whenever they are uncertain of its safety via a process called

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Stop-Call-Wait. We do not tolerate any reprisals for stopping work or reporting a hazard concern. We use diverse teams to investigate all incidents, including safety professionals, process engineers, maintenance engineers, area managers, and employees experienced in performing the specific task.

**Occupational Health Services.** We use a variety of occupational health services at our global facilities. Many sites have an occupational health nurse on site, either employed or contracted. Others have a contractual arrangement with a local occupational health clinic. We regularly utilize outside consultants and contracted services for industrial hygiene evaluations and improvements specific to the location and the nature of its work.

**Worker Occupational Health and Safety Training.** Health and safety training begins in the onboarding process and continues throughout each employee's career at Albany. All employees receive initial training and periodic refresher training on hazards that apply to their work. We focus on hazards with high risk, including Lockout/Tagout (control of hazardous energy), powered industrial trucks, hoists and cranes, overhead work/fall protection, confined spaces, machine guarding, and other essential safety devices. While our managers are leaders and role models of safety, employees at all levels are actively engaged in assuring their own and their colleagues' safety.

**Worker Participation, Consultation, and Communication regarding Occupational Health and Safety Matters.** We promote and expect worker engagement in all safety-related activities. All employees are engaged in hazard identification activities, design of work instructions, incident investigations, and continuous improvement activities such as Kaizen events, 5S teams, and targeted improvement projects. Health and safety committees are comprised of workers, managers, and safety professionals and are operated in accordance with local regulations.

**Health and Safety at Customer Sites.** Our field engineers, who routinely work at customer sites, receive similar training to our manufacturing employees and are required to follow all Albany safety expectations. Additionally, field engineers receive training from, and are expected to follow all safety expectations of, the customers they support.

### **Key Metrics**

- COVID-specific inspections are conducted daily by supervisors to ensure COVID protocols are in place and being followed
- 77% decrease in Total Recordable Incident (2010-2021)
- Zero fatalities (2010-2021)

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### Environment

Principles of the UN Global Compact: Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.

#### Accountability for our role as Environmental Stewards

At Albany, we are committed to positively impacting the environment by continuing to introduce innovative products that help our customers improve their environmental footprint and the sustainability of their products and processes, while also advancing our focus on our own global operations' impact.

#### Albany Values and Initiatives

Environmental Responsibility and our core value of Innovation comes to life in our Environmental Standard. We take guidance from the International Standard for Environmental Management Systems, ISO 14001, as best practice.

**Quantify our impact** – We are harmonizing our data collection and reporting practices across our global operations to produce consistent, high-quality and auditable reporting of our environmental footprint.

**Set long-term environmental goals** – We plan to set measurable long-term environmental goals for Albany International (including Green House Gas emissions).

**Drive continuous improvement** – We plan to implement responsible and intentional strategies to further minimize our environmental impact.

#### Our Products' Environmental Attributes

Our advanced engineered composites, help make aircraft, and the engines that power them, lighter and more fuel efficient, helping reduce the carbon footprint of global aviation customers. Our paper machine clothing solutions enable our customers to reduce energy consumption, improve resource efficiency, and help maintain and improve water quality.

#### Engineered Composite Solutions

While there are commercial aircraft that are commonly described as “all composite” flying today, the fact is that there remain significant metallic structural components in even the most-recently designed commercial and civil aircraft. Albany's proprietary 3D woven composite technology is a commercially-proven lighter-weight solution for some of the most demanding applications in both today's most-advanced airliners and the next generation of commercial and military platforms. In addition to our proprietary composite technologies, we employ traditional laminated composites to produce a wide variety of lightweight structural solutions for commercial and military platforms. Examples include:

- Our proprietary 3D composites help make the CFM International LEAP turbo fan engine – currently in use on both the Boeing 737MAX family and the Airbus A320neo family – significantly lighter, durable, and more fuel efficient, helping make LEAP the powerplant of choice for airlines around the globe and the most popular commercial aircraft engine in production today.
- Our composite structures on the Sikorsky CH-53K heavy-lift helicopter for the United States Marine Corps improve fuel efficiency (achieved by significant weight savings vs. prior generation materials) and extend the range of that aircraft.

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### **Paper Machine Clothing Products**

Our paper machine clothing products enable our customers to minimize their environmental footprint by reducing energy consumption, improving resource efficiency, and helping maintain and improve water quality, while producing products from wood fiber, which is itself a renewable natural resource. Today, our paper machine clothing products:

- Improve the efficient utilization of wood fiber used in the production of all grades of paper (the greatest cost component of paper making)
- Improve the energy efficiency of paper machines, decreasing energy consumption and, therefore, reducing GHG emissions
- Extend product life, ultimately reducing waste

### **Future Product Innovations**

Looking ahead, we continue to develop and bring to market innovative products aimed at improving the energy efficiency, resource and utilization of our customers' products and production processes. Engineered Composite innovation areas include:

- Expand 3D Composites' promise of furthering aircraft fuel efficiency including participation in the Airbus Wing of Tomorrow program, a next-generation wing development effort
- R&D efforts targeting recyclable thermoplastic structures Machine Clothing proprietary product development efforts include:
- Furthering the production of lightweight packaging with the same strength (reduced basis weight without performance reduction), resulting in less energy being required to transport products throughout the supply chain and more efficient utilization of wood fiber
- Technologies to reduce energy consumption of paper machines, reducing load demands by 10 to 15%
- Technologies that reduce belt contamination, resulting in fewer wash-ups and lower water consumption
- Technologies deployed to improve drying efficiency, thereby improving the energy efficiency of the papermaking process.

### **Our Operations' Footprint**

Albany's focus on Operational Excellence – which is embedded in our DNA - has helped reduce waste and improve efficiencies across our own operations. We are taking the next step to add a layer of inward focus harmonizing our environmental data collection around the globe and advancing our efforts to establish long-term goals to manage the environmental impact of our operations. We are operationalizing data collection systems and resources to prepare Albany to report the TCFD standards for Climate Change, including reporting on our Greenhouse Gas emissions.

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### **Anti-Corruption**

Principles of the UN Global Compact: Businesses should work against corruption in all its forms, including extortion and bribery.

**Albany Values – Integrity — doing what is right every time — is one of Albany’s Core Values.**

At Albany, we embrace uncompromising honesty and behave ethically and fairly. We are unwavering in our commitment to following the laws, regulations, standards, and ethical practices everywhere we do business. Ethics and compliance play an integral part in our decision making and business operations.

### **Business Ethics Policy**

To communicate expectations and establish the high standard to which we hold ourselves we have adopted a broad and robust Business Ethics Policy with oversight from the Audit Committee of our Board of Directors. Our Business Ethics Policy applies to all employees and non-employee directors of the Company and its subsidiaries, as well as all third-party representatives such as sales agents, distributors, independent contractors, and subcontractors. The policy addresses how we should conduct our business by addressing issues such as lavish gift giving and potential conflicts of interest. It also expressly prohibits wrongful conduct, such as abusive conduct, sexual harassment, bribery, and corruption. To ensure the creation and maintenance of an ethical culture, the Business Ethics Policy is published in the local language of every country where we have operations. All parties to whom the policy applies are trained and tested annually on the contents of the policy. The table of contents of the BEP, along with a list of accompanying policies, is set forth below.

### **Ethics Absolutes & Code of Ethics**

We also maintain a series of stated Ethics Absolutes, upon which employment is conditioned. The nine Ethics Absolutes are designed to be a clear and succinct statement of the foundations for ethical performance. We also have a Code of Ethics signed by our Chief Executive Officer, Chief Financial Officer and Chief Accounting Officer, whereby those officers certify their adherence to a higher level of principles and responsibilities appropriate to their positions.

### **Reporting Wrongdoing/EthicsPoint Helpline**

Our Business Ethics Policy, as well as other corporate policies, encourages, and at times require, the reporting of any suspected wrongdoing. To facilitate such reporting, we have established and communicated several options for the filing of reports. In addition to the option of directing communications to senior management or the board of directors, we have implemented an online reporting platform, EthicsPoint Helpline, maintained by an independent third party, whereby reports may be made anonymously. All reports are investigated by either the Office of Ethics and Compliance within the legal department, or a third party at the direction of the Audit Committee of the Board of Directors, and corrective and/or disciplinary action is taken, as appropriate.

### **Training**

While COVID-19 put a pause on in-person learning and development courses, we pivoted to an increased offering of virtual training options leveraging our Learning Management System platform that now includes 6000+ online courses, accessible from both PCs and mobile devices. We also offer many virtual instructor-led sessions customized for Albany.



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### **BUSINESS ETHICS POLICY – *Weaving with Integrity***

#### **Contents**

1. Business Conduct
2. Accounting and Financial Reporting
3. Improper Pursuit of Personal Interest
4. Confidentiality and Inside Information
5. Health and Safety
6. Anti-Corruption
7. Anti-Money Laundering
8. Anti-Nepotism and Unfair Advantages
9. Payments or Gifts to and Interactions with Public Officials or Government Officials
10. Payments or Gifts to Non-Public Officials or Non-Governmental Officials
11. Trade Compliance and Export Control
12. Anti-Trust Laws and Regulations
13. Political Contributions
14. Human Rights and Respect for Employees
15. Sexual Harassment and Abusive Conduct
16. Environmental
17. Cyber Security and Social Engineering
18. Communication on Behalf of the Company
19. Compliance Monitoring, Investigations, and Disciplinary Actions
20. Advice with Respect to the Business Ethics Policy
21. Training Activities Associated with the Business Ethics Policy
22. Waivers of Compliance
23. Reporting Violations and the Whistleblowing Procedure
24. Company Contacts and Methods of Communication
25. European Addendum to the Whistleblowing Procedure

#### **CORPORATE POLICY LIBRARY**

**Business Ethics Policy Training**  
**Anti-Slavery & Human Trafficking Policy Statement**  
**Company Gifts**  
**Sexual Harassment Policy**  
**Abusive Conduct Prevention**  
**EEO Policy**  
**Employee Affirmative Action Plan**  
**Workplace Violence Policy**  
**Complaints and Concerns**  
**Anti-Retaliation Policy**  
**Employment at will Policy**  
**Workplace Investigations**  
**Third Party Due Diligence**  
**Conflict Minerals**  
**Global Trade Compliance**  
**Related Persons**  
**Health and Safety**  
**Environmental Standard**  
**Emergency Response**  
**Procurement Policy**

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### APPENDIX

Albany International is categorized in the Industrial Machinery & Goods industry under the SASB's Sustainable Industry Classification System® (SICS®) and discloses information and data to that standard. Given the company's significant aerospace composites business, the company has elected to supplement its disclosure by reporting certain relevant Sustainability Disclosure Topics and Accounting Metrics contained in the SASB Aerospace & Defense standard. The reporting boundaries for the disclosure metrics include all parent and consolidated subordinate entities of Albany International Corp. The company breaks out the sales for this disclosure by business segment for clarity given the commercial nature and immaterial amount of the sales in Band E and F countries within the Albany Engineered Composites segment.