

# Alteams Sustainability Program














# SUSTAINABLE DEVELOPMENT GOALS

















From the 17 SDGs set by United Nations, we have identified ten goals where our company has the greatest opportunity to make a difference.










# Climate and Environment

SDG	Target	Actions 2023 and onwards	Indicator	Target level	Results 2024
 	<p>We are committed to continuous improvement to increase energy efficiency in our production and to reduce carbon dioxide emissions from our own operations (scope 1 and scope 2) by 50% from the 2019 level by 2030.</p>	<ul style="list-style-type: none"> <li>Continue to improve energy efficiency with projects in each factory.</li> <li>Increase the share of fossil-free electricity in consumption.</li> <li>Reduce fossil-based fuel oil usage by replacing it with other solutions.</li> <li>ISO50001 Energy Management System certification in Suzhou.</li> <li>Achieve the Green Energy Company certification in Suzhou.</li> </ul>	<ul style="list-style-type: none"> <li>CO<sub>2</sub> [ton]</li> <li>Energy intensity [kWh/sold aluminium ton]</li> <li>Fossil-free electricity in consumption [%]</li> </ul>	<ul style="list-style-type: none"> <li>18 600 tonCO<sub>2</sub> (by 2030)</li> <li>&lt; 8 000 kWh/sold Al ton</li> <li>Not specified yet</li> </ul>	<ul style="list-style-type: none"> <li>16 578 tonCO<sub>2</sub> </li> <li>9 594 kWh/sold aluminium ton </li> <li>31 % </li> <li>80 % less light fuel oil consumption by replacing part of the heating with other methods. </li> <li>Completed</li> <li>Completed</li> </ul>
	<p>We aim to reduce our Scope 3 emissions.</p>	<ul style="list-style-type: none"> <li>Map the most relevant scope 3 categories at our company and define data collection and reporting principles.</li> <li>Create a dedicated model for a product-specific carbon dioxide emission calculation.</li> </ul>			<ul style="list-style-type: none"> <li>Ongoing</li> <li>Ongoing</li> </ul>
	<p>We aim to improve the efficiency of material use and reduce the amount of waste generated.</p>	<ul style="list-style-type: none"> <li>Identify the type and amount of waste generated in our operations and establish the most relevant development targets.</li> </ul>	<ul style="list-style-type: none"> <li>Wastage tons (with breakdown of types and disposal methods) [ton]</li> </ul>	<ul style="list-style-type: none"> <li>Not specified yet</li> </ul>	<ul style="list-style-type: none"> <li>Identification completed; target establishment ongoing.</li> </ul>
 	<p>We promote the circular economy as part of our business, and we aim to reduce the use of natural resources and increase the share of recycled material.</p>	<ul style="list-style-type: none"> <li>Evaluate the potential to change from an alloy made from primary aluminium to an alloy made from secondary aluminium.</li> <li>Evaluate potential for purchases from suppliers that use less primary aluminium in their raw material.</li> <li>Identify water consumption in all the processes and opportunities for recycling the water.</li> </ul>	<ul style="list-style-type: none"> <li>Purchased alloy made using secondary (i.e. recycled) aluminium [%]</li> <li>Purchased packing material - reused or made using recycled material [%]</li> <li>Water usage [m<sup>3</sup>/sold aluminium ton]</li> </ul>	<ul style="list-style-type: none"> <li>Not specified yet</li> <li>Not specified yet</li> <li>Not specified yet</li> </ul>	<ul style="list-style-type: none"> <li>Total share 75 % </li> <li>87 % </li> <li>3,2 m<sup>3</sup>/sold aluminium ton </li> </ul>

SDG	Target	Actions 2023 and onwards	Indicator	Target level	Results 2024
	We take responsibility for our employees and put their health and safety first. Our vision is zero incidents in our locations.	<ul style="list-style-type: none"> <li>Achieve ISO45001 certification in all our manufacturing units by end of 2024.</li> </ul>	<ul style="list-style-type: none"> <li>TRIF (injury frequency)</li> <li>Near misses [quantity]</li> <li>Safety related improvement ideas [quantity]</li> </ul>	<ul style="list-style-type: none"> <li>Not specified yet</li> <li>Not specified</li> <li>Not specified</li> </ul>	<ul style="list-style-type: none"> <li>5,9 </li> <li>34 </li> <li>62 </li> </ul>
	We invest in the quality and development of leadership and want to create a working environment where well-being at work is proactively developed.	<ul style="list-style-type: none"> <li>Introduce a Quality of Working Life (QWL) index to complement the personnel satisfaction survey carried out every two years.</li> </ul>	<ul style="list-style-type: none"> <li>White collar personnel turnover total [%]</li> <li>Blue collar personnel turnover after 3 months [%]</li> <li>Quality of Working Life (QWL) index</li> </ul>	<ul style="list-style-type: none"> <li>Not specified</li> <li>Country specific targets</li> <li>Not specified yet</li> </ul>	<ul style="list-style-type: none"> <li>8 % </li> <li>14 % </li> <li>64 % </li> </ul>
	We promote an equal, inclusive and diverse culture.	<ul style="list-style-type: none"> <li>Continue to select the best person for the job, regardless of age, gender, ethnicity, or other factors.</li> <li>Regular monitoring of the age demographics of the workforce.</li> </ul>	<ul style="list-style-type: none"> <li>Gender representation in top leadership positions [%]</li> <li>Gender balance [%]</li> <li>Different nationalities among the personnel [quantity]</li> </ul>	<ul style="list-style-type: none"> <li>Not specified</li> <li>Not specified</li> <li>Not specified</li> </ul>	<ul style="list-style-type: none"> <li>Women 27 %, Men 73 % </li> <li>Women 32 %, Men 68 % </li> </ul>
					<ul style="list-style-type: none"> <li>15 (Finnish, Swedish, Vietnamese, American, Bulgarian, Russian, Ethiopian, Nepalese, Polish, Turkish, Lebanese, Chinese, Ukrainian, Irish and Estonian)</li> </ul>
	We offer everyone equal opportunities to develop in their work and encourage continuous improvement.	<ul style="list-style-type: none"> <li>Continue to utilize the Alteams Academy program, which is a tailor-made development program with participants selected from different countries to develop themselves.</li> <li>Take into account qualifications and suitability requirements, recruitment shall give priority to persons already working within Alteams.</li> </ul>	<ul style="list-style-type: none"> <li>Training hours [% of working hours]</li> <li>Distribution of educational background</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 0,5 % &gt; 1,0 %</li> <li>Not specified</li> </ul>	<ul style="list-style-type: none"> <li>Under 30 years: 11 % 31-40 years: 25 % 41-50 years: 45 % Over 50 years: 19 %</li> </ul>
					<ul style="list-style-type: none"> <li>1,1 % Blue collar 1,5 % White collar</li> </ul>
			<ul style="list-style-type: none"> <li>Open vacancies filled through internal recruitment [%]</li> </ul>	<ul style="list-style-type: none"> <li>Not specified</li> </ul>	<ul style="list-style-type: none"> <li>No education: 0 % Secondary school: 16 % Bachelor's degree: 59 % Master's degree or higher: 25 %</li> <li>15 % </li> </ul>

# Governance

SDG	Target	Actions 2023 and onwards	Indicator	Target level	Results 2024
	To develop sustainability awareness and involvement of our personnel.	<ul style="list-style-type: none"> <li>All personnel will undergo training on the sustainability program.</li> <li>To link sustainability related targets to personnel performance reward schemes in future.</li> </ul>	<ul style="list-style-type: none"> <li>Personnel trained [%]</li> <li>Employees with sustainability related target in the annual bonus scheme [quantity]</li> </ul>	<ul style="list-style-type: none"> <li>Not specified yet</li> <li>Not specified</li> </ul>	<ul style="list-style-type: none"> <li>Completed</li> <li>2   </li> </ul>
	We promote human rights, fair competition and ethical business practices in all our operations. We require our own personnel and other stakeholders to comply with these practices.	<ul style="list-style-type: none"> <li>All our personnel must complete the Alteams Code of Conduct training every two years.</li> </ul>	<ul style="list-style-type: none"> <li>Personnel trained [%]</li> </ul>	<ul style="list-style-type: none"> <li>Not specified</li> </ul>	<ul style="list-style-type: none"> <li>84 % *</li> </ul>
 	We promote sustainability in our supply chain and require our suppliers to commit to the principles of sustainable procurement.	<ul style="list-style-type: none"> <li>Increase the number of suppliers committed to our Supplier Code of Conduct.</li> <li>Perform audits for key suppliers according to our Supplier Code of Conduct.</li> </ul>	<ul style="list-style-type: none"> <li>Spend of signed Supplier CoC [%]</li> <li>Suppliers of target group on-site audited based on the completed CoC questionnaire [%]</li> </ul>	<ul style="list-style-type: none"> <li>80 %</li> <li>80 %</li> </ul>	<ul style="list-style-type: none"> <li>64 % </li> <li>27 % </li> </ul>

\*) personnel trained in 2023, next training scheduled for 2025



# **Alteams**

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