

The altrex logo is located in the top right corner. It consists of the word "altrex" in a lowercase, sans-serif font, colored dark green. The text is enclosed within a white, rounded rectangular border that has a slight 3D effect with a drop shadow.

# **SUSTAINABLE & RESPONSIBLE**

**When it comes to sustainability, we never relax.**

# CSR AND OUR CORE VALUES

Sustainability goes hand in hand with our core values. We make conscious, responsible and innovative choices in almost all our processes. That is what the future demands of us and the users of our products can expect.

Innovation is in our DNA. For more than 70 years, we at Altrex have been opting for better, smarter and safer every day. In other words, sustainable innovation. With an eye for our customers, our employees and our future. Everyone's future.

**Ronald Suurd**  
CEO Altrex B.V.



## About Altrex

Quality on the highest level. Safety all the way to the top step. You'll find it at Altrex. For more than 70 years, we are ahead if it comes to access solutions. Always looking for innovation. For us, it is not about innovation but to make your work easier and safer through innovation. That is after all what it's all about. The certainty that you work with the best. Not only today but also tomorrow.

# OUR CSR PILLARS



## PEOPLE

Attention to people and to tomorrow, that is the core. We want our employees to have a good time. That is why we invest in a safe workplace full of opportunities. Training courses, an active career and internship policy, an informal corporate culture, a focus on work-life balance and on physical and mental well-being. Of and for everyone.



## PRODUCTS

Safe, innovative and responsible. These are the guiding principles for all our products. Safe with a view to the user and our environment. Innovative in use, quality and material. And responsible due to the long lifespan, by using as little packaging materials and by recycling as much as possible.



## PRODUCTION

For us, it's all in processes. Cleaner, smarter, more efficient. That is why we opt for sustainable raw materials and plastics, for digitalisation where possible and for innovative logistic solutions. And with more than 2,300 solar panels on the roof of our factory, our energy supply is also a conscious, sustainable choice.



# PEOPLE

Eye for people and tomorrow





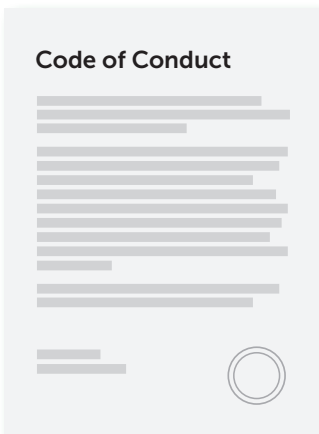
# PEOPLE

Attention to people and to tomorrow, that is the core. We want our employees to have a good time. That is why we invest in a safe workplace full of opportunities with training programmes, an active career and internship policy, an informal corporate culture, a focus on work-life balance and on physical and mental well-being. After all, we believe that enthusiastic and well-trained colleagues can best assist customers.

20% of our employees have done internships at Altrex.

## Code of Conduct

The Altrex Code of Conduct is the basis of our actions and is the essence of our sustainability policy. The code of conduct applies worldwide to everyone acting on behalf of Altrex, including external parties. Our Code of Conduct is the framework for our daily activities and contains guidelines for business ethics, human rights and labour standards, environment and health and safety.



One of our strengths is the diversity of our workforce. Bringing together men and women, of different cultures and nationalities, of different ages, from different backgrounds.

- Employee satisfaction, health and vitality are the spearheads within the sustainable employability policy. We measure and monitor this periodically.
- We work closely and long-term with various training institutes. Every year, we make 20 traineeships available. So a strong traineeship policy.
- Everyone within Altrex can develop, at every level in the organisation.
- Everyone gets a chance, even if you are a bit further away from the labour market.
- The General RI&E forms the input for the meeting of the HSE committee. The committee investigates safety risks and implements solutions.
- We cooperate with sheltered workshops. They are an important part of our production process.



# PRODUCT

An eye for safe and responsible





## PRODUCT

Safe, innovative and responsible. These are the guiding principles for all our products. Safe with a view to the user and our environment. Innovative in use, quality and material. And responsible due to the long lifespan, by using as few packaging materials and by recycling as much as possible. So a customer knows that he not only receives an excellent product, but also contributes to a more sustainable world.

**90%** of our products consist of recyclable aluminium.

**Cradle to Cradle® certified at bronze level for all our professional scaffolds and stepladders.**

Cradle to Cradle® is the global standard for products that are safe, circular and responsibly made. If a product is Cradle to Cradle® certified, all raw materials and materials used in its production can be endlessly reused without any loss of value.

To maintain Cradle to Cradle® certification, constant sustainability is needed. At Altrex we strive not only to maintain the current certificates, but also to expand them. In other words, a higher level for even more of our products.



**To extend the service life, our products are easy to repair and keep parts available.**

- 75% of our aluminium is recycled aluminium.
- Our household stepladders are packaged in 100% recyclable packaging.
- For users of our products, we provide toolboxes and training to enhance workplace safety.
- Safety is a continuous process for us, which is why we take part in various standards committees.
- We have organised several trade-ins. Here, old, often unsafe, material was taken off the market and recycled.
- Our products comply with the applicable standards and laws. Certainly also in terms of sustainability.
- Much of the supply from suppliers is via standard packaging. This goes back and forth to the suppliers.



# PRODUCTION

An eye for cleaner and smarter





## PRODUCTION

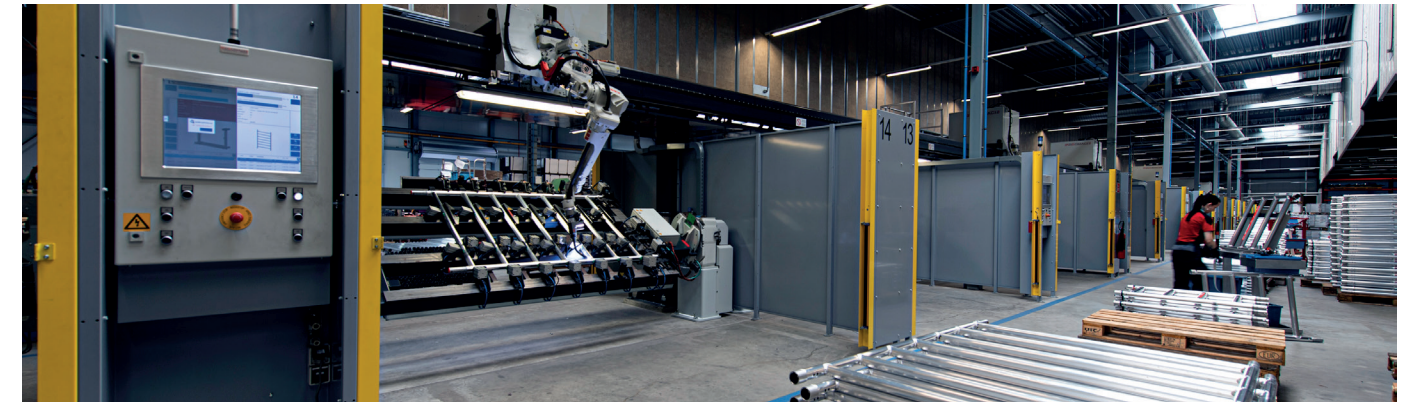
For us, it's all in processes. Cleaner, smarter, more efficient. That is why we opt for sustainable raw materials and plastics, for digitalisation where possible and for innovative, logistical solutions. And with more than 2,300 solar panels on the roof of our factory, our energy supply is also a conscious, sustainable choice. Choosing sustainable production contributes to a healthier and cleaner living environment, contributing to a better quality of life for everyone.

**2304** solar panels generate 60% of our electricity consumption.

### Bronze medal from EcoVadis

To assess its CSR approach, Altrex conducts an annual EcoVadis measurement, the global standard for corporate sustainability assessments. The EcoVadis assessment comprises 21 sustainability criteria divided into four core themes: environment, labour & human rights, ethics and sustainable procurement.

We are proud to say that we scored the Bronze label in 2023. In 2024, we want to advance to silver and in 2025 to gold.



Our welding installation is connected to ERP and our network. As a result, order lists instructions and remarks are fully available digitally.

- More than 96% of our customers receive digital invoices via mail or Electronic Data Interchange (EDI).
- More than 95% of the servers are virtualised. This means significantly less power consumption.
- All waste streams are separated and registered. 85% of waste is recycled.
- Altrex is ISO 45001 certified and aims to obtain the ISO 14001 certificate by 2024.
- A large part of production works with touchscreens. This saves 26,280 printouts a year.
- We are working with our transporter on reducing emissions through driving style analyses and training.
- We have a number of electric charging points for employees and are investigating the possibility of expansion.
- Altrex wants to reduce its ecological footprint, to this end CO2 emissions are mapped out so that concrete targets can be formulated.
- Together with our customers, we optimise the supply chain. This is how we reduce stops, kilometres and emissions.





[altrex.com/sustainability](https://altrex.com/sustainability)

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*This brochure is printed on 100% recycled paper.*