

CSR REPORT 2021/2022



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Preface



Odense, August 2022

A stylized, handwritten signature in black ink, appearing to be 'P. Johansen'.

Per Thanning Johansen
Alumeo Group CEO

In the world of business, it is increasingly important to have a clear and goal-oriented CSR policy. For the Alumeo Group this means that we will continuously take on the responsibility and make demands on ourselves and our supply chain.

I am, therefore, very happy to be able to present the Alumeo Group CSR Report 2021/2022, in which we, firstly, describe how far we have come with our actions and objectives within the Corporate Social Responsibility area and, secondly, which initiatives we plan to carry out in Alumeo Group in the coming period.

The Alumeo Group is founded on good, solid and healthy fundamental principles. Decency and credibility in our global activities are principles we cherish, and they apply to employee relations, environmental considerations and in relation to our business partners. It is important to us that we are able to offer our employees a safe workplace in an environment where they thrive and evolve. We strive towards extending our relationship with business partners with the purpose of achieving our supply chain CSR objectives.

Our international position is formed via innovative thinking, comprehensive investments and skilled employees – all built up around a foundation of good values. This also means that we are very conscious of our social responsibility.

The Alumeo Group's goal is to earn money in a responsible way. This is possible in our daily business activities because our CSR strategy ensures that all we do complies with our values and is beneficial for our stakeholders. We are, therefore, pleased to present an improvement in the financial year 2021/2022 within several areas, such as business partners, climate and environment, employees and anti-corruption - areas constituting an essential part of our CSR objectives.

We have increased our initiatives on climate and sustainability with a focus on both our own climate footprint, our social impact in our local areas and the climate footprint of our supply chain.

Compliance is playing an increasingly significant role, and, consequently, we have intensified our efforts further to ensure full compliance with requirements and policies along with allocating extra resources to this area. All of this because we take on our responsibility.

I hope that this CSR report will offer an insight into the results that we have achieved in the past year and, at the same time, make it clear in which areas we will launch new initiatives to make the greatest possible difference to the environment and our highly valued employees, customers and stakeholders.

I wish you happy reading!

Business model

The Alumeco Group consists of various companies working within four core business areas.

Alumeco Group consists of 22 companies across 13 countries.
The companies fall under two business areas, Alumeco and Aluwind.



- Aluminium, stainless steel, copper, brass and bronze
- Wholesale business (standard products)
- Customized solutions
- Construction products



- Components for on and offshore wind turbines
- Components for offshore wind foundations
- Customized solutions
- Kitting solutions, including 3rd-party components



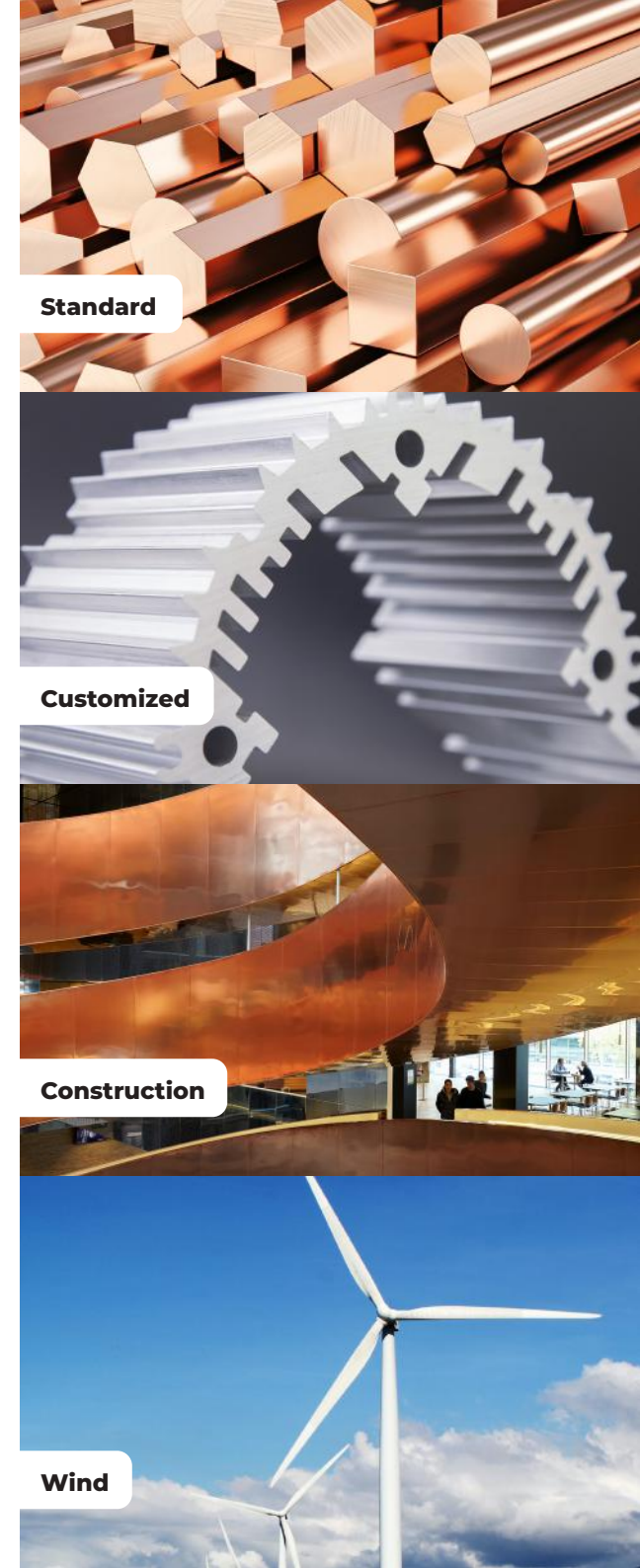
Alumeco A/S was founded as a wholesale business in 1983 in Denmark. Since then, Alumeco has developed from a small local Danish company to a large international business group providing aluminium, stainless steel and copper alloys to the metal-consuming industries and consumers around the world.

The headquarters Alumeco A/S in Odense employ today around 265 employees and have approx. 40.000 m² of office- and warehouse/production buildings. The warehouse functions as central warehouse for a large part of the Alumeco Group. The other large Alumeco Group central warehouse is located in Coswig, Germany, and has a capacity of 17.000 m². Alumeco employs approx. 580 employees worldwide divided between 12 countries. Of these subsidiaries, Sweden, Finland, Poland and Lithuania have warehouse locations.



Aluwind A/S was established as an independent make-to-order business in 2009 and after this, Aluwind Inc. in USA, Aluwind Guangdong Windpower in China and Aluwind Sp. z.o.o. in Poland followed in 2010, 2011 and 2016, respectively.

Today Aluwind has a total of approx. 406 employees working with the world's leading wind turbine manufacturers. Aluwind has its own production and warehouse setup and is in addition to this integrated with Alumeco A/S.



Standard

Customized

Construction

Wind

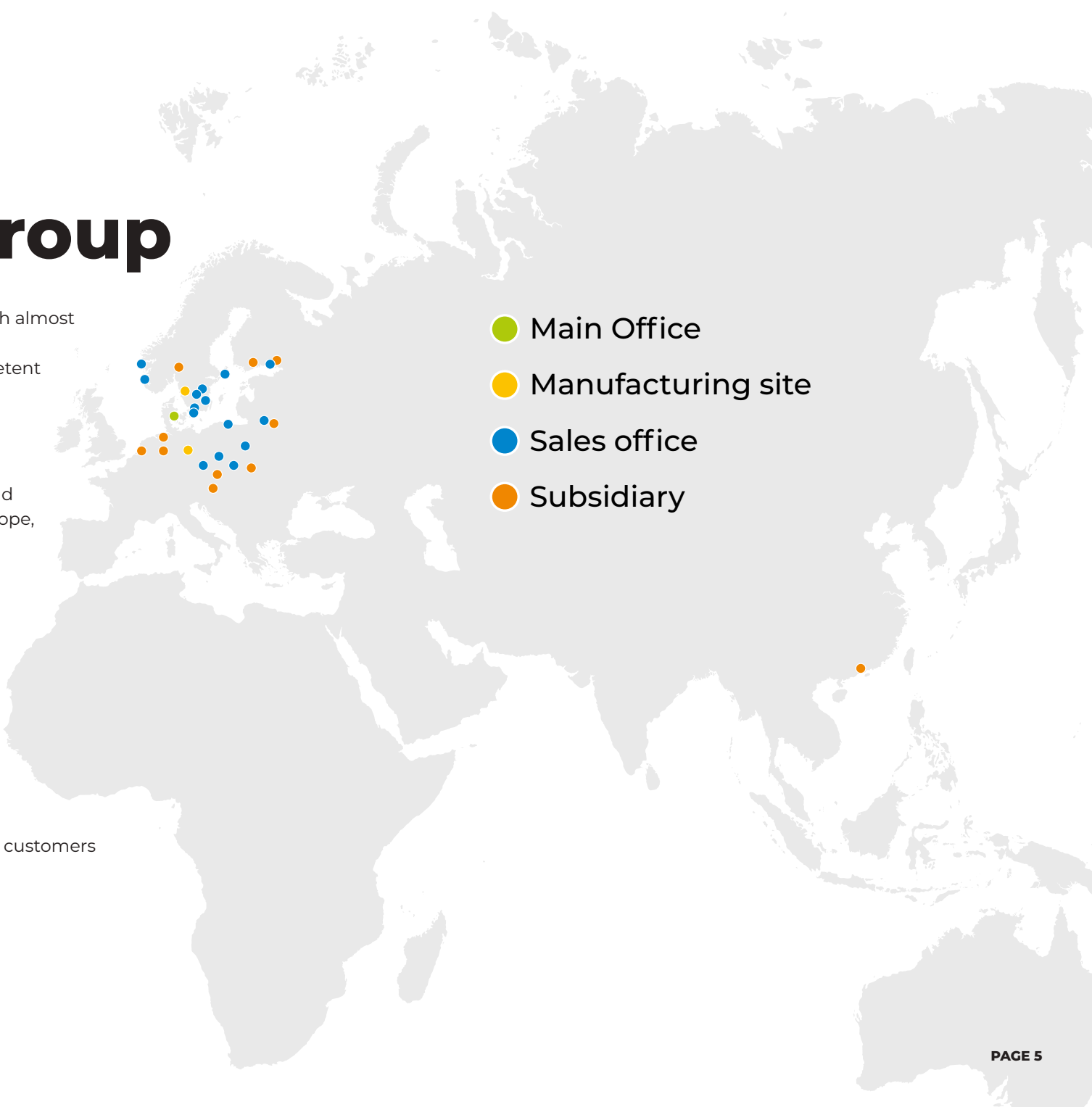
Alumeco Group

The Alumeco Group has built up expertise through almost 40 years and thanks to committed and skilled employees, the Group is characterised by competent guidance and extensive inhouse knowledge of aluminium, stainless steel, copper alloys or wind turbine components.

Being a global supplier and business partner, and because of the Group's many subsidiaries in Europe, China and North America, the Group has a far-reaching international network.

Through comprehensive investments in the company's physical facilities as well as modern machinery and warehouse equipment, the Alumeco Group has one of Northern Europe's largest aluminium stocks with own coil centre and three fully automatic high rack systems at our disposal. On top of this, Aluwind has full-scale production in Poland and China.

Our facilities enable us to meet the needs of our customers as well as the ongoing market development.

- 
- A light gray world map serves as a background for the right side of the page. Colored dots are placed on the map to indicate the locations of Alumeco Group's offices and facilities. A high concentration of dots is in Europe, particularly in Scandinavia and Central Europe. A single dot is located in East Asia (China).
- Main Office
 - Manufacturing site
 - Sales office
 - Subsidiary

CSR in the Alumeco Group

The objective with our CSR work is to create value for our stakeholders – customers, employees, suppliers as well as the surrounding community – and it is a natural match with our vision:

'TO BE NO. 1 – by creating competitiveness for our partners'

as well as with our strategic core values:

'Good Business Sense, Customer Focus & Dedication'

Alumeco Group is committed to a sustainable future through our work with the 17 Sustainable Development Goals and the strategy for 2021-2024 will focus on Alumeco Group's sustainability vision. The 'Sustainability Play' project is our roadmap to move the Alumeco Group in a more sustainable direction.

UN Goals

“We are committed to a sustainable future and to improve the social and environmental climate of our planet”

We at Alumeco Group have decided to put special focus on four of the UN Goals. These four UN goals have been chosen based on an assessment of what fits into Alumeco's strategy and growth, as well as in which areas Alumeco Group expects to be able to make the biggest impact.

Within these four goals, we believe that we have the possibility to work actively with our social responsibility by virtue of our business model and our position in the supply chain.

In this report we describe how we are working with the four UN goals that we have selected.

Our initial focus is on our two main warehouses in Odense, Denmark and Coswig, Germany.

The Alumeco Group's 2021/2022 CSR report covers, unless otherwise noted, the entire Alumeco Group and constitutes the statutory report about

corporate social responsibility in continuation of the annual accounts of the Alumeco Group cf. the Danish Financial Statement Act 99a. Section 99b is not a part of CSR report, but can be found in the financial report for 2021/2022.

The Alumeco Group includes Alumeco A/S and all affiliated companies.

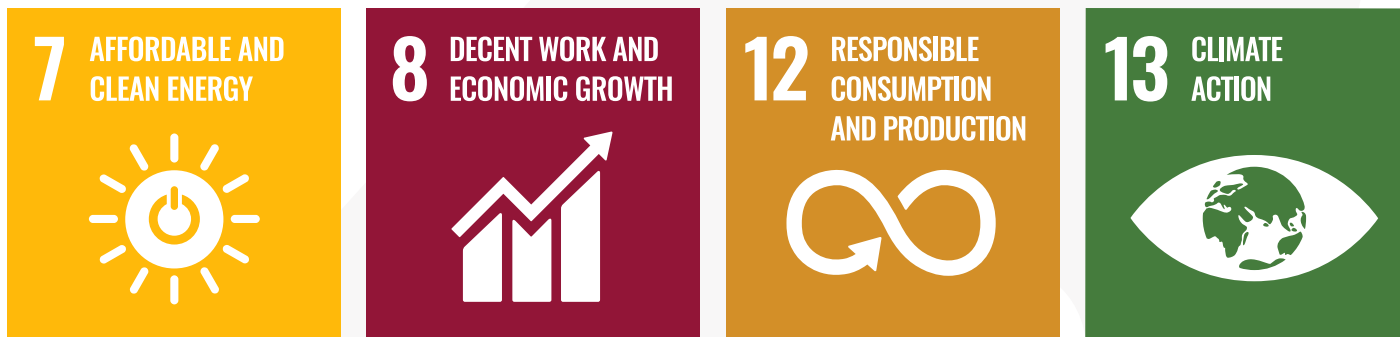
The present report covers the Alumeco financial year running from July 1st 2021 to June 30th 2022.



Strategic focus areas for sustainability

In the following we will describe how Alumeco Group has been working with the four main areas of the four chosen UN goals. In some areas, we have just started working actively with the goals and we are therefore not able to present the complete plan for implementing yet, but it will be possible to follow our work with the four UN goals during the next years.

The four UN goals we are working with at Alumeco Group are:



Affordable and Clean energy

7 AFFORDABLE AND CLEAN ENERGY



We are continuously working to reduce our demand for energy, and by 2040 we want to be 100% powered by energy from renewable sources.

We will reach this goal through a combination of three strategies:

- Reduce the energy demand in Alumeco Group
- Produce our own renewable energy
- Invest in green alternatives and purchase offsets

International developments will impact our progress in this area, and we will adjust the plan as more and more energy is produced with consideration for the climate and environment.

Decent Work and Economic Growth

8 DECENT WORK AND ECONOMIC GROWTH



A safe working environment has been a core principle in Alumeco Group this past year. To further ensuring the employees' safety, we have been working with the UN goal 8: Decent Work and Economic Growth by expanding our ISO 45001 certificates to also include Alumeco's main warehouses in Germany and Denmark.

This endeavor has led to multiple safety initiatives, training and procedures to ensure a healthy work organization. Alumeco Group wants a healthy, safe and efficient workplace where each member of the organization understands and contributes to the whole, and where continuous learning, collaboration and creativity leads to new developments.

Alumeco wants to achieve this by complying with the ISO 45001 standard and achieving the certificates in all main warehouses.

Alumeco Group is currently ISO 45001 certified in Aluwind's main locations in China and Poland. While certification for our German and Danish sites is planned for 2023.

We have identified a number of activities that will support us in our work. For example training of employees, emergency preparedness, risk analysis, working with accidents and near accidents and procedures.

Responsible consumption and production

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

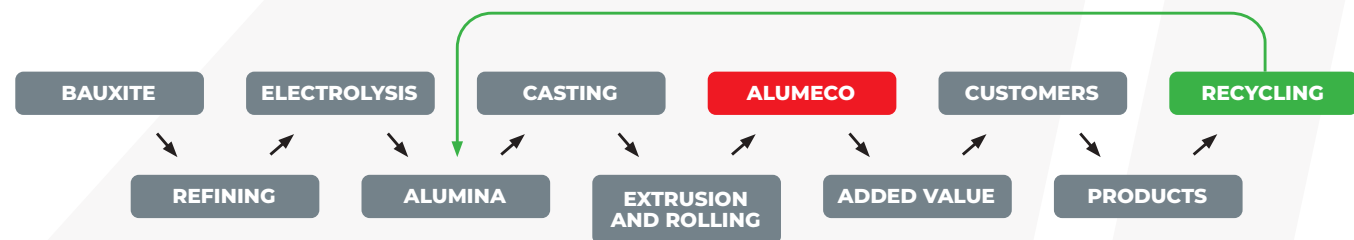


We recognize that primary production of metals is carbon and energy intensive and we take this into account in our handling of metals. To maximize the use of the produced metals, we are working on reducing our scrap by 20% in our central warehouses.

Multiple projects have been initiated to achieve this, as an example we have installed intelligent software on our saws and are reusing our scrap based on historical data. We have this past year reduced our scrap with 2.5 percentage points in Odense, which is equivalent to approx. 120 ton aluminum each year.

The project will soon be expanded to Coswig

An example is recycling of aluminum:



Climate Action



As a global company we recognize our responsibility to current and future generations affected by the climate changes which we contribute to through carbon emissions. The long-term sustainability vision of Alumeco Group is to reduce our total CO2 emissions within our scope with 80% before the year 2040.

Following the Greenhouse Gas Protocol, and using the ISO 14001 standard, our first step in this journey has been to look into our direct emissions. Then setting up a global structure to collect consumption data from all our sites and implementing initiatives to start reducing our carbon footprint.

Alumeco's main warehouses' carbon emissions are measured by kg of CO2 pr. ton sold, this will ensure that the numbers are comparable over time. In 2019 Alumeco produced 18 kg of CO2 pr. ton sold, last year we were down to 15 kg of CO2 pr. ton sold.

We have identified a number of activities that will support us in achieving our goals, for example automatic gates, charging stations for electric cars, digitalization and retrofit.

Automatic gate closure

The warehouse gate in Aluwind Poland now closes automatically after 7 seconds, so all the heat stays in the warehouse. Before, if someone forgot to close the gate, the heating system was constantly running to keep the warehouse warm.

Retrofit warehouse system

The FEHR crane in warehouse 2 in Denmark needs to be updated, and the new crane will be more energy efficient.

Car chargers

We now have chargers for electrical cars in Odense for both customers and employees.

Greenal and recycal

Consumers, companies and states are more and more aware of carbon emissions and sustainability.

This means that our customers need to consider the climate impact of their business, and they want to be able to document their emissions - also for marketing purposes.

To help them do so, we sell GreenAL and RecycAL, which have a documented low carbon footprint compared to other materials in the market.

Carbon emissions

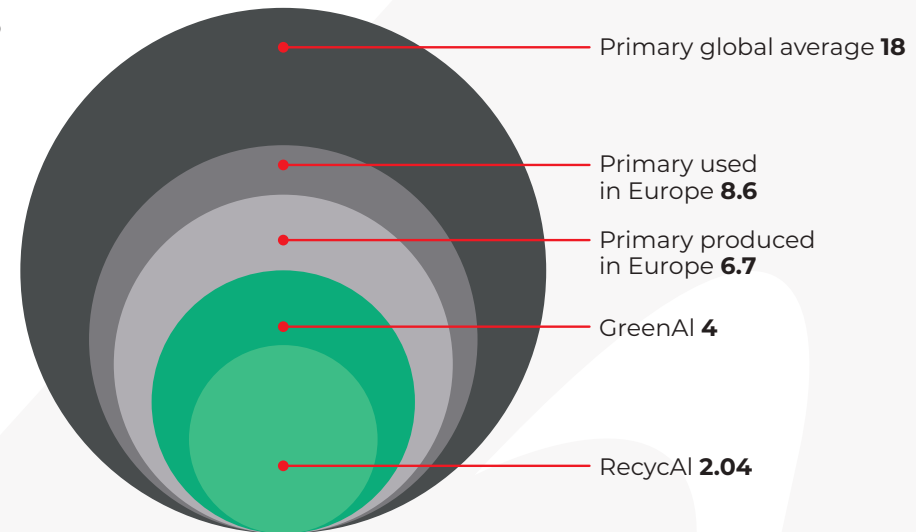
Kg CO₂/kg aluminium



Aluminium can be recycled almost endlessly, and re-melting used aluminium into new materials only requires 5% energy compared to producing new aluminium from raw material (primary aluminium).

RecycAL is based on recycled aluminium, and the carbon footprint is as low as 2,04 kg CO₂/kg aluminium.

Aluminium produced from raw materials, not from reused scrap.



To extract bauxite and produce primary aluminium requires enormous amounts of energy. To avoid this, GreenAL is primary aluminium that is produced with energy from renewable sources such as wind or water.

The carbon footprint of GreenAL is as low as 4 kg CO₂/kg aluminium.

Carbon emissions

Aluwinds carbon emissions have increased due to insourcing of several processes that were previously outsourced.

This illustration shows the development in Alumeco's carbon emissions (Odense + Coswig) from year to year. By showing the numbers in kg CO₂/ton sold, we ensure that the numbers are comparable over time. Alumeco (Odense + Coswig) sold 94,000 ton in 2021.



This illustration shows the development in Aluwind's carbon emissions (Poland + China) from year to year. By showing the numbers in kg CO₂/ton sold, we ensure that the numbers are comparable over time. Aluwind (Poland + China) sold 8,900 ton in 2021.



Supplier evaluation & code of conduct

Essential risks

As an international metal supplier, the Alumeco Group has a global network of business partners. Our suppliers are primarily based in Europe and Asia.

We assess that the risk of a business partner's or a previous/later supply chain link's breach of human rights, discrimination and child labour is present, however, we estimate the risk to be limited within the aluminium, copper, steel, and wind industry.

To eliminate the possible risk, we strive towards ensuring that our most important suppliers act according to the Alumeco Group Supplier Code of Conduct including the requirements for export control regulation.

Policy

In the Alumeco Group we aim to develop long-lasting collaboration with our suppliers characterised by mutual respect and loyalty. Our primary purpose is to ensure security of supply of central products.

The Alumeco Group's purchasing strategy focuses on supplier performance with the intent to develop our supplier collaboration on an on-going basis.

The Alumeco Group continuously audits and evaluates the most important suppliers to ensure a continuous positive development of the business relations. This is done by means of 'Supplier Self-Assessment' programs, among others.

The Alumeco Group aims at having the majority of the Group's purchase covered by suppliers working in accordance with the Alumeco Group Supplier Code of Conduct or own similar Code of Conduct.

The Alumeco Group complies with the guidelines stated in the Alumeco Group Supplier Code of Conduct.

Furthermore, the Alumeco Group screens selected customers and suppliers to ensure that no individuals involved in the ownership of the company are subject to sanctions. In the past year, our procedures in this area have been expanded and tightened.



Supplier evaluation & code of conduct

Actions & results:

The Alumeco has divided all suppliers into A-and B-suppliers.

A-suppliers either supply considerable volumes and/or strategic products. 70% of the Group's purchase is covered by A-suppliers. The rest is covered by B-suppliers. 70% of the Alumeco Group's purchase measured on volume is today subject to the Alumeco Group Supplier Code of Conduct.

100% of the A-suppliers are today subject to the Alumeco Group Supplier Code of Conduct or to own similar Code of Conduct.

We audit our A-suppliers continuously with the intent to optimise the collaboration and ensure quality and quantity. The audit is carried out by means of a standardised "Supplier Self-Assessment" program (SSA), among others.

The program measures on 33 parameters, including:

Management: strategy, organisation, KPI's, investments, security, IT, customer satisfaction, CoC, NDA

Quality: systems, objectives, certification, measurements

Service: knowhow, technology, capacity, flexibility

Based on the audit result, possible actions to improve the collaboration will be initiated.

78% of Alumeco's A-supplier volume is currently covered by SSA, which is an increase of 6 percentage points compared to 2020/2021.



Supplier evaluation & code of conduct

Future improvements:

The Alumeco Group's intention is to develop the business relationship with our most important suppliers on an on-going basis, e.g. by spreading the Alumeco Group Supplier Code of Conduct and our "Supplier Self-Assessment" program.

Our objective for 2022/2023 is the following:

75%

75% of the Alumeco Group's purchase volume is subject to the Alumeco Group Supplier Code of Conduct.

100%

100% of the Alumeco Group's A-suppliers are continuously subject to the Alumeco Group Supplier Code of Conduct.

10%

10% of the Alumeco Group's B-suppliers are subject to the Alumeco Group Supplier Code of Conduct.

85%

85% of the Alumeco Group's A-suppliers are covered by SSA.

Employee Code of Conduct and anti-corruption

The Alumeco Group complies with legislation and refrains from all forms of corruption, bribery and other forms of misuse of power. It is important for us to be a reliable company with high integrity and to live up to expectations from our stakeholders, the society and our business partners.

Essential risks

As an international Group, our interaction with our business partners implies a risk of corrupt arrangements and bribery.

Policy

To prevent any form of corruption and bribery, all employees interacting with our business partners are obliged to act according to our anti-corruption policy.

The policy lays down clear guidelines as for what is acceptable and what is unacceptable behaviour.

Actions & results

The anti-corruption policy and employee Code of Conduct are continuously updated to the current risk assessment.

Once a year all employees (white-collar) whose function implies interaction with business partners are asked to confirm that they have read and accepted the anti-corruption policy.

In 2021/2022 zero incidents of corruption was reported in the Alumeco Group - just as the last two years. The Alumeco Group have as a part of the export control implemented tools for screening our suppliers for sanctions and export control regulations.



Employee Code of Conduct and anti-corruption

The whistleblower scheme

We have introduced a whistleblower scheme in Alumeco Group in 2022. The whistleblower scheme has been established to prevent violations of internal procedures and legislation.

The Alumeco Group's whistleblower scheme gives employees and external partners related to Alumeco the opportunity to express themselves freely about concerns and reasonable suspicions of irregularities or violations of rules committed by Alumeco's employees, management, board of directors or suppliers etc.

Policy

The whistleblower scheme consists of a website that can be used to provide information on serious violations of internal procedures and policies, Code of Conduct and legislation. The Whistleblower scheme is multilingual and allows for anonymous reports.

Actions & results

Alumeco Group has received 1 report through the whistleblower scheme in the financial year 2021/2022. The report was further investigated, but the suspicion could not be confirmed.



Alumeco Group Anti-Corruption Policy

Focus points:

Any demand or offer of bribery must be rejected.

Nepotism and conflicts of interest must be prevented.

Violation of the policy and rules in force will be sanctioned.

All incidents and attempts of corruption must be reported.

EMPLOYEES

Working environment & safety

The Alumeco Group wishes to offer existing and future employees an attractive and safe workplace.

Essential risks

Especially work in warehouse and production implies a risk of work-related injuries and work-related accidents which may potentially result in absence, liability to pay damages as well as a negative impact on the working environment. The Alumeco Group continuously focuses on ensuring a good working environment and on preventing work-related injuries and accidents as far as possible.

Policy

In addition to following the existing laws and guidelines in force, the Alumeco Group has specified focus points, all with the purpose to support a good and safe working environment and to minimise work-related injuries and accidents:

- to work according to the guidelines in ISO 45001.
- to have an efficient working environment organisation,

including to have HSE-responsible employees in relevant companies.

- to minimise work-related accidents through cause analysis and implementation of relevant preventive actions to avoid similar accidents.
- to meet internal guidelines, including to ensure easily available instructions on the use of protective equipment.
- to have a safety policy for external visitors.
- to offer health examinations and relevant safety courses, including first aid courses.
- to undertake regular workplace assessments.
- to record all internal safety trainings.



EMPLOYEES

Actions & results

During the past financial year, we have worked with the following areas:

Work-life balance & health

To promote a good work-life balance and to minimise the risk of stress, we have introduced the possibility of having flexible working hours, offered yearly flu vaccination, offered scanning of the spine as well as offered assessment of the workplace by an occupational therapist.

Work accidents

To minimise the risk of work related accidents in connection with tower and overhead travelling cranes, we have implemented an internal safety training for all existing and temporary workers as well as for all newly employed workers during their introduction. The training is repeated annually.

The working environment organisation has structured the work with work related accidents and has selected focus areas which are reviewed in a cooperation between management and employees.

The graph on page 23 shows work related injuries and is based on the number of work accidents reported to the working environment groups in the individual companies compared to the average number of employees in the same period.

Workplace Assessment

The result of the latest workplace assessment in Odense is handled by working groups established for that purpose and consisting of both blue and white Collars. The working groups have prepared individual action plans, and the implementation has been concluded in 2021.

When Aluwind in Poland took a new warehouse building into use, an optimisation of the lay-out resulted in a significant improvement of safety, minimising risks of accidents with trucks and forklifts.

Our Chinese production site has implemented big tanks for welding gas instead of many small tanks as previously in order to reduce the internal transport and to improve the production safety.

In China the noise nuisance has been in focus and has been reduced in the office areas.



EMPLOYEES

Future improvements

The objective for the coming financial year is to obtain certification according to ISO 45001 in the production sites in Odense and Coswig. The project will start with a review of all working operations and flows, and where relevant to adapt them according to ISO 45001. The production sites in Poland and China have been certified in this connection.

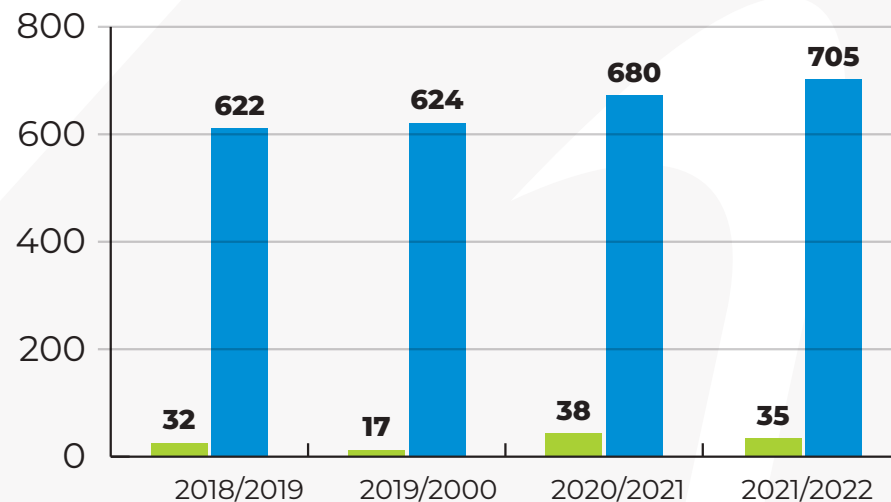
In Odense the internal safety training will be implemented in all warehouse and production areas to ensure that all employees go through relevant training.

Furthermore the process with the on-job-training and competence management will be developed further in a close cooperation with the employees.

The analysis of work accidents and near-miss accidents is improved to optimise prevention of work accidents further.

Work related injuries; Odense, Coswig, Wroclaw & Jiangmen

● Work injuries: ● No. employees



Employee integration

Essential risks

The Alumeco Group's employees are an important resource and are crucial for our market position. Without the necessary integration, the Alumeco Group risks not being able to attract, retain and develop competent employees.

Policy

Our collaboration is based on mutual confidence, understanding and respect. The working conditions are organised to increase the level of safety, satisfaction and efficiency in the daily work.

The Alumeco Group respects and complies with human rights and does not tolerate any kind of breach of human rights.

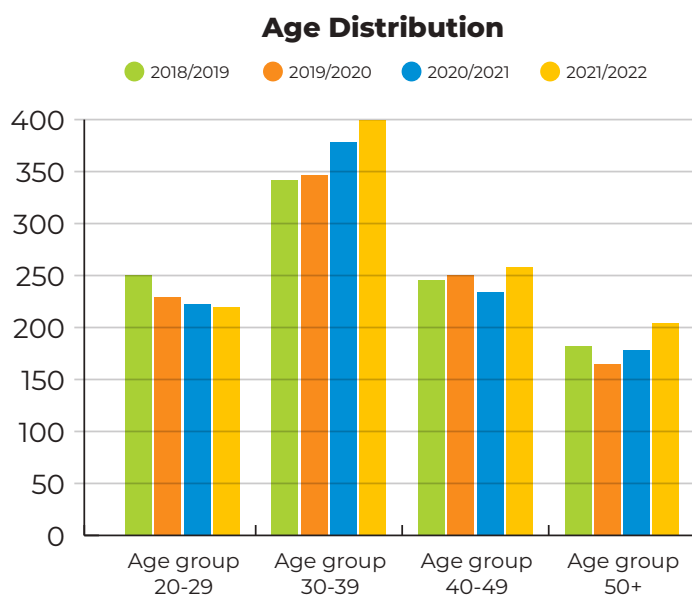
The Alumeco Group promotes a fair and equal integration of employees and does not accept any kind of harassment or discrimination regardless of sex, race, skin colour, religion, political or sexual orientation, social or ethnic background, age or disability.

The Alumeco Group has drawn up a Group Employee Code of Conduct that is both part of the Corporate HR Policy and has to be read and accepted by all white collars in the Group once a year. 97% have read and accepted to guidelines in the Code of Conduct.

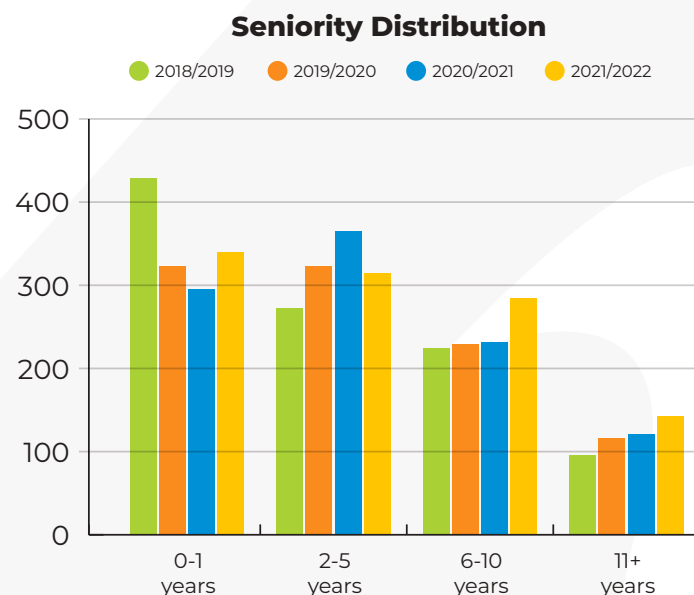


Employee Demographics - Alumeco Group

The distribution on age and seniority has been established by dividing the average number of permanently employed blue and white collars in the Group into the selected age and seniority groups. The data have been extracted from our ERP-system where all employees are registered. Temporary workers are not included.



** The age distribution is stable and indicates that the Alumeco Group's initiatives concerning working environment and personal development meet the employees regardless of age.*



** The development of the seniority distribution shows an increasing degree of retainment of competences and experience - indicating that the Alumeco Group succeeds in integrating new employees and in offering relevant and adequate personal development.*

EMPLOYEE INTEGRATION

Actions & results

The onboarding program for new employees is continuously updated to ensure a relevant and sufficient introduction to the Alumeco Group, to the function of the new employees as well as to ensure the relation to colleagues.

When relevant, a mentor is appointed among the experienced employees to support a good integration of new employees. The purpose of the mentor system is to ensure a good integration both as for social and for professional issues.

The onboarding program is evaluated regularly by the new employees, and based on the past 12 months, the evaluations received show a satisfaction rate of 81%. The lower percentage compared to the previous year is a result of many postponements of onboarding activities as many employees have been working from home.

The Covid-19 pandemic has challenged the Alumeco Group resulting in new habits and work methods. From the very first months, we have monitored the infection cases and the overall well-being in the company. From the beginning, we have increased the focus on hygiene and safety, especially in the areas where more employees share the work station.

The increase in working from home has been supported by guidelines to ensure a healthy and safe working envi-

ronment in the home. According to our evaluations, the pandemic did not impact the well-being nor the non-financial conditions negatively. At the time of writing, the work situation is returning to the well known conditions from before the pandemic.

We have prepared guidelines, as the work from home and the increased digitalisation will have an impact on our work methods, and we will have to ensure a continued optimal operation and well-being. The guidelines will be adapted to the local national standards.

In case of the need to increase the staff in the warehouse and production in Denmark, we have established a special onboarding program which consists of a presentation of the company and the products supplemented by a stay of 3 months in the different areas. Apart from ensuring a thorough introduction to the company, this has the side benefit that the new employees become more flexible gaining a broad understanding of the company and will thus be easy to move internally.

Future improvements

The onboarding program is continuously developed and adjusted based on the evaluations received and according to the needs of the Alumeco Group. The intention is to expand the use of the mentor system.



Education & personal development

Essential risks

Employees possessing the required knowledge and relevant competences are a key factor for the Alumeco Group in order to maintain our competitiveness and market shares.

Policy

The Alumeco Group offers and encourages employees to develop and update their knowledge and competences continuously. At the yearly feedback dialogues, the individual employee's performance, ambitions and need for development of competences are discussed and evaluated.

The Alumeco Group offers both internal and external education such as single courses and long-term education.

Being a global company, we have the possibility to offer stationing and redeployment on basis of individual evaluation.

Actions & results

The Alumeco Group has established a platform for internal digital knowledge sharing for employees on all levels.

Employees, both blue and white collars in the Danish companies, have followed external courses—from single day courses to multi-annual educations paid by the Alumeco Group. Furthermore many employees have followed webinars of short or long duration.

Future improvements

The Alumeco Group continuously updates the annual feedback dialogue and is continuously reviewing the competences of the employees.

In the coming period, the focus will be on establishing an overview of the competences in selected departments using a simplified competence matrix that will contribute to a high degree of transparency in the departments.



Social responsibility

Essential risks

Being a socially responsible company, we see a risk of both personal and financial character when a person due to reduced ability to work, unemployment or lack of work experience faces challenges in entering or re-entering the labour market.

Apart from implying a risk for the challenged person, we also see a risk for the surrounding society and consequently also for the Alumeco Group to lose or waste knowhow and loyal employees.

Policy

Employees who have reduced ability to work due to illness, injuries or age are offered, to the widest extent possible, temporary or permanent measures to retain the employees in question.

As far as possible, the Alumeco Group offers internships to citizens who have been outside the labour market. The Alumeco Group cooperates with educational institutions and offers both trainee periods and apprenticeships.

Actions & results

We are in continuous contact with local job centres and education institutions, however the Covid-19 pandemic

and the consequent restrictions have unfortunately limited the possibility to offer internships.

We have cared for our employees who have been absent because of illness for a long period of time in order to help them back to work in the best possible way by means of dialogue, reduced work hours and general adjustment of tasks.

At the same time, we wish to help students and newly educated persons to enter the labour market, and therefore we offer student jobs, trainee periods etc. according to the resources of the organisation.

Future improvements

The Alumeco Group will continue and develop the cooperation with job centres and educational institutions, also to take on social responsibility.

Our ambition is to implement more indicators of social responsibility in operations to initiate more relevant actions according to the needs of the individual Group companies.

It is further our ambition to incorporate and implement the four aforementioned UN goals in our HR activities.



Data Security

Essential risks

Concurrently with the increased use of digital media, an increase of digital crime, such as phishing attacks and other forms of 'social engineering' occurs.

The purpose of these attacks is to get access to different types of confidential data or to block access to data. The attacks are typically aimed at a single user or a group of users. We also see that a breach of security in a company is often caused by negligence by one or more users.

Policy

All companies within the Alumeco Group are dependent on well-functioning IT systems and infrastructure ensuring available data, just as integrity and confidentiality are essential for the service of our customers.

Consequently, our first priority is always to have secure and stable IT systems that withstand possible security breaches as well as to ensure high awareness of data security and an appropriate digital behaviour from our employees.

Actions & results

To prevent security breaches, we cooperate with external IT security experts to outline on an on-going basis the current threat assessment and to establish prioritised actions to minimise risks.

The actions focus on:

securing the IT systems against cyber attacks.
Increasing the awareness of cyber security and information security with our users.

The work with security includes, among other things, a constant supervision and up-date of our systems as well as implementation of prioritised security measures with the purpose of reducing the vulnerability to cyber attacks.

The Alumeco Group's employees follow a mandatory and focused cyber awareness training as part of our security and awareness campaign. A focus that will continue and be developed continuously.

Future improvements

As we expect the risk of cyber attacks to increase in the future, it is essential to continuously work with the security of our systems and with our employees' cyber awareness.

The awareness training applies especially to new employees, but is also essential in upholding the security awareness with existing employees.





mail@alumeco.dk
www.alumeco.com



info@aluwind.com
www.aluwind.com

