



04

# + people

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# 4.1 human rights

## Valuing people

Altri is continuously dedicated to respect and support for human rights, as enshrined in the [United Nations Universal Declaration of Human Rights](#), in its business and value chain.

This dedication involves not only carrying out due diligence to avoid infringing on Human Rights, but also taking concrete steps to support these same Rights, with voluntary actions that positively contribute to their protection and compliance. It is an integral part of its [Code of Ethics](#), revised in 2022, and guides Altri's performance in respect for the dignity of people and the environment.

In line with Article 23 of the Universal Declaration of Human Rights, Altri maintains an institutional dialogue with all organisations representative of employees and has consistently achieved labour agreements in recent years in all industrial enterprises, that are particularly important in the current context of economic and social uncertainty, thus guaranteeing stability in employment and the increase in the income of their employees.



Given the prior adherence to the "United Nation Global Compact", Altri published in May 2022 its [Communication on Progress](#), where it discloses its activities in favour of the 10 Fundamental Principles in the areas of human rights, labour practices, environmental protection and anti-corruption, sharing Altri's best practices and policies.



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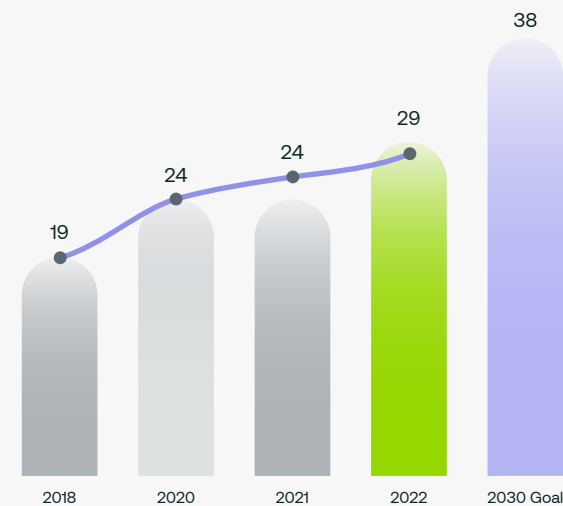


## Promotion of Gender Diversity and Equality

In particular, Altri's efforts stand out in gender diversity and equality, to ensure the full and effective participation of women and equal opportunities for leadership at all levels of decision-making. This topic is particularly relevant for Altri, considering the typical predominance of men in industrial activities, and led to the definition and implementation of measures for greater gender parity.

In line with its 2030 commitment, Altri continues to progress, with 29 women in leadership positions in 2022.

Number of women in leadership roles



— Annual Goal



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## Altri People Equality

The **Gender Equality Plan**, which aims to contribute to effective equal opportunities for women and men, launched in 2021 and updated in 2022, integrates a set of measures to eliminate discrimination on the basis of sex and encourages a healthy balance between personal, family and professional life. This plan, which includes objectives, measures, performance indicators and targets to be achieved, focuses on the following areas:



Company strategy, mission



Equal access to employment



Initial training and development values



Equality in working conditions



Promotion/progression professional career



Protection in parenthood



Healthy balance between professional life and family and personal life



Prevention of harassment at work



Altri joins the Global Compact Network Portugal for the Ring the Bell for Gender Equality ceremony in March 2022. José Soares de Pina, CEO of the Altri Group, participated in the debate panel "Investment and Return in Gender Equality".

This plan, in addition to materialising Altri's ongoing work in the field of gender diversity and equality, is aligned with the United Nations Global Compact accelerator programme: Target Gender Equality.

Following this plan, during 2022, Altri provided training and guidance to those responsible for recruitment and selection interviews to prevent bias based on gender stereotypes. A training module related to the theme of gender equality was also included, on the motto "Citizenship in Organisations", within the company's training plan, which will be implemented next year.



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# health, safety, and well-being of employees

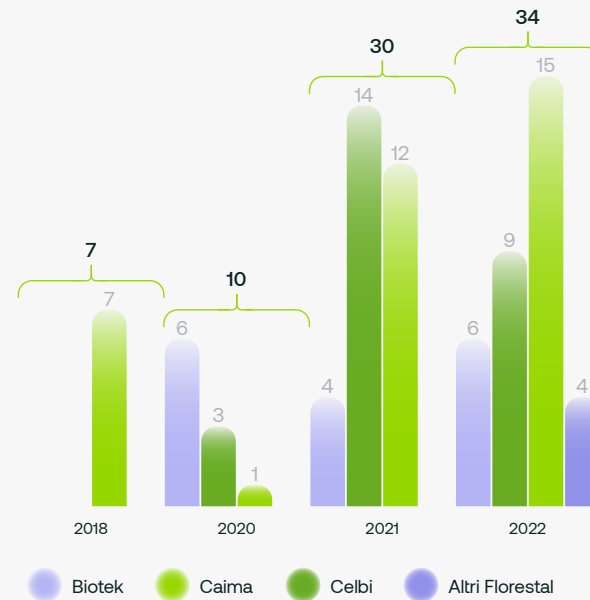
The health and safety of Altri's employees is always present in the management of their activities.

Altri aims to develop a culture within all Group companies where the health, safety and welfare of employees are not only seen as mandatory, but as something innate to the way they are and act. To this end, Altri continues the Altri People Lab, which aggregates all the programmes which main actions are promoting and valuing employees.

Altri Group has a Clinical Directorate, Occupational Health and Well-being, led by the Occupational Physician, which allows the Group to have a global and integrated vision for an effective promotion of a culture of health and well-being. This Directorate is responsible for the definition, promotion and implementation of health and welfare policies and for the coordination of the occupational medicine services of the Group's companies, responding to the specific requirements of each company.

The management of this topic provides equipment selection, identification and signalling of risks, ensuring compliance with safety rules and procedures. To act properly and implement effective improvement actions, Altri monitors specific indicators of Health and Safety at Work.

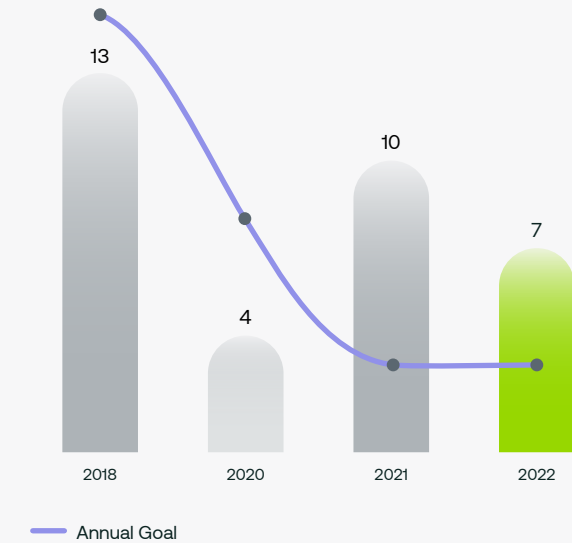
Number of incidents with +3 days lost\*



\*Note: Considers internal and external employees.

Frequency Index\*

Number of accidents with sick leave/1 million hours worked



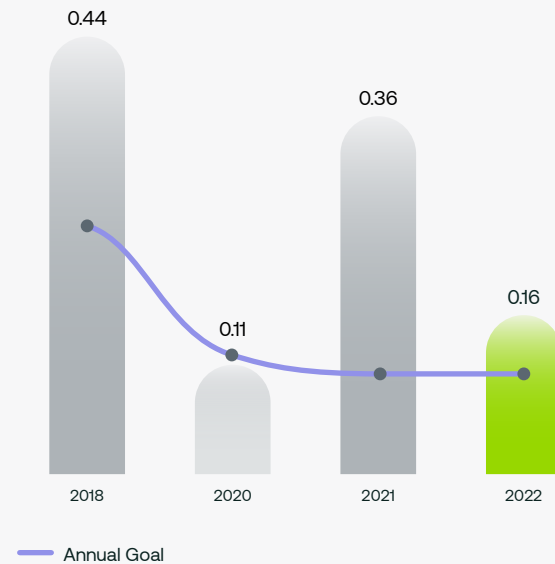
\*Note: Only considers internal employees.

Evaluation of the Frequency Index (FI) according to the International Labour Organisation (ILO): FI < 20 Good | 20 – 50 Acceptable | 50 – 80 Insufficient | > 80 Bad



## Severity Index\*

Days lost/thousands hours worked



\*Note: Only considers internal employees.

Evaluation of the Severity Index (SI) according to the ILO: SI &lt; 0.5 Good | 0.5 – 1 Acceptable | 1 – 2 Insufficient | &gt; 2 Bad

## Zero accidents

To mitigate the causes of accidents at work and to achieve a zero-accident goal, Altri has continuously worked to raise awareness among its employees. The strengthening of the safety culture of Altri Group is only possible with the constant involvement and awareness of all the elements of its team, a decisive factor in maintaining a safe and accident-free workplace.

## Employee Training and Awareness

In 2022, a total of

169 awareness-raising actions

5081 hours of training

were promoted to all companies in the group, in topics as varied as:

- 
**Security Inductions:**
  - Alert for dangers
  - Disclosure of general rules, procedures and environmental aspects
- 
**Paper Industry Safety Training (CSIP)**
- 
**"Take a Photo and Send a Message" project:** encouraging workers to participate through photos that refer to their activity in safety
- 
**Safety clicks:** monthly meetings to develop leadership skills
- 
**Training of the intervention Brigade,** in collaboration with local Volunteer Firefighters, due to the complexity and diversity of risks associated with the Group's industrial activities
- 
**Meetings of the Environment and OSH Commission**
- 
**"Safe Behaviours – Next Steps" Programme**
- 
**Safety minutes**

Throughout 2022, the following measures, training and projects stand out to promote greater safety for Altri Group employees:



#### More equipment:

- individual protection for First Intervention Brigades teams
- new uniforms for workers at the industrial units of the Altri Group



**Improvement of safety signs** with the inclusion of hazards, ATEX zones in industrial units



**Requalification of spaces at Biotek**



Internal and Inter industrial units Audits



#### Flash incidents and near misses:

description of occurrences, causes and corrective actions, referring to incidents or near misses, which occurred at Altri Group facilities

Goal: analyse and discuss lessons learned and prevent incidents from reoccurring.



#### Work accident simulations:

- in a forest environment
- industrial accidents (Seveso III and firefighting)



Campaign “You are looking at the person responsible for your safety”

### ↳ Safety Lab

At the end of 2021, the Safety Lab was created, based on a methodology that studies behaviours, and a bottom-up approach logic.

In March 2022, the Pilot Project was initiated in the Wood Parks of Biotek, Caima and Celbi, with the objective of testing this type of methodology. On the 2nd and 3rd phase, more than 200 people worked together to highlight the main difficulties and potential solutions to improve the safety of all who work in the Altri Group.

In 2023, it is also planned to integrate the shop floor into the joint construction of the Altri safety culture.

In addition to ensuring the safety and physical health of the people who lead the activities fundamental to the existence of Altri, promoting health with a holistic vision, also covering the well-being of employees, is a way for Altri to value its people. This holistic vision, essential for a safer and healthier working environment, with emphasis on disease prevention, encompasses measures such as providing a fair health plan, with risk guarantees, protection of serious diseases, the largest network of health care providers and streamlining processes.

4.3

# skills development



The strategic vision of the Altri Group goes beyond the basic assumptions that any company has a duty to maintain, as previously mentioned. In fact, people are Altri's most valuable asset, so one of Altri's main goals is to invest in their development, which is positive not only for people, but also for the company, which benefits from a more qualified workforce, with the ability to innovate and develop improved solutions that promote sustainability.

This valuation considers not only the development of skills, but also the improvement of performance management and the attraction and retention of qualified and motivated people.

During 2022, the pilot year of the Management by Objectives model took place: a programme with a methodology for measuring employees' performance, in order to align performance objectives and expectations, recognise talent and reward merit.

The immersion of the project team in the various teams, active participation of the first lines, interaction with dozens of people from different functional areas and multiple validation meetings with the respective leaders, allowed a learning and evolution necessary to the

prototype model, to define the final model to be applied in 2023 that ensures the consistency of a management process by objectives at Altri.

Due to the continued excellence and performance achieved by the Altri Group, working as a whole, the company assigned the majority of its employees a performance bonus equivalent to **3 monthly wages**. This bonus was worth between 16.5% to 21% of the annual remuneration of each employee, representing something exceptional in the national panorama, and an unequivocal proof of the company's concern with its People and their families, reaffirming its priority of recognition of merit and excellence in performance, in a particularly difficult period.



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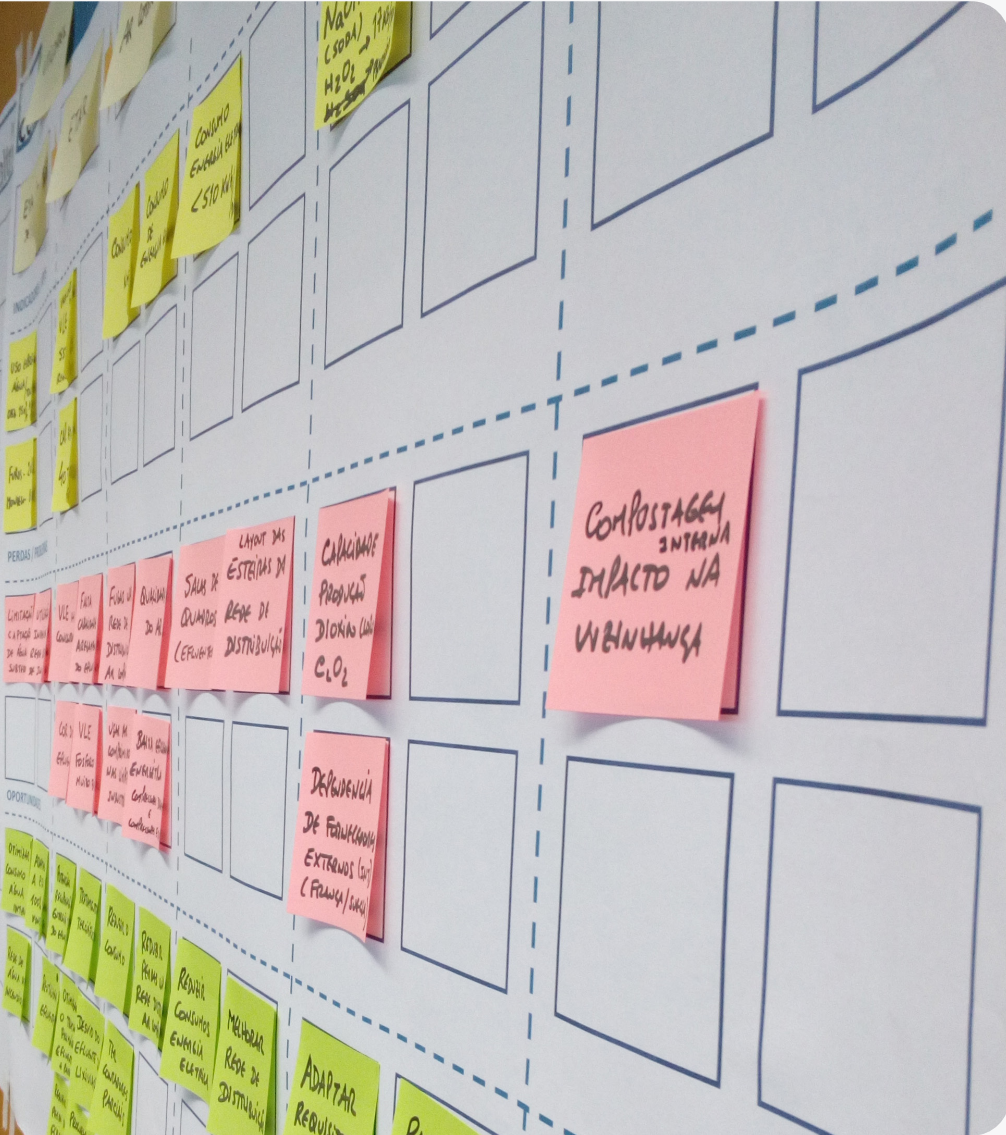
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# 4.3 skills development



## Altri People Development

The commitment to developing the skills of its people is a responsibility assumed by the Altri Group. The effort and investment that Altri has made in training in recent years is an example of this. With more than 23 thousand hours of training in 2022, in technical and specific areas related to the manufacturing process of enormous complexity or in behavioural and management areas, the ambitious vision of the Altri Group in this area is to have the best and most well prepared professionals in this industry.

Due to the great diversity of profiles of employees and areas of activity, Altri seeks to diversify its training offer, which focuses on five main themes:



When internal programmes are not sufficient, Altri encourages and supports the return to school or the continuation of the studies of its employees, bearing the travel expenses and tuition fees, whenever this is identified as a potential enabler of mapped talent.



Valuing People, the strategic axis that determines Altri's action focuses not only on the development of its employees, but also on all the people directly impacted by its activity, such as the resident communities of the places where it operates, or the suppliers with whom it works.

### Altri Community Fellowship

Altri, within the framework of its social responsibility policy, develops and supports a set of initiatives and activities, which reflect the commitment made by the company to actively contribute to the creation of lasting and relevant relationships with the community of its industrial units and its forestry activity, in particular, through donations and logistical support.

In 2022, several initiatives were taken:

- No differences-E8G, an inclusive project
- the "Tiles Mural" of the Residents' Association, a collaborative project, both in Figueira da Foz
- the Social Scholarships EPIS – Empresários pela Inclusão Social
- the support to the Science Center in Constância
- the support to Santa Casa da Misericórdia in the municipality of Vila Velha de Ródão
- the support to the Recreational and Cultural Sports Center, in the municipality of Vila Velha de Ródão

### Community Monitoring Committee

In 2022, the 4th meeting of the Monitoring Committee of the Communities of Figueira da Foz municipality took place.

The purpose of this informal committee is to ensure that around 50 public and private organisations are the first to be informed about events and changes that impact the lives of local communities and a way of listening to the concerns of local populations in an attitude of social responsibility.



In addition to maintaining its commitment to social projects initiated in previous years, in 2022 the Altri Group established new projects and partnerships aimed at developing work with and for its communities.

## Academic Community

### Funding of Forest Engineering Grants

The Altri Group and a group of other companies have created a public-private partnership to finance:

# 22 scholarships

100%  
of tuition fees

In partnership with:



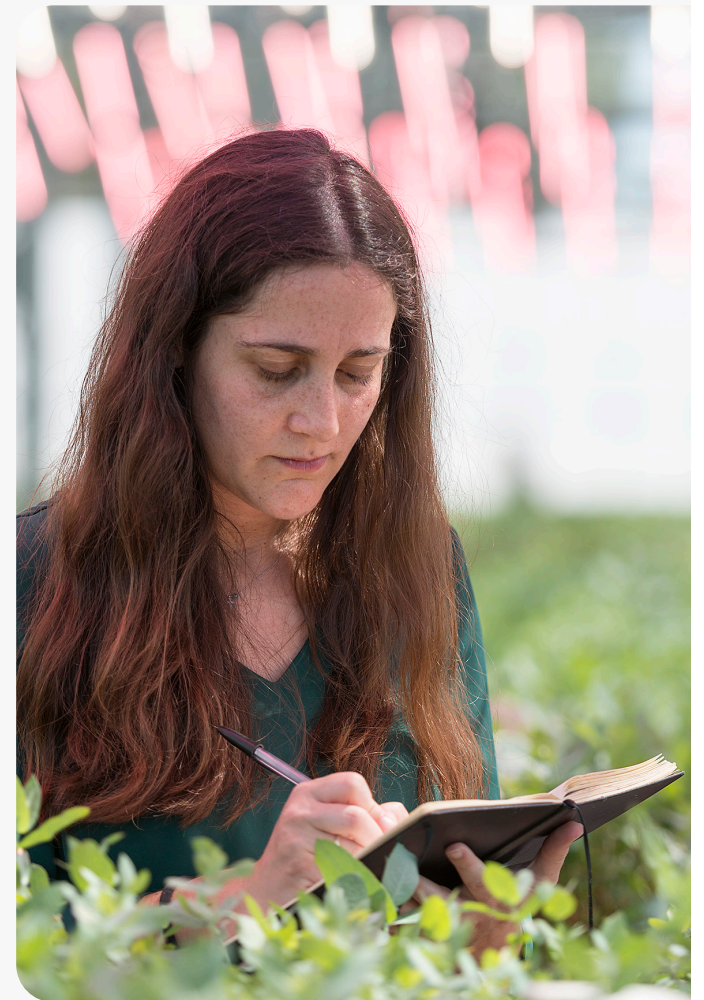
### Post-graduation in Economics and Industrial Management

Altri received another edition of the Post-graduation in Economics and Industrial Management, an initiative of Coimbra Business School and Coimbra Engineering Academy. Assisted by several tutors of the Group, the students presented their work, with themes integrated in Altri's industrial universe.

### Creation of New Courses

The Altri Group and a group of other companies once again collaborated for the academic development of communities, with the collaborative creation of the following courses:

- Technical Course of Higher Education (CTeSP) in Forest Operations (lasting two years),
- Post-graduation in Fire Analysis (PNGIFR);
- Post-graduation in Innovation in Management of Forest Operations
- 12 Microcredential courses in Autonomous Training in Fire Analysis



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### ↳ Visits to Biodiversity Stations

The Biodiversity Stations (EBIO) are short walking routes (maximum 3 km), signalized on the ground through informative panels on the biological diversity to be observed by visitors. The panels act as a field guide and refer to iconic and easily observable species. Its main objective is to promote the participation of local communities (school population) and research institutions in the study and monitoring of biodiversity. It is thus intended to demonstrate to various groups of society the importance of sustainable forest management in the preservation of species of fauna and flora.

The EBIO managed by Altri Florestal in Ribeira da Foz (Chamusca) and Quinta do Furadouro (Óbidos) were visited by the school community of the municipalities of Constância and Óbidos, within the scope of the Project [Mission 360](#) of BIOND. It had the presence of 180 students and teachers and allowed to disclose the work of Altri but mainly it was a moment of education and environmental awareness.



### ↳ Delivery of autonomous breathing equipment

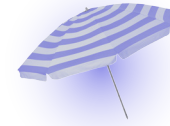
Within the scope of social responsibility, Biotek, S.A. has delivered to the Humanitarian Association of Volunteer Firefighters of Vila Velha de Ródão 8 autonomous breathing equipment (with breathing apparatus, supports and face masks) to thank the readiness and excellent collaboration, both in moments of emergency and in moments of support for training.

### ↳ Summer Academy

This tradition, that began in the 80's, welcomes the children of the Group employees in summer internships where they can learn the professions of their parents or discover other areas of interest. In 2022, 42 participants, aged between 17 and 23 years, from different areas of education and schooling, from secondary to undergraduate/master degrees in the areas of Biology, Languages or Engineering, among others, attended the Summer Academy.

### ↳ Altri Holiday Camp

At the end of the summer of 2022 Altri opened the holiday camp for the children of all employees of the Altri Group aged between 7 and 16 years at Campo Aventura, in Óbidos, near Quinta do Furadouro.



### ↳ Donations to Ukraine

Altri quadrupled the amount of employees' donations, reaching the total of 50 thousand euros, in favour of the Portuguese Red Cross, which demonstrated the best practices in dealing with this international crisis.

### ↳ Month of the Heart

Altri has been challenging its employees for several years to achieve the goals of the World Health Organisation (WHO) for the practice of physical exercise in May. The activities registered in the app for this purpose corresponded to "Heart Coins" which were converted into donations in favor of institutions chosen by the Top 11 Altri Athletes. This activity gathered 3,920 euros distributed by the Santa Casa da Misericórdia – Constância, Centro de Apoio ao Sem Abrigo – Figueira da Foz and João Almiro Foundation (Campo de Besteiros).

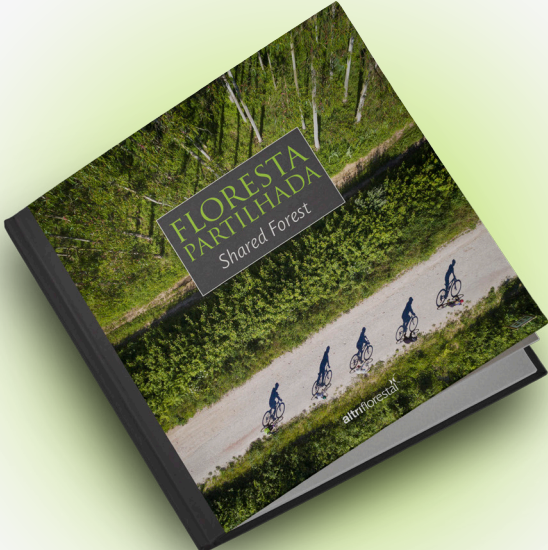


### Book Shared Forest

What do the 90,000 hectares of forest that Altri has under management have in common? People.

In the book "Shared Forest", which was launched at Quinta do Furadouro, in Óbidos, Leiria, the authors, technicians of Altri Florestal, stress the need for a well-managed forest, promoting the protection of biodiversity and ecosystems, but also a forest that generates value for all, especially for people.

"The work we do in Altri's forest would not be possible without the people who bring it to life every day, with their passion, effort and dedication. It is in them that our wealth and resilience lie", writes José Soares de Pina, CEO of Altri Group, in the foreword of this work.



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