



Alpine Renewables Human Rights Policy Year 2023

Journey to sustainability



Human Rights Policy

We thrive to remain true to our core values and business principle. We adhere to rules and ethics; and compliance is everyone's responsibility. We seek to remain transparent with open dialogue, respecting the rights and dignity of all people, and we expect the same from all our partners.

We support and respect the protection of internationally proclaimed human rights and we make sure that we are not complicit in any human rights abuses. Our respect towards human rights is embodied in our Human Rights Principles, Code of Conduct and Partner Code.

Policy Commitment

Our approach to human rights is based on the UN Guiding Principles on Business and Human Rights (UNGPR) which states the governments' duty to protect human rights and the businesses' responsibility to respect them and offer appropriate and effective remedies if breached.



We respect the rights laid down in the International Bill of Human Rights as well as the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. In line with the UNGPR, Alpine is implementing human rights into its due diligence process. When evaluating the possible and actual human rights impacts within our value chain, consultations with the relevant stakeholders ranging from Alpine's employees to our partners shall be undertaken.

In the human rights impact assessment, emphasis is put on the competence development of our employees and open dialogue with the stakeholders. We are committed to transparent reporting on how we address our impacts to legitimate human rights issues.

Alpine ensures that all regulatory affairs with relevant actors, including governments, regulatory bodies and public authorities, are consistent with the human rights principles as stated in this document.

Alpine is committed to improving its internal awareness in the field of human rights through training and communications. The aim is to provide human rights training to the management and all other Alpine employees who may discover human rights violations within our value chain.

Our employees are better equipped to identify the risks and actual impacts during due diligence process through training and familiarizing our employees with the possible risk areas, and situations in which violations are the most likely to occur.



We are committed to improving internal awareness in the field of human rights through training, communications, and avoid human rights violations in our sphere of influence.

Human Rights Principles



In our sphere of influence, we take steps to avoid human rights violations through assessments, trainings and communications. We make sure that our operations do not contribute to human rights abuses, and encourage all our stakeholders, including employees, partners and communities, to react immediately if they observe any possible occurrences or incidents.

Alpine Renewables' Human Rights Principles foster awareness of human rights issues that are relevant to our work, further enhancing the capabilities to identify and manage the violations that may arise.

The key human rights principles are outlined on following pages.

Do not hesitate to seek guidance. If you are not sure about an action or a decision, ask yourself:

- Is it legal?
- Am I comfortable with this?
- Does it harm our employees, brand or other stakeholders?
- Does it do harm to the environment and society?

Report any irregularities anonymously:

Email: general@alpinerenewables.com





Human Rights Principles

We and our partners do not discriminate against anyone based on:

- Race
- Gender
- Sexual orientation
- Religion
- Ethnic origin
- Citizenship status
- Age
- Health
- Marital Status
- **Pregnancy or any other condition that could lead to discrimination**

Fair wages and working hours

To ensure fair employment, all employees involved in Alpine's own operations and value chain must be provided with fair wages, at least in line with the national minimum standard. Alpine adheres to applicable laws regarding employment, and ensures employees rights to proper wages, favorable working hours, appropriate holidays and the right to social security as stated in the national legislation.

Equal and fair treatment without fear of discrimination

Our operations are based on equality and our behavior towards each other is professional and fair. We are responsible for treating everyone equally in the entire workplace community.

We and our partners do not discriminate against anyone based on race, gender, sexual orientation, religion, ethnic origin, citizenship status, age, health, marital status, pregnancy or any other condition that could lead to discrimination. We value each other's work and respect each other's individuality and psychological safety. All employees have the right to be treated with dignity, and harassment and bullying are not tolerated at the workplace or in any company environment.



Human Rights Principles

Health and safety

- We are committed to offering a safe working environment for all people working within our value chain.
- We do not tolerate any form of substance abuse at Alpine.
- We are committed to respecting our employees' and business partners' privacy and the confidentiality of personal data.
- We are committed to contributing to the development of safety procedures of our suppliers' employees by offering safety training and knowledge sharing.
- We are committed to ensure the safety of our products.
- We comply with laws, regulations and standards related to product safety.
- We will continuously monitor our entire product quality chain to ensure that it meets the requirements set for it.



Human Rights Principles

Forced labor and modern slavery

All employees involved in Alpine's value chain have the right to be free from slavery, servitude and forced labor, or any exploitation depriving the basic human rights. All forms of bonded and indebted labor, such as withholding wages and depriving the freedom of a worker through physical confinement or forced overtime, are against the Alpine's Principles.

It is prohibited for our partners to charge recruitment fees from their employees,

- Falsify in-debtness
- Subject employees to threats
- Restrict them from their physical freedom
- Withhold the workers' personal documents, such as passports, without the permission of the employee who must maintain the access and right to take back the documents at any time.

To ensure that the rights are respected, Alpine prohibits illegible and illegal work contracts, and requires that all work documents must be written according to the applicable legal regulations. These contracts must be available to the employee, stating the terms and conditions of service, the voluntary nature of employment, the freedom to leave (including the appropriate procedures) and any penalties that may be associated with a departure or cessation of work.

The workers must have the right to terminate their contract if so desired. All terms must be explained in a language and manner that are easily understandable for the employee/worker.





Human Rights Principles

Child labor

Alpine respects the distinct rights of children and requires these rights to be realized throughout our value chain. Child labor under the minimum age of 15, as defined by the International Labor Organization, is prohibited. Children have the right to education, development and health, and all partners within the Alpine value chain shall not have adverse impacts on these rights. All forms of slavery, illicit activities and work likely to harm the health, safety or morals of the child as a consequence of its nature or the circumstances under which it is carried out are strictly prohibited.

We oblige all our partners to adhere to the minimum age provisions of national labor laws and regulations and, where national law is insufficient, taking account of international standards. In addition, exercising influence on subcontractors, suppliers and other business affiliates to combat child labor in areas where potential child labor exists is highly recommended.

Alpine respects the rights of children and requires these rights to be realized throughout our value chain, regardless of race, ethnicity and religion.





Human Rights Principles

Positive societal impact to communities

Alpine acknowledges how its own operations and the operation in its value chain, besides having direct impacts on our employees and their families, we can also indirectly impact the wider communities. These may include environmental, health and social impacts. All communities have the right to social and economic development, and the operations should by no means hinder this. People have the right to social security and the realization of economic, social and cultural rights. We aims to not only reduce the risk of adverse impacts, but the operations of Alpine aims to assist in the development of the communities and the reduction of adverse environmental, health and social impacts.

In addition, Alpine's Code of Conduct can assist in the development of the communities. For instance, Alpine's operations can provide new economic opportunities. Alpine further aims to ensure all its employees and people working in its value chain have adequate social rights, such as providing supporting services to the workers, which may encourage social progress also in the wider community.

Anti-Corruption

Alpine promotes ethical business behavior and forbids offering, promising, soliciting, accepting and giving bribes to advance an agenda in our own operations or in our supply chain. We actively aim to develop policies and concrete programs to address corruption internally and within our value chain.

We seek to build our relationship based on trust, and we are determined to maintain and enhance our reputation.



Alpine contribution to employees' families & supporting services in Timor Leste.



Human Rights Principles

Right to privacy

Alpine respects the right to privacy of everyone directly and indirectly involved in its operations, including the employees, business partners, and the customers. All personally identifiable information, personal healthcare information, and occupational information must be treated in a confidential manner. The company aims to ensure protection of information and integrity of systems through technological safeguards, monitoring, guidelines and regular training of employees and partners.

Observations of possible breaches and serious deviations will be communicated to the management of the company and the necessary corrective actions will be taken. When new technology and/ or new systems shall be acquired or new methods for processing personal data considered, appropriate safeguards and legal basis for processing will be taken into consideration in the evaluations. All employees shall be bound by confidentiality to disclose any unauthorized information received or processed during the employment



References

United Nations International Bill of Human Rights

- <https://www.ohchr.org/en/what-are-human-rights/international-bill-human-rights>

International Labour Organisation

- <https://www.ilo.org/declaration/lang--en/index.htm>

Guiding Principles for Business and Human Rights

- <https://unglobalcompact.org/library/2>