



ESG REPORT



TABLE OF CONTENTS

1	A NOTE FROM OUR DIRECTORS	6	ESG FOCUS AREAS 2022
2	DESIGNED TO PREVENT & PROTECT 2.1 A SUCCESS STORY BUILT ON A SIMPLE VALUE – TRUST 2.2 CONSCIENTIOUS GROWTH 2.3 THE POWER OF OUR PEOPLE 2.4 THE ALBERTA GROUP OF COMPANIES 2.5 WORLD CLASS CERTIFICATION AND ACCREDITATION 2.6 PRIVACY MATTERS 2.7 BUILDING A CUSTOMER CENTRIC BUSINESS 2.8 COMMUNITY DRIVEN	7	ESG MANAGEMENT
3	WHAT IS ESG?	8	RESPONSIBLE GOVERNANCE 8.1 ENTERPRISE RISK MANAGEMENT 8.2 POLICIES AND TRAINING 8.3 DATA PRIVACY AND CYBERSECURITY 8.4 SUPPLY CHAIN AND PROCUREMENT
4	ALIGNMENT TO THE EU SUSTAINABLE DEVELOPMENT GOALS 4.1 SDG 3 GOOD HEALTH AND WELLBEING 4.2 SDG 8 DECENT WORK AND ECONOMIC GROWTH 4.3 SDG 13 CLIMATE ACTION	9	RUNNING A SAFE BUSINESS 9.1 PRODUCT SAFETY AND QUALITY 9.2 EMPLOYEE HEALTH AND SAFETY 9.3 ZERO TOLERANCE TO WORKPLACE VIOLENCE
5	INTEGRATION OF ESG INTO OUR DNA	10	ENVIRONMENTAL MANAGEMENT 10.1 REDUCING OUR GHG EMISSIONS 10.2 FLEET MANAGEMENT
		11	BUILDING A SUSTAINABLE FUTURE 11.1 FOUNDING MEMBER OF MALTA ESG ALLIANCE

01.

**A NOTE FROM
OUR DIRECTORS**

PROTECTING PEOPLE & PLANET TOGETHER

The challenges facing our planet, communities, clients, and team have never been more important to address. Rising insecurity in our daily lives, impacted by the war in Ukraine, the escalating costs of fuel, goods and services and coming out of the Covid-19 pandemic are only part of the problem. The very visible impact of climate change, from droughts and fires to storms never seen before in our lifetimes, is pushing us towards a world where we can't simply sit back and let the future unfold. We must act. We must be part of the solution. We must drive the necessary changes needed to give future generations the chance they deserve to have a safe and positive life.

For the last 40 years, Alberta has specialized in fire, safety and security. We protect people's homes, businesses, lives, and livelihoods. We prevent disaster from striking.

It is only natural that as our Group expands, we take on more responsibility towards the protection of our planet and the communities we serve. To move forward ethically, to seek sustainable growth, to give our customers and stakeholders peace of mind that we are worthy of their trust and to provide our team with a positive, healthy, and non-discriminatory workplace in which to flourish.

This year, we are extremely proud to have joined forces with another twelve of Malta's most reputable brands and businesses to form a powerful alliance aimed at tackling Malta's environmental, social and governance issues - starting with decarbonization. The Malta ESG Alliance (MESGA) is a private sector initiative and includes members from security, banking, telecommunications, transport and hospitality, amongst other industries. MESGA is attempting to lead the way in making sustainable change happen from methodology and adapting business practices to transparent reporting on impact and inspiring other businesses to get involved.

This document is our first Environmental Social Governance (ESG) report, where we share with you our progress and plans. These are early days. But as we continue to outline our ESG route and push for positive progress in the years to come, we have no doubt that every member of our team is ready, willing and excited to extend our core values of prevention and protection beyond the projects and customers we serve, to the world in which we all live.

**TOGETHER WE ARE DRIVEN TO PROTECT WHAT MATTERS MOST.
PEOPLE AND THE PLANET IN WHICH WE ALL LIVE.**

02.

**DESIGNED TO PREVENT
& PROTECT**

02.1 A SUCCESS STORY BUILT ON A SIMPLE VALUE - TRUST.

Alberta began its legacy with a small operation, providing fire and safety solutions to the public. Today, the company is one of the largest, most recognized, and trusted brands in Malta.

This is in no small way down to the company's ability to adapt to changes in the market, continuously investing and expanding its service and product offering and delivering successful projects to the business arena and general population. Customer satisfaction and peace of mind have been at the heart of the company's modus operandi for almost half a century.

With that trust rests an obligation to do more for the community.

To listen.

To acknowledge its own impact on the environment and society.

To provide more relevant and sustainable solutions.

To ensure the company governs with ethical transparency.

To lead the way to a better, greener future.



02.2 CONSCIENTIOUS GROWTH

TODAY ALBERTA IS A LEADER IN THE WORLD OF SECURITY AND FIRE-FIGHTING SYSTEMS.

20€
M

MALTA TURNOVER

70%

MARKET SHARE OF
LARGE PROJECTS

5€
M

INSURANCE
COVERAGE

OVER
20,000

PROTECTED HOUSEHOLDS

OVER
10,000

PROTECTED BUSINESSES

275

EMPLOYEES

16

ENGINEERS

90

TECHNICIANS

35

IN-HOUSE DESIGNERS

55

AFTERSALES
REPRESENTATIVES



LOCATIONS
MALTA & LIBYA

OPERATIONALLY, ALBERTA'S TEAM CONTINUOUSLY SERVICES CUSTOMERS' NEEDS WITHOUT FAIL OR DELAY.

124⁺ HOURS
OF RESIDENTIAL CALL OUTS EVERY MONTH.

600⁺
AFTERSALES CALLS EVERY MONTH.

138 HOURS
OF MECHANICAL MAINTENANCE EVERY MONTH.

965 HOURS
OF PLANNED MAINTENANCE EVERY MONTH.

02.2

ALBERTA HAS EXPANDED ITS PRODUCT RANGE AND NOW OFFERS BUSINESSES, CUSTOMERS AND GOVERNMENTAL GROUPS A SCALABLE SERVICE OFFERING.



- Fire Fighting Systems
- Fire Suppression Systems
- Fire Doors and Compartmentation
- Fire Alarm and Voice Evacuation



- Security Doors and Master Key Systems
- Video Management Solutions (CCTV)



- Data Infrastructure
- Access Control Systems



- Traffic Barriers
- Lightning Protection Systems



- Special Security Projects
- Training and Security, Hardware Procurement, Training and Accreditation

AS THE COMPANY GROWS, WE FEEL A GREATER RESPONSIBILITY TO ASSESS THE WAY WE OPERATE, IDENTIFYING OPPORTUNITIES TO REDUCE OUR IMPACT ON THE ENVIRONMENT.

02.3 THE POWER OF OUR PEOPLE

Satisfied customers drive the brand's positive reputation, but it is the company's multi-national team that drives Alberta's success.

Our 350-strong team of people are our greatest asset at Alberta Group, and it is due to their hard work, talent, unique skill set and constant training and accreditation that we have grown. Dedicated to inclusion and diversity, in 2021, over 43% of Alberta's workforce was from different countries.

Investing in our people has always been a key driver for the business. By doing so, we ensure that we can provide a culture of positivity, growth, support, inclusion and safety.

Our Code of Conduct helps us roll out and nurture this culture. We believe that if we care for our team, we empower them to care for our customers. In turn the stronger our ESG policies and strategies become, the more we can extend our core values of protection and prevention to society and the environment.

The two-year-long Covid-19 Pandemic took its toll on our team, as it did to many people around the globe. Supporting their mental health and ensuring their safety at work is of paramount importance to Alberta's leadership team.



'BY ADOPTING ESG FROM THE ONSET, WE'RE DRIVING POSITIVE CHANGE, FUTURE PROOFING BUSINESSES AND ENSURING THERE IS A FUTURE TO BE ENJOYED BY ALL. OUR TEAM ARE PART OF THIS JOURNEY.'

LIZ BARBARO SANT, DIRECTOR

ALBERTA'S SERVICE OFFERING DOES NOT STOP AT FIRE AND THEFT PREVENTION AND PROTECTION. SINCE THE MID-1990S THE COMPANY HAS DIVERSIFIED ITS PORTFOLIO AND TAKEN THE CONCEPT OF ENVIRONMENTAL SAFETY AND EDUCATION TO THE NEXT LEVEL WITH THE INTRODUCTION OF TWO ADDITIONAL COMPANIES SPECIALIZING IN THESE AREAS.

02.4 THE ALBERTA GROUP OF COMPANIES

In 1995, Alberta expanded its service offering with the launch of PT Matic. A firm dedicated to helping companies eliminate or considerably reduce hazardous factors from the environment. The team at PT Matic are focused on minimising both health and environmental hazards in the community. PT Matic provides professional services to various industries, including manufacturing, oil and gas and waste management companies. Able to step in, assess, guide and follow through to completion, the PT Matic team work on specialist projects both locally and overseas. Trusted by reputable, well-known brands, PT Matic is thorough, professional and fully independent in its advice.

- Dismantling and Disposal of Hazardous and Non-Hazardous Waste
- Environmental Contracting
- Environmental Testing and Consultancy
- Dangerous Goods Safety Advisor Services
- Energy Auditing
- Supply and Operation of Environmental Equipment
- Shredding of Documentation
- Sanitisation



02.4 THE ALBERTA GROUP OF COMPANIES

Formed in 2000, International Safety Training College (ISTC) is a registered educational institution operating in both Malta and Libya. Subjects offered vary from firefighting techniques to emergency and disaster response management and offshore and marine survival to general health and safety training.

ISTC is a leader in making sure teams are exceptionally well trained and certified. The company is often commended for giving teams the confidence, whilst working on sites which are considered dangerous and hazardous, to do their jobs efficiently and safely. With detailed training, reaction times are shortened and simply knowing how to handle a situation the right way can save countless lives.



02.5 WORLD CLASS CERTIFICATION AND ACCREDITATION

We have achieved internationally registered accreditations and certifications because we strongly believe it is important to be a recognised provider at a global level. Whilst often demanding in their structure and rigorous to obtain, these accreditations and certificates give our customers and our team peace of mind that what we offer is what is expected of a leading provider.

This commitment to professional excellence powers our ambition to be fully transparent in our journey to become more environmentally conscious. We are not here to greenwash our efforts but provide tangible results reported in a clear and professional manner to our team, stakeholders and the public.

AS ACCREDITED BODIES TEST OUR ABILITY TO BE THE BEST, WE CHALLENGE OURSELVES DAILY TO BE EVEN BETTER.



02.6 PRIVACY MATTERS

Investment in robust systems and training on the importance of customer privacy is a pivotal part of our business. As we are trusted to protect our customers' homes and businesses, we must do so respectfully, remembering that their privacy needs protection too.

By incorporating best-in-practice procedures, the latest technologies, and a *no-exception* adherence to our privacy policy, we strive to give our customers protection of what matters most to them, including any personal information. Customers are advised of our processes, with clear explanations on how, where and how long their data is stored and for what purpose.



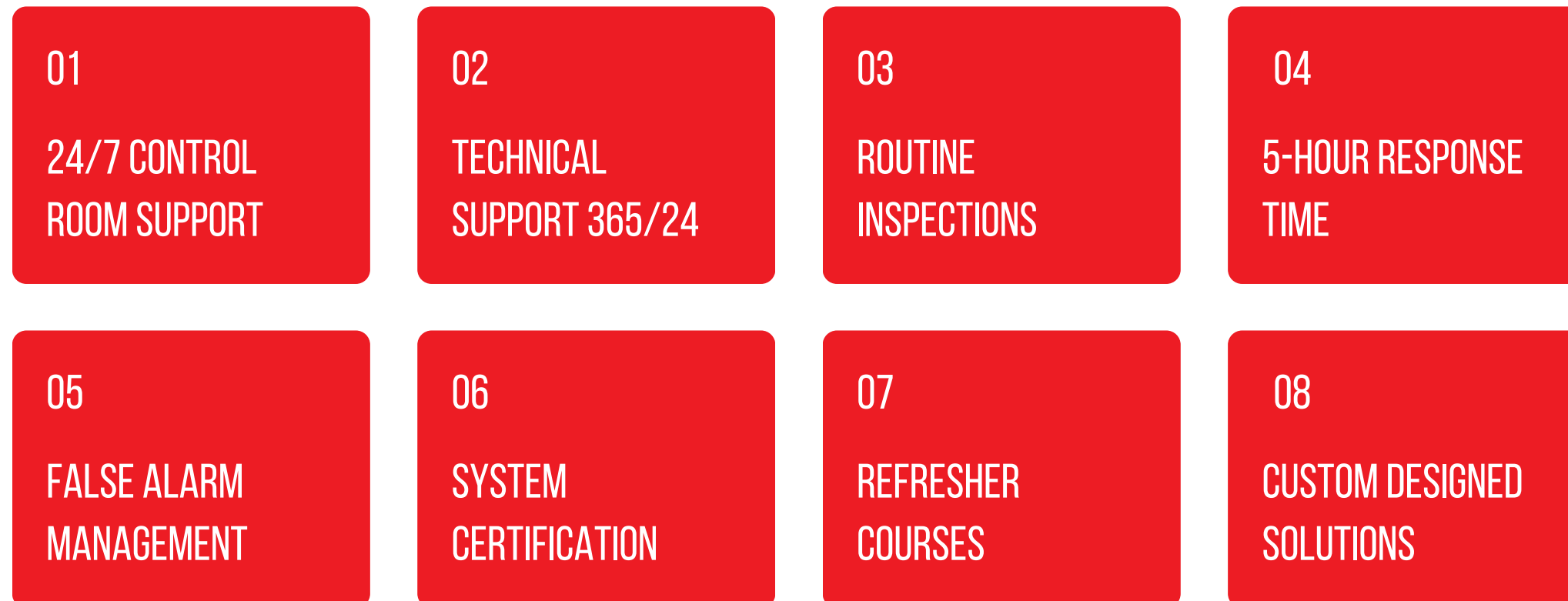
02.7 BUILDING A CUSTOMER CENTRIC BUSINESS

To protect our customers, we must understand them. Their needs, wishes and priorities. By adopting active listening skills and training our team on the questions they need to ask to gain a full picture of a customer's challenges, we take customer care to the next level.

We put time and effort into our recruitment processes to ensure every person, no matter their role within the business, has a 'customer-first' mentality. This helps us to foster a culture of collaboration, with a shared ambition to complete customers' requests professionally, speedily and in the friendly manner which our brand is known for.

Further to this, our relationships with our customers do not end at the purchasing stage. Offering security means providing longer-term support - being there when we are needed most.

CUSTOMER OFFERING HIGHLIGHTS



02.8 COMMUNITY DRIVEN

Protection of our customers' lives and valuables extends to the community that we live in. We encourage team members to become actively involved in community initiatives that work towards improving our collective quality of life. From time to time, as a group, we also organize initiatives that help support various NGOs and charities.

We do not consider ourselves a stand-alone entity but an involved, invested participant in our community, working towards a better future. It is our responsibility as an industry leader to show others how it can be done effectively – working together for positive change.



03.

WHAT IS ESG?

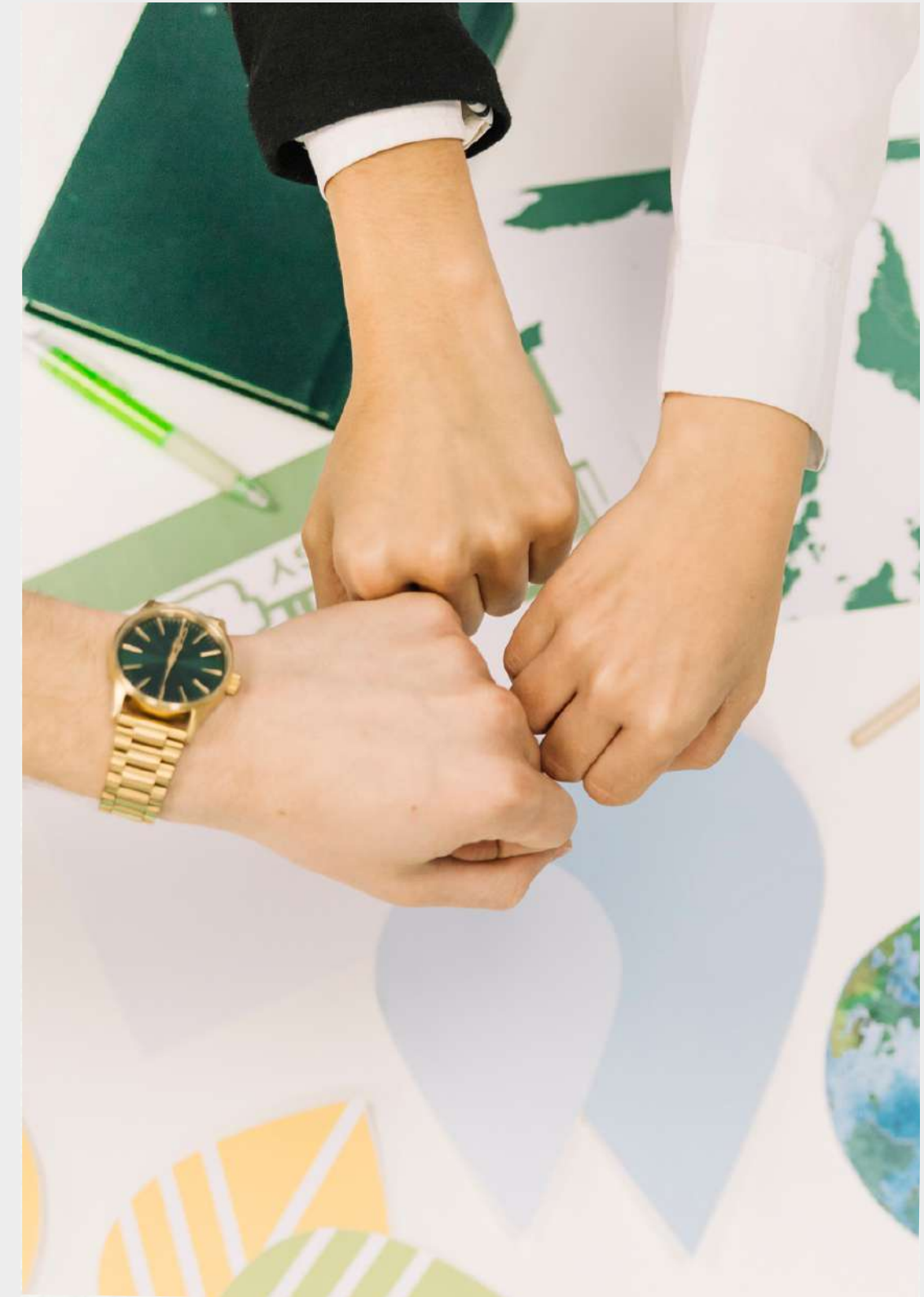
WHAT IS ESG?

Environmental, Social and Governance (ESG) is more than a catchphrase designed for boardroom table talk. It is a conscientious framework for corporations of any size to start taking responsible actions for their role in the world.

ESG addresses serious questions to businesses to consider what they are doing to be more socially aware and responsible towards the communities in which they operate, whether the way they are managed and operated is ethical, transparent and abides by local and international legislation. If they understand their impact on the environment today and what measures they are taking to minimise that impact tomorrow.


ESG is not new, but it has never been more important for businesses to take on board. ESG brings businesses into the conversation on conservation. Reporting methods vary by country and industry, but the essence remains the same.

THAT BY WORKING TOGETHER; COMPANIES, GOVERNMENTS, INSTITUTIONS, CHARITIES AND INDIVIDUALS — WE CAN DESIGN A BETTER, SAFER FUTURE. ALBERTA HAS ADOPTED ESG IN ITS ENTIRETY. A COMMITMENT FROM EVERY MEMBER OF THE TEAM TO DO MORE FOR THE WORLD WE LIVE IN.



04.

**ALIGNMENT TO THE UN SUSTAINABLE
DEVELOPMENT GOALS**



In 2015 the United Nations developed a blueprint for achieving peace and prosperity for the people and planet. The Sustainable Development Goals, also known as the SDGs, are the core of this plan, a list of 17 focus areas which need special attention. Each SDG highlights an urgent issue which needs addressing.

From ending hunger and poverty to providing equal and inclusive workplaces, to every person's right to an education and healthcare and how we must help our planet heal and grow stronger - the SDGs are a golden rule book for every person to consider and act upon.

In 2002, well before the SDGs were even conceived, Alberta was already looking at ways to improve its consumption and production and its impact on the environment. At the time, this was led by the company's ambition to become ISO 14001 compliant, which it did indeed achieve.

TODAY ALBERTA HAS ALIGNED ITSELF TO THREE SPECIFIC SDGS, WHICH IN TURN, ITS ESG STRATEGY FEEDS INTO.

04.1 SDG 3 – GOOD HEALTH AND WELL BEING

The safety and health of our team is of paramount importance to Alberta's management. Various initiatives have been set up to ensure team members have access to mental health care professionals via the Richmond Foundation. This service is covered by the company and is available to everyone. The Covid19 Pandemic has driven many people to periods of depression, confusion and mental instability. It is important to give people an open channel to talk about their issues and help them find healthy ways to deal with what they are facing at a personal level. In the old days, mental health issues were often considered to be taboo subjects, rarely brought up in a workplace. At Alberta, we want people to feel comfortable talking openly to HR or managers about their health so that the company can perhaps ease the burden on the individual. The company is also providing mental health training to ensure everyone understands its importance. In addition to this, all team members are offered free flu vaccines on a yearly basis.

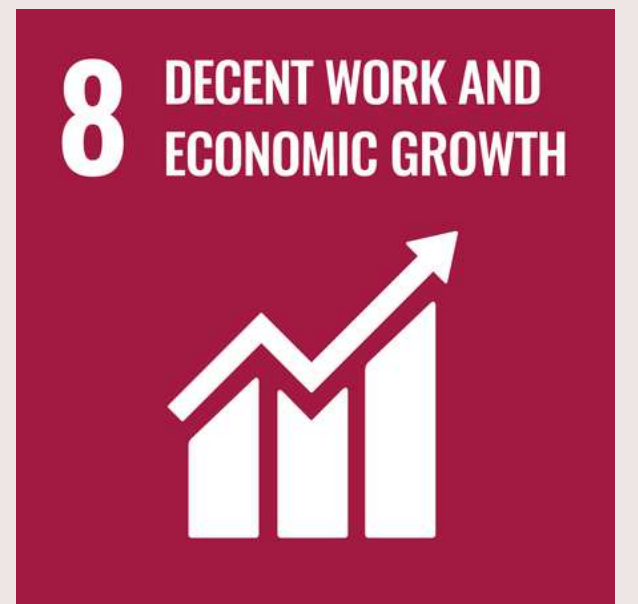
Well-being is more than health. At Alberta, we consider it to be working in an environment conducive to acceptance, diversity and personal growth. As well as working for a company that genuinely cares for its team's safety. The company's Code of Conduct outlines Alberta's workplace ethics. The Do's and Don'ts. What is acceptable and what isn't. As a progressive company, we take how someone feels at work and their workplace well being very seriously.



04.2 SDG 8 – DECENT WORK AND ECONOMIC GROWTH

Alberta prides itself on offering team members an inclusive, productive and ethical environment in which to grow. Ongoing training is offered to help an individual identify and improve their skills. The multicultural members are led by an exemplary management team, willing to listen, guide and assist as necessary. The Code of Conduct helps every member of Alberta understand what is expected of them to create a culture of acceptance, decent behaviour and safety in the workplace. Alberta also abides by a strict zero tolerance of child labour, both within its own companies and also through its network of suppliers and partners.

In the last 40 years of operation, Alberta has supported, managed and completed projects that work towards sustaining healthy economic growth for the country and overseas. From supporting events to hospitality destinations, government projects to large scale manufacturing firms, Alberta plays an important role in keeping the economy fluid and projects running smoothly. The creation of two additional companies, PT Matic and ISTC is an extension of Alberta's commitment to keep employment levels high and support companies as they deal with hazardous waste and answer their safety training needs.



04.3 SDG 13 – CLIMATE ACTION

Alberta's commitment to the environment across all its businesses is unwavering. For example, PT Matic's services are focused on the prevention and cleaning up of environmental waste at the industrial level and also offer guidance and tools to companies wanting to measure environmental impact through their work.

Alberta is dedicated to finding new ways to reduce its overall environmental impact, such as its new fleet management initiative to reduce carbon emissions down to smaller details. The company conducts regular assessments of its suppliers and partners to understand the production and procurement process and its overall environmental impact. The introduction of photovoltaic panels on the head office's roof was another step toward improving dependency on green energy.



05.

**INTEGRATION OF
ESG INTO OUR DNA**



The concept of looking after what matters most was a founding pillar of our brand.

It has remained part of our culture, *modus operandi* and DNA ever since. Today, as part of the company's natural progression, our Executive Leadership Team has taken the first steps to look beyond our customer base and start to identify ways in which we can extend this concept of protection and prevention to the world at large. Whilst our ESG policy is still in its infancy, our ambition is to grow this area from strength to strength.

Our journey has begun with deep and historically overlooked questions, that we must answer together with our teams. How can we help to protect nature and the planet? How can we assist in preventing climate related disasters? What is our own impact and how can we reduce it? What charities should we support that are doing their part for society? How can we be a driver for positive change? Whilst the answers are still being formulated, the company has the backing of a highly skilled workforce ready and willing to be part of the solution.

To the Alberta team, ESG is an extension of an existing business model - helping people live, work and play in a safer environment.

06.



ESG FOCUS AREAS 2022

IN 2022 THE LEADERSHIP TEAM IDENTIFIED THREE FOCUS AREAS UNDER THE ESG UMBRELLA.



FOSTERING A DIVERSE AND INCLUSIVE WORKPLACE.

It has never been more important to operate a workplace which is diverse, inclusive and promotes equal opportunity. This is no easy feat considering that Alberta has such a sizeable operation to run. Many people from different backgrounds and nationalities form part of our team, with over 43% hailing from different countries. Whilst embracing a culture of acceptance and comradery, it was important to lock down the type of brand we want to be and clearly state what is and what is not acceptable within the workplace, both onsite and offsite, as well as on the road. Alberta has recently launched its detailed Code of Conduct manual. A guide for the team on the company culture and behaviour. Whilst a manual can only ever be a guide, the company realized the significance of really putting words on paper about the type of brand it is and worked hard to be. Above and beyond this, the social and HR teams organize regular training, team building events and other smaller scale initiatives to bring the workforce even closer.



REDUCING OUR CARBON FOOTPRINT.

A large ambition over the last few years was identifying ways to improve our efficiency. Heavy investments have been made (detailed in our Environmental Management Section) to bring down our overall carbon footprint across all company owned sites. Efforts range from LED and motion-controlled lighting to energy management systems. At present, Alberta has 44 photovoltaic solar panels located on the roof of the Head Office building, each generating 120w of electricity. More initiatives are on the way and will be detailed in our 2023 report.



REDUCING THE IMPACT OF OUR VEHICLE FLEET.

Our company is constantly on the move. As of 2022, Alberta's fleet exceeds 90 vehicles. Identifying ways to make our fleet more environmentally friendly is a major priority for the Group. The first step is data gathering to understand the current usage and impact of our vehicles. In 2022 we implemented a fleet management system which has started to provide us with valuable insight into journeys, driver behaviour, and vehicle use. This information, with real time dashboards, gives us the knowledge to drive improvements in how we operate.

07.



ESG MANAGEMENT

Alberta has taken steps in recent years to solidify its ESG framework. The principles of environmental respect, social responsibility and transparent governance are integral to the company's structure and strategic objectives.

Most notably, Alberta:

- 01**
Has established a cross-functional, management and executive level ESG Working Group to lead the company's ESG efforts at every level.
- 02**
Is in the process of assessing and integrating ESG specific risks and opportunities into the company's risk management practices.
- 03**
Is taking its core values of protection and prevention outside of its business operations and extending them to society as a whole.

08.

**RESPONSIBLE
GOVERNANCE**

Alberta is a family-owned business, managed by a Board of Advisors that includes both owners and external parties who bring to the table valuable insight and guidance on how to operate ethically, transparently and follow all the necessary compliance regulations. A team of external advisors are also brought in for their expertise and guidance on specific matters. The Board holds the responsibility for the financial integrity of the company and has, over the years, helped Alberta achieve a position of superior performance and positive reputation in the market. As an externally audited, ISO 9001:2015 and ISO 14001:2015 organisation, Alberta must meet strict operational requirements to maintain its good standing in the market.

THE STRONG COMMITMENT TO TRAINING AND ACCREDITATION HAS STEERED THE COMPANY FROM STRENGTH TO STRENGTH; A BRAND THAT IS SYNONYMOUS WITH POWER, HONESTY AND TRUST.



08.1 ENTERPRISE RISK MANAGEMENT

Alberta is currently undergoing an Enterprise Risk Management exercise. The scope of this initiative is to understand the risk for the company at a holistic level and ensure the continuity of the company’s strategy through the protection of its value. Alberta is identifying, assessing and laying the preparatory groundwork for potential losses or hazards at a financial, operational and strategic level. When seen at a top-down level, it is easier to understand, mitigate or prevent risk – rather than at the department level where it might be harder to identify risk, or know how it could impact the company.

THE ERM IS BEING ROLLED OUT THROUGH THE FOLLOWING STEPS:

1- Risk-based decision-making in Alberta’s overall governance. This includes planning, management, reporting and policies as well as protection of the company’s culture and values. Specific focus areas are:



2- The development of a risk assessment strategy to detect and mitigate risks effectively ensuring company level objectives are not lost.

08.2 POLICIES AND TRAINING

Alberta's management team has developed numerous policies and processes to ensure the company can keep offering best-in-class services, products and customer care. The policies push the company to continuously enhance its offering and create a culture of collaboration, respect and expected behaviours.

AT PRESENT THE COMPANY HAS DEVELOPED THE FOLLOWING POLICIES WHICH ARE SHARED WITH AND EXPLAINED TO EVERY MEMBER OF THE ALBERTA TEAM:

- Code of Conduct
- Anti-Harassment
- Data Protection and Privacy
- Dress Code & Grooming
- Grievance
- Harassment, Equal Opportunity & Equality
- Remote Working
- Training & Development
- Work Ethics:
 - Insider Training
 - Conflicts of Interest
 - Use of Company Assets & Information

08.3 DATA PROTECTION AND CYBERSECURITY



Alberta believes the safety, security, and privacy of its customers are closely connected to the services provided. As technology advances, the company is on the constant lookout for areas of improvement. This includes a customer's right to privacy, to be fully informed and to enjoy peace of mind that their personal data is in safe hands.

Alberta carefully considers data privacy when developing its own products and when incorporating products provided by business partners, also known as "privacy by design." The company conducts privacy impact assessments and empowers employees to realise these privacy considerations on an ongoing basis.

The company conducts regular monitoring of the latest data privacy laws and regulations in all the jurisdictions in which it operates. It also conducts an annual privacy assessment with its legal consultants to identify any required (or desired) changes to data-related policies, procedures, and best practices.

Alberta dedicates time and resources to ongoing training and certification. Holding its position as one of the first companies outside the UK to receive expert-level accreditation in the security arena, Alberta is dedicated to training the team to be the best at what they do.

08.4 SUPPLY CHAIN AND PROCUREMENT

Alberta does not own nor operate any manufacturing facilities. The company relies on third-party suppliers and distributors to create and deliver customised and/or off-the-shelf product ranges.

The supplier selection process is rigorous and is based on a number of factors. Such as an assessment of the supplier's own ESG set-up, including human rights policies, child and forced labour policies, worker welfare policies, corruption and anti-bribery policies and their overall environmental impact and steps they are taking to reduce their carbon footprints.

Alberta is not an easy customer, and nor should it be. Offering best-in-class protection depends a great deal on a supplier's integrity and attention to detail during the production process.

The team at Alberta constantly monitor global supply chain disruptions to ensure secure deliveries of the equipment needed to install and service its customers. Supplier reviews are conducted annually based on the supplier's importance and risk to the business. Alberta addresses supplier performance and compliance on a regular basis.

As an ISO-certified institution, team members are encouraged to look for sustainability-driven suppliers, ideally those with their own ISO 14001 certification. ISO 14001 provides tangible proof that the organisation adopts sustainable measures through a Quality Management System and is active in the areas of waste reduction and improving resource efficiency.

09.

**RUNNING A SAFE
BUSINESS**

Our commitment is to help protect lives and livelihoods. From large-scale events to offices and manufacturing plants to hotels, hospitals and airfields, our ambition is to make people feel safe wherever they are, whatever they are doing, and whatever they need to protect.

Safety is the pillar on which Alberta has been built. And it covers every area of our business offering.

09.1 PRODUCT SAFETY AND QUALITY

Customers rely on Alberta to provide sustainable, intelligent and safe solutions. No stone is left unturned in our hunt for the best quality products. From research and testing to regular audits and quality control checks, Alberta adopts a rigorous approach to product safety.

Alberta's engineering test group are commissioned to assess all products that pass through the company's doors and into people's businesses, homes and places of leisure and entertainment. Hardware and software programmes are investigated for their quality, durability, safety measures, accuracy and dependability. Today the company is venturing further into product design and manufacturing with suppliers for customized solutions which can be passed on to clients.

Our customers depend on Alberta to provide safe, smart, and sustainable solutions. We go to great lengths to serve our customers with the highest calibre of products and services. We manage an engineering test group responsible for assessing products, hardware, software, and applications. Additionally, we are becoming more engaged with our suppliers in the design and manufacturing process.



09.2 EMPLOYEE HEALTH AND SAFETY

Our brand is deeply related to safety, so it is only natural that this concept feeds heavily into how we operate our business. We believe that nearly all occupational injuries are preventable with the right systems in place to mitigate risk. At Alberta, safety starts internally, which is why great emphasis is placed on creating a culture of training, observation and accountability.

The Environment, Health, and Safety (EHS) Management system we have introduced is intensive and rigorously followed, covering areas of compliance, accountability and sustainability. Team members are offered training on safety rules and measures, as well as guidance on how to identify and avoid situations which are deemed unsafe or hazardous.

THE INVESTMENT IN OUR EHS HAS BROUGHT SIGNIFICANT IMPROVEMENTS IN SAFETY METRICS YEAR ON YEAR. OUR PROACTIVE APPROACH INCLUDES:

01

Introducing a Health and Safety Committee with representatives at every level across the company.

02

Promoting risk assessment by ensuring field teams identify and control potential hazards before the project and related tasks begin.

03

Providing our team with personal protective equipment to help minimize risk.

04

Ensuring our management team visits on the ground employees to discuss safety while on a job.

05

Sending regular safety communications and alerts to the teams on the ground.

06

The implementation of several programs to improve fleet safety, as vehicle collisions typically cause most injuries. This includes new fleet management software to understand driver capabilities and weak areas requiring further training.

**WE ARE WHAT
WE PROTECT**



09.3 ZERO TOLERANCE TO WORKPLACE VIOLENCE

As stipulated in our Code of Conduct, at Alberta, we believe every team member has the right to feel safe, which is why we have a zero-tolerance policy towards workplace violence. Workplace Violence (WPV) can happen at any time. By proactively identifying potential risk factors and becoming aware of early warning signs, employees are guided to detect and mitigate potential acts of violence before they happen and know how to handle the situation if anything should arise.

10.

**ENVIRONMENTAL
MANAGEMENT**

10.1 REDUCING OUR GHG EMISSIONS

Doing our part for the environment includes looking at internal operations and understanding how to reduce our overall carbon footprint. A working strategy is in place, with significant investments already rolled out.



ON COMPANY OWNED SITES TO DATE WE HAVE ACHIEVED:

01

Implementation of energy management systems.

02

Implementation of waste measurement systems with corresponding solutions as set up by Alberta's green committee. This includes onsite and offsite waste management solutions.

03

Installation of motion-sensor lighting and timed lighting systems to avoid energy wastage.

04

Controlled heating and air conditioning to optimize and minimize energy consumption.

05

Alert systems on temperature control.

06

Installation of LED Lighting systems.

07

Installation of 44 photovoltaic panels on top of the Head Office building, each providing 120w of energy.

WHILST THESE MEASURES ARE ALREADY A BIG STEP IN THE RIGHT DIRECTION, IT IS STILL EARLY DAYS IN ALBERTA'S ESG STRATEGY. THE ESG LEADERSHIP TEAM WILL BE LOOKING INTO AND ROLLING OUT OTHER ENERGY-SAVING MEASURES, INCLUDING WASTE REDUCTION AND WATER USE EFFICIENCIES, IN THE COMING MONTHS AND YEARS AHEAD.

10.2 FLEET MANAGEMENT

Alberta's recent investment in Fleet Management Software is helping the company lead the way in understanding how the vehicles operate and are impacting the environment. The scope of the software is to help make Alberta's fleet more eco-focused by improving driver and vehicle efficiencies.

01

Streamline operations and provide remote management of our fleet as they are on the move.

02

Monitor driver behaviour, such as idle engines, rapid acceleration and hard braking, to help improve overall safety and driver performance. Provide training where weak areas are observed.

03

Achieve fuel efficiency through better driving techniques and route optimization.

04

Manage a fleet's overall health with alerts on services, vehicle age and upkeep costs.

05

Assess an individual vehicle's emission performance and conduct replacements where necessary.

06

Access dashboards with real-time information.

Moving forward, the company will also be looking into general team vehicle usage and assessing modes of transport which could help the environment. These include carpooling initiatives, electronic car and bike usage, public transport and so on.

11.

**BUILDING A
SUSTAINABLE FUTURE**



Alberta believes ESG is not just a concept or boardroom talk. It is an urgent demand from people and the planet to take action.

From management to every level within the company, there is a commitment to do more to help reduce carbon emissions, help society as a whole and not just think green but act green in our day-to-day operations.

In fact, Alberta was the first non-listed organization to have submitted all of its ESG data to the Ministry for the Environment, Energy & Enterprise in September 2021. Two months before the official registry online portal was even launched, group information for 2022 has also already been collated and submitted.

11.1 FOUNDING MEMBER OF MALTA ESG ALLIANCE

In 2022, Alberta became a founding member of MESGA, the Malta Environmental Social Governance Alliance.

MESGA's ambition is to turn ESG from corporate ambition into tangible projects driving positive change led by the business community.

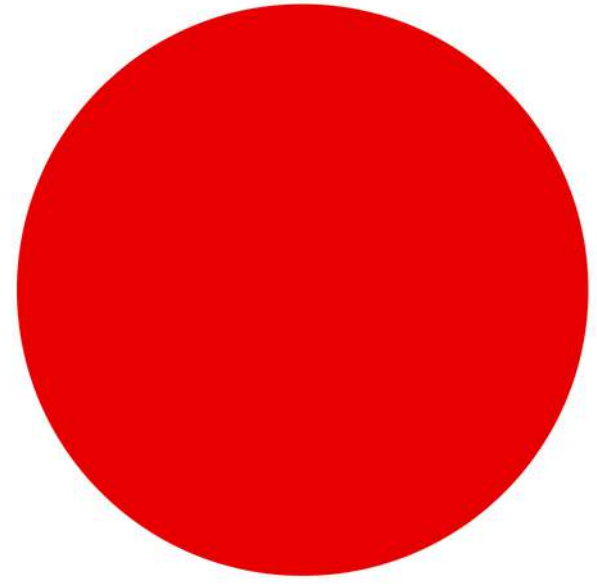
The concept for MESGA is shared knowledge across companies on which ESG strategies work, which provide the most benefits and how to roll them out.

Alberta believes that the time for unproductive talks is over and that real action must now be taken.

The Alliance is a vehicle to guide green change and is open for companies of any size to join. MESGA brings new visibility, transparency and energy into the country's ESG profile.



Malta ESG Alliance



THANK
YOU

