

altro

Building better futures for the planet, for people

2025 Altro
sustainability report



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A message from our CEO

As a family-owned and run company, we're driven by innovation, and also by people – having a positive impact in communities worldwide. Altro's commitment to innovation drives sustainable progress, transforming our products and processes to set new standards for environmental responsibility. Our holistic approach ensures that we are making a positive impact on the planet while delivering high-quality solutions to our customers.



This report shows the progress and impact we all can make when we focus our efforts on the things that really matter, as well as the breadth and depth of the initiatives underway across our global operations. For example, we've seen a phenomenal 90% reduction in Scope 2 emissions, with our operations in the UK, Germany, Sweden and Australia all contributing significantly. We are committed to transparency, providing detailed figures in this report, fully aware of the work still to do as well as all that's already achieved.

A handwritten signature in black ink, reading 'Richard Kahn'.

RICHARD KAHN



Welcome to Building Better Futures: Altro's commitment to sustainability report

From challenge comes opportunity and innovation, and over the years Altro has challenged itself to take a fresh look at every aspect of flooring and walling, with sustainability firmly in focus.

We are well known as the inventor of safety flooring, but did you know:



Global pioneers of safety floor recycling

We developed Altro Smart Collect, a North American recycling take-back programme that's the first of its kind and aimed at promoting sustainability and responsible waste management. We added a new Altro Whiterock recycling service this year too (see page 26)



Changemakers for inclusive design

Our impactful forums on Design for Neurodiversity and Inclusive Design have started conversations that have changed and improved building specifications in a wide range of sectors and countries. The movement has spread from the UK as far as Australia, and more than 5,000 architects and designers have seen our CPDs (see page 19)



Innovators of adhesive-free flooring

Our adhesive-free safety flooring was a world first and is now complemented by many other adhesive-free Altro ranges with our latest developments containing a wider range of options for adhesive-free than adhered floors. Our adhesive-free flooring features in installations the world over (see page 25)



Addressing the United Nations Sustainable Development Goals

Our focus on these SDGs ensures that we prioritise actions and interventions where we are able to make a positive contribution, as well as minimising negative impacts.



Climate Change

- Minimise our carbon impact
- Future-proof our business through climate resilience



Circular Economy

- More sustainable formulations
- Increased recyclability
- Enhanced recycling systems



Social Value

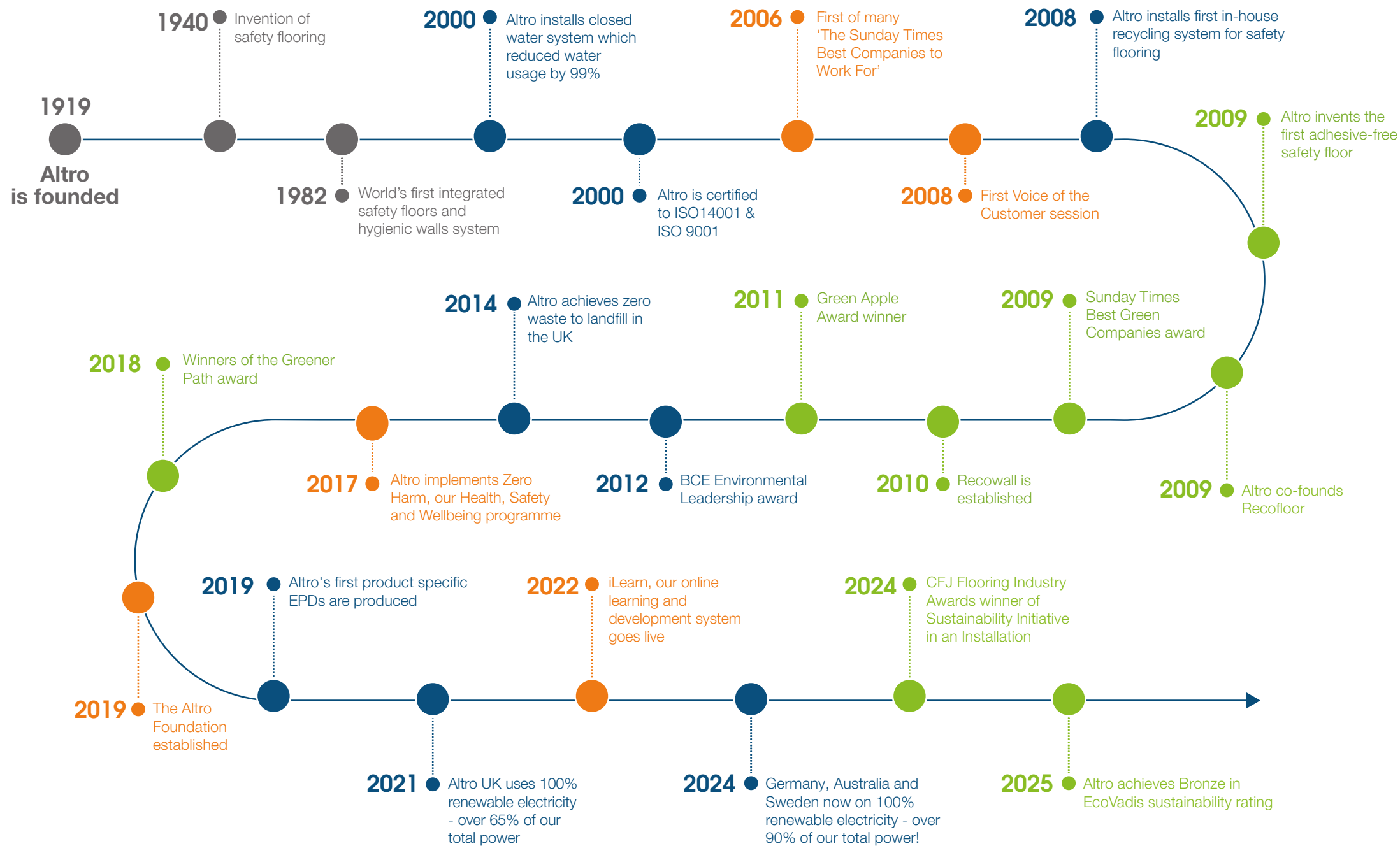
- Looking after our people
- Building better futures for communities
- Designing with people in mind

The Sustainable Development Goals (SDGs) are the world's to-do list to achieve a better, fair and more sustainable future for all. Guided by the goals, it is now up to all of us, businesses, governments, civil society and the general public, to work together for a better world. Everything that we do will help us to contribute to their achievement.

Altro has the ability to influence the following SDGs in particular, which are aligned with our core business impacts and opportunities:



Altro's continuing sustainability journey





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Climate Change

Reducing global carbon emissions is a priority for all businesses. As a manufacturer within the resilient flooring industry, we recognise our responsibility to do everything we can to reduce our carbon footprint and operate as efficiently as possible, with achieving Net Zero as our ultimate aim.

Our work under the climate change pillar will future-proof the business by exploring self-generation options for power and conducting risk assessments to secure our entire supply chain, ensuring uninterrupted service for our customers.

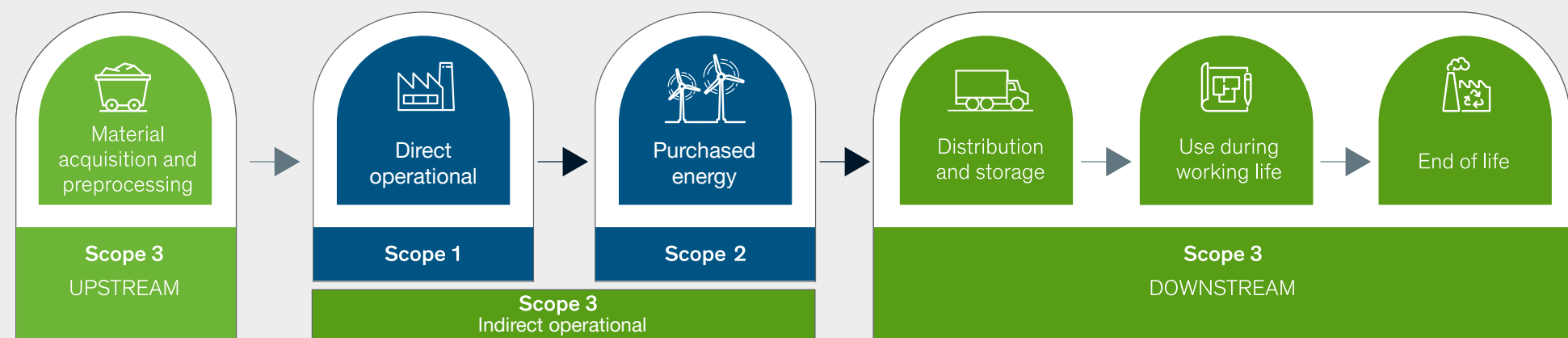


Carbon Footprint

We are committed to reducing our Carbon Footprint, and our figures are independently verified to ISO 14064 to ensure accuracy. Our carbon footprint is split into three categories or scopes:

- Scope 1** – direct emissions from our operations such as fuel use and company owned transport
- Scope 2** – indirect emissions from purchased energy such as electricity
- Scope 3** – indirect emissions from our value chain, such as purchased materials and waste management

The emissions footprint of business is spread across its value chain



Stages of production by Greenhouse Gas (GHG) Protocol emissions scope

Our targets are ambitious: Net Zero by 2050, 42% reduction in Scope 1 and 2 by 2030, and a 25% reduction in Scope 3 by 2030.

In 2024 we saw significant reductions in our carbon footprint across all scopes, and particular improvements in Scope 2 by widespread purchasing of renewable energy, as well as significant reductions in our emissions intensity (carbon emissions per square meter of flooring produced).

Climate Change

Net Zero

What is Net Zero?

The term Net Zero means achieving a balance between the greenhouse gases emitted into the atmosphere, and the greenhouse gases removed from it. This balance – or Net Zero – will happen when the amount of greenhouse gases we add to the atmosphere is no more than the amount removed.

How will we get there?

Achieving Net Zero is an ambitious target, but one we are firmly focused on meeting. Our approach follows best practice from the Science Based Targets initiative (SBTi), a global body enabling businesses to set ambitious emissions reduction targets in line with the latest climate science.

In order to achieve Net Zero,
we will target the following areas:

- ☒ **Natural gas** - optimisation or replacement of natural gas systems such as curing ovens and heating systems
- ☒ **Fleet** - introduction of EV and hybrid vehicles into our fleets, and installation of EV Charging systems
- ☒ **100% renewable electricity** in all our manufacturing locations
- ☒ **Replacement of existing equipment** with more efficient systems
- ☒ **Raw materials** - replacement of non-renewable and finite raw materials with abundant, recycled and bio based alternatives
- ☒ **Packaging materials** - optimisation of packaging solutions, including increased recycled materials
- ☒ **Freight** - optimisation of freight solutions



Climate Change

Responsible Sourcing

Altro is committed to working in collaboration with our suppliers. To meet our Net Zero target, we will prioritise and favour those suppliers who have ambitions that contribute positively to this emissions reduction target and will assist those suppliers who are just beginning this journey of decarbonisation. We encourage our suppliers to set their own Net Zero targets and provide support where required.

Our supply chain is diverse and ranges from suppliers of raw material for our manufacturing plants right through to finished goods and services. The majority of our raw materials and finished goods are from either UK or European sources with some coming from the USA and Asia.

The majority of our flooring is manufactured in either the UK or Germany. Wall products, along with accessory items for flooring, are bought-in goods that are generally managed by the Procurement teams.

Supplier Code of Conduct

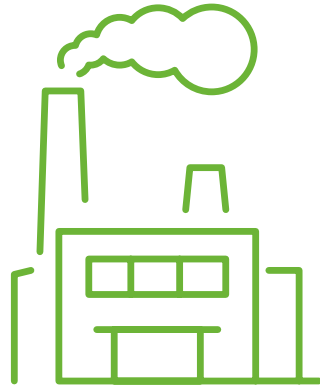
Altro is committed to the responsible sourcing of its goods and services in all areas of its business activity. In our sourcing decisions, sustainability is always a key criteria in supplier selection. In our global operations and our product's lifecycle, it is our responsibility to minimise the impact on society and the environment.

We are committed to achieving the highest possible ideals and conduct in our activities, embedding rigorous ethical, legal and professional standards in everything that we do. By embedding sustainability within our Supplier Code of Conduct and responsible sourcing policy, we look to entrench our values within our internal and external stakeholders, in all aspects of sustainability, striving to balance short- and long-term interests and to make Environmental, Social and Governance (ESG) considerations integral to our decision making.

- **Over 88% of our suppliers have signed our CoC**
- **Our improvements in our Procurement practices saw our EcoVadis Sustainable Procurement* score double from 2023 to 2024**
- **77% of our products contain bio-based plasticisers**
- **43% of our products contain recycled material**
- **Reduced emissions from delivery logistics by 6% in 2024**

**refer to Appendix 1.4*

Climate Change



79% reduction in external warehousing emissions



66% reduction in company vehicle emissions

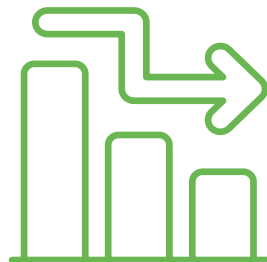
2% reductions in emissions from natural gas



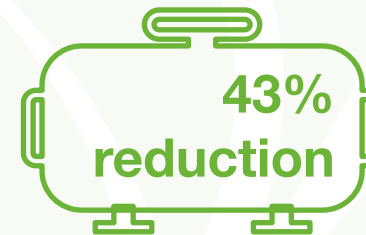
6% reduction in outbound transport emissions due to route optimisation



90% reduction in Scope 2 emissions – UK, Germany, Sweden and Australia all purchasing renewable energy



5% reduction in purchased material emissions **through enhanced data quality**



43% reduction in **use of other fuels** by reducing FLT use and liquid fuel heating systems



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Circular Economy

As a manufacturer, working towards a circular economy presents many challenges, but also huge opportunities for innovation, collaboration and engagement across our value chain. And at Altro, we know that every step we take in the circular journey is good for the planet and good for us all.





altro



Circular Economy

What is the circular economy?

Our economy has been traditionally linear – taking natural resources or materials, turning them into goods, then disposing of them, often back into the ground as landfill: ‘take-make-waste’.

A circular approach disrupts that straight line, with products designed to last longer, processes that use fewer resources and create less waste, and materials recycled and reused.



Circular Economy

Right product, right place

Altro designs products that work with consideration to how and where they are going to be used. This entails huge amounts of research into how they will perform over time, so our customers can have confidence in the durability and suitability of what they install.

That means area-specific floor and hygienic wall solutions for hard-working areas such as commercial kitchens, wet rooms and bathrooms.

More ranges are now available in a choice of adhered or adhesive-free installation methods, to save time and money and avoid unnecessary embodied carbon by eliminating stages in the installation process.



Linden Care Centre, Sweden

Linden is a day care centre for adults with complex needs, and differing disabilities. The care centre specialises in providing sensory stimulation, fine motor skills training and communication, providing a multi-sensory approach to give disabled people a meaningful everyday life. The care centre had relocated to new premises which required complete renovation and since much of the care is carried out at floor level, high demands were placed on the durability, appearance, and comfort of the new floor.



Linden was also looking for a floor with sustainable credentials that was quick to install, avoiding the need to shut down key areas. Altro Cantata was selected for benefits including 14dB impact sound reduction and comfort for seated and standing activities. Altro Cantata's adhesive-free installation technology also provided a quick installation with minimum downtime, as well as reducing the installations embodied carbon by 45%.

Circular Economy

Nanabette's Ice Cream, USA



Nanabette's Ice Cream needed safer, more hygienic flooring for its commercial kitchen. The original concrete and quarry tile floor was difficult to clean, especially as business expanded to year-round operations and delivery. Owner Jim Barrucci explained, "The grout created nooks and crannies, making cleaning a challenge and increasing safety concerns for our growing staff." With no room for extended closure, they chose Altro Stronghold 30 adhesive-free flooring, which provides the staff with slip resistance, comfort underfoot, and exceptional scratch and scuff resistance. Installation was completed in a day, minimising downtime, and the new floor now provides a safer, easy-to-clean workspace that keeps employees protected and the business running smoothly.

Hedland Women's Refuge, Australia

Hedland Women's Refuge in Port Hedland, Western Australia, offers 24/7 emergency housing for women and children fleeing domestic violence or homelessness, supporting up to 80 families a month. The centre needed urgent upgrades - its worn vinyl flooring and bleak look didn't create a welcoming environment. With limited closure time, Altro Wood adhesive-free flooring was chosen for its durability, fast installation, and homely feel. The project finished in under a week, minimising disruption. The new floor is robust, easy to clean, reduces noise, and creates a comforting, private space, meeting all the centre's needs.



Circular Economy

Bärenwiese, Germany



The Bärenwiese veterinary practice in Berlin provides 24/7 emergency care for animals, with modern examination rooms, an ultrasound suite, dental operating room, lab, and infirmary. For its 240 m² new location the team sought floors and walls that supported a welcoming feel and provided an hygienic environment. Altro Ensemble, a modular acoustic wood-look floor, was chosen in the public areas for its colour, comfort, and sound insulation. Altro Cantata adhesive-free was selected for treatment and operating rooms, colour-matched to practice shades and providing ease of cleaning. Seamless, hygienic Altro Whiterock provides splash protection in the treatment and operating rooms, welded for a sealed, safe finish.

Sciennes Primary School, UK

Altro floors were chosen for Sciennes Primary School's new Passivhaus extension, Edinburgh City Council's first. The historic school built four new classrooms, prioritising carbon-saving and sustainable materials. A damp sub-floor issue was solved thanks to Altro's adhesive-free floors, which could be easily lifted and re-laid after remedial work, saving time and money. Altro Cantata adhesive-free flooring was installed in classrooms and corridors for low-noise and ease of maintenance. Altro XpressLay adhesive-free was used in classrooms and toilets for slip resistance.



Designed for people

We believe in the power of design thinking to develop human-centred solutions to revolutionise the built environment. Good ideas come from good insights. By exploring the different ways people do things and understanding why, we get to experience their physical and emotional needs, we get to know how they think about the spaces they use, and we learn what is important to them.



Designed for people

Altro Australia Neurodiversity Forum 2025: Inclusive Design for All

In March 2025, Altro Australia hosted a Neurodiversity Forum in Sydney for designers, architects and advocates – the first event of its kind in the country and building on the format of Forums held by Altro in the UK.

Keynote speaker Patricia Falsetta OAM said:
“Conferences like this are vital to achieving true inclusion. By designing spaces that support diverse sensory, cognitive, and emotional needs, we create environments where everyone, neurodivergent or not, can thrive. This is how we move beyond tokenism to build workplaces, schools, and communities where neurodivergent people are not on the outer but are truly integrated.”



“The brilliance, authenticity and courage that all speakers generously imparted - and the attendees were so engaged.”

“This was hands down the best event I’ve been to. No one trying to sell to each other, everyone there to genuinely learn and share and get to know each other.”

“Speakers really were amazing and made their point very clear - I found the event very empowering and emotional.”

Designed for people

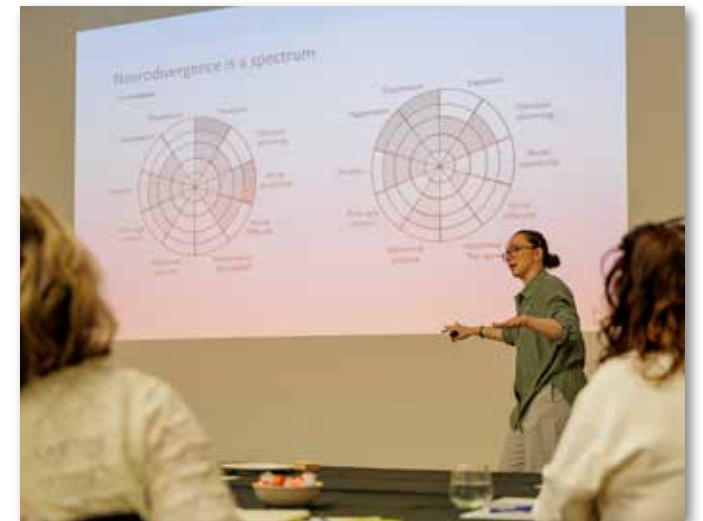
Championing Inclusive Design

It's been a decade since Altro collaborated with the University of Stirling's renowned Dementia Services Development Centre (DSDC) to develop colour palettes and non-sparkle finishes for safety flooring to enable safer, better designs in care environments for people living with dementia. From that came best practice guidance and Altro's RIBA-approved CPD Designing for Dementia.

Over time it became clear that to focus in on design for dementia only was to overlook the needs of the many other specialist operators in the care sector, as Joe Hurst, Altro's UK Social Care Key Account Manager, explains. "We started talking to people about design for neurodiversity and looking at inclusive design more widely and realised there is so much more the design community could do to enhance buildings for all those who use them. This really resonates with our core values as a company so we looked at the role we could play in this process of education and sharing best practice."

From this commitment came Altro's first hugely successful Forum events which brought together designers and architects to look at a range of topics around design for neurodiversity. From those, and in collaboration with some of the experts involved in the forums, Altro developed their RIBA-approved CPD, Designing for neurodiversity.

To date, Altro's Designing for neurodiversity CPD has been delivered to more than 5,000 architects, designers and estates managers, with extremely positive feedback. Joe and the team knew there was even more work to be done looking at the wider considerations for inclusive design, so they developed another RIBA-approved CPD, Designing with inclusivity in mind, which launched in April 2024.



Designed for people

Neuroinclusive Design in Public Transport

Altro's research highlighted a significant gap in public transport when compared to the built environment in terms of awareness to hidden disabilities.



When developing the Altro Transflor Artis™, Altro Transflor Metris™ and Altro Transflor Sonis™ collections, considerable effort was made to address the needs of neurodivergent passengers and those with neurodegenerative conditions like dementia. This played a significant role in the creation of a sympathetic colour palette of natural tones and textures that are recognised for being dementia friendly. Furthermore, the other attributes of the product such as acoustic and thermal insulation properties could contribute to easing other sensory challenges faced by many vulnerable passengers.

Chris Edwards-Thorne, Altro's Marketing Manager for Global Transport, has been a prominent advocate for inclusive and accessible public transport. Similarly, our transport sales teams across Europe have been delivering educational presentations to clients throughout their local markets.

These discussions have fostered industry collaboration and raised awareness about the benefits of inclusive design, making it an increasingly hot topic for transport operators and policy makers.

Altro has conducted focus groups with regular bus users from the neurodivergent community to gain firsthand insights into their experiences. These sessions have identified common challenges such as sensory overload and navigation difficulties. The feedback has been instrumental in refining our products to better meet the needs of neurodivergent users, enhancing their public transport experience and encouraging greater use of sustainable transport options.



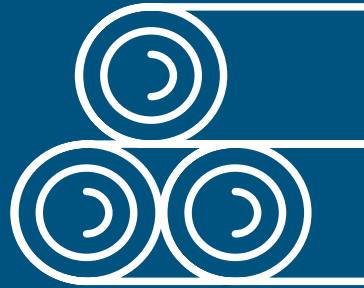


All aboard for change

Altro is leading an ambitious project to create a 'Universal Bus' concept vehicle. Working in collaboration with the charity Autistica, other suppliers such as Camira Fabrics and the German design house Neomind, Altro is driving the development of a bus interior we hope will inform the approach to vehicle design for the future.

This project leverages Neomind's adaptive design expertise, Altro's innovative flooring solutions and Camira's vast and versatile offering of seat moquettes (fabrics) to create a bus that caters to the diverse needs of neurodivergent passengers. The concept bus will seek to demonstrate how the considered design of interiors can be employed to transform the travel experience of people based on specific passenger feedback. Better still, once complete we hope to see the concept trialled in a live service environment.

We were the first manufacturer to produce ortho-phthalate-free safety floors and we've been using a more renewable source of plasticisers since 2008 globally.



Our Responsible Sourcing Policy ensures that sustainability is always a key criteria in supplier selection.



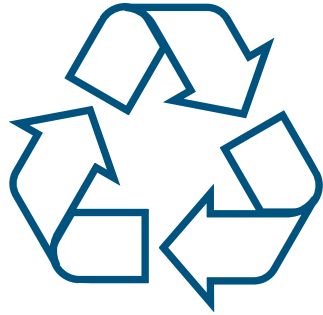
One of our key objectives is to introduce more sustainable formulations in our floors, walls and resins products through lower embodied carbon raw materials, materials derived from more natural and renewable sources and post-consumer recycled content.



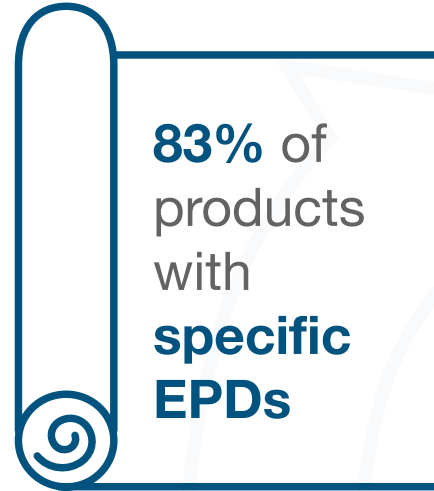
As a global manufacturer, we work to keep ahead of the latest regulations worldwide, sharing best practice across regions and being fully transparent about the formulation of our materials.



Circular Economy



43% of products with recycled content



83% of products with **specific EPDs**



77% of products with **bio-based materials**



Recofloor[™]
Vinyl Take-Back Scheme

Over 7,600 tonnes of waste collected via **Recofloor**

Designing for neurodiversity CPD presented to **over 5,000 architects**





Altro is one of the founders of Recofloor, the groundbreaking waste vinyl collection scheme, which recently celebrated 15 years of recycling success.

Recofloor has become a crucial platform for collaboration, recycling innovation and sustainability advocacy. Over the course of 15 years, Recofloor has significantly influenced the vinyl flooring industry by promoting recycling and reducing waste. Its efforts have empowered businesses to rethink their operations and align their strategies with sustainable practices.

Recofloor's success have earned it major accolades.



Why Recofloor works

The scheme's success is rooted in its practicality for participants. It's both easy to implement and cheaper than traditional disposal methods and provides high levels of support for members.

As sustainability becomes a key requirement in tenders and procurement processes, Recofloor membership enhances environmental credentials and boosts business viability.

Importantly, Recofloor has also been effective at building long-term partnerships across the supply chain – from specifiers, architects and main contractors through to distributors and local flooring firms.

Circular Economy

Holyrood Academy, Somerset



Recofloor in numbers

7,700 tonnes (approximately 2,567,000m²) of uplifted and offcut vinyl diverted from landfill or incineration. That's enough to cover 354 football pitches.

This effort is reducing demand for virgin materials and has saved over 9,000 tonnes of CO², equivalent to driving around the equator 1,178 times or taking 2,357 cars off the road for a year.

Driving industry change

By making the sustainable option the easy option for vinyl recycling and showing real-world benefits, Recofloor is helping transform attitudes to waste in construction. What started as a flooring industry initiative is now inspiring businesses more broadly, showing that responsible waste management can – and should – be standard practice rather than an added extra.



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Circular Economy

Altro Whiterock recycling in North America

We launched a brand new Altro Whiterock recycling initiative in North America, linking up with Norwich Plastics, a leading plastics recycler specialising in post-industrial materials.

By working together, we have successfully repurposed Altro Whiterock production waste, ensuring that high-quality PVC material is diverted from landfills and given a new life. The recycled material is being used in applications such as garden hoses and injection moulding for car mats, demonstrating the versatility and value of sustainable manufacturing.

This initiative builds on Altro's existing North American recycling programs, including Altro Smart Collect for vinyl flooring and Altro SampleWise for samples.



Recycling Altro Whiterock in North America represents a major step forward in our sustainability journey. Our ability to repurpose production waste aligns with our broader mission of reducing waste, conserving resources, and fostering sustainable practices across our industry. This is just the beginning of what we hope will become a standard practice for years to come.



Richard Finnegan, Head of Sustainability, Product Testing and Compliance

ResiLoop, Australia

Altro is a founding member of ResiLoop, Australia's not-for-profit product stewardship scheme with a mission to enable a circular future for floorcoverings in Australia.



As a producer responsibility scheme, ResiLoop's success depends on the commitment of those placing products on the Australian market to step up and acknowledge their role in investing in onshore solutions at scale to keep materials in use for as long as possible. The vast majority of resilient flooring products are imported into Australia. They are durable, affordable products which deliver significant benefit over their use. However, suppliers' responsibilities don't stop at the point of sale. Ensuring their products remain in use for their expected life and can then be reused or recycled - ideally locally - is their responsibility.

Since September 2024 ResiLoop has been delivering recovered material to its manufacturing partner, Think Manufacturing who use it to make new (non-flooring) products.

Specifying Sustainably

Working to eco design principles is key to specifying sustainably.
This means:

- **Clarify product characteristics and function**

It's essential that the right product is used for the right purpose and meets all the requirements of the space – a product can be as sustainable as you like but if it fails after a week or doesn't prevent slips then it'll end up being replaced. Right first time is essential.

- **Responsibly manage human resource**

By ensuring ethical supply chains (do your due diligence!), treating workers well, avoiding unnecessary hazards in the manufacturing assembly/install processes, minimising human interaction with machinery/tools where possible and using advanced manufacturing techniques and automation.

- **Minimise hazardous waste (BOM, RoHS)**

Any hazardous waste is a problem as it needs to be responsibly treated – better not to make it in the first place.

- **Efficient use of material resource**

Minimum effective dose should be implemented wherever possible. Lightweight products reduce resource demand, improve transportation efficiency and reduce risk of manual handling injuries.





Specifying Sustainably

Working to eco design principles is key to specifying sustainably.

This means:

- **Minimise energy consumption in use, especially for active products**

Less energy consumption = less carbon emissions, less energy scarcity

- **Avoid mixing of materials and clear structure for attachment of joints (design of remanufacture, design for disassembly)**

One of the biggest challenges with recycling and reuse is materials bonded together or mixed materials – these usually can't be recycled or require chemical or other processes to make them effective. These have their own environmental impact or need to go for landfill/incineration. Design for disassembly means that components can be easily separated and identified for re-use, recycling or repair.

- **Optimise usage lifetime of products and promote repair/upgrades**

Again, where possible components that fail earlier than the overall life of the product should be easy to replace – and ideally last for the life of the product and not need replacing. Repair services should be economically viable, and easy to take advantage of.

- **Sufficient information on product**

Information regarding all of this should be available, regularly updated and maintained and easy to access for all users.

Embodied carbon reduction

Our adhesive-free flooring saves money, time and massively reduces the embodied carbon.



Adhered:

- Roll of Vinyl (40m²) – 1 roll
- Altrofix A19 6kg – 2 units
- Smoothing Compound 20kgs – 16 units per coat at 3mm
- Altroproof DPM 6kg – 3 units
- Weld rod – 1 unit
- Total Weight: 454kgs



Adhesive-free:

- Roll of Adhesive-free Vinyl (40m²) – 1 roll
- Altro Adhesive-free Tape – 1 unit
- Weld rod – 1 unit
- Total Weight: 107.7kgs

Saves 325.8kg CO₂eq on installed product
14 trees per year



Recycling of Altro Whiterock

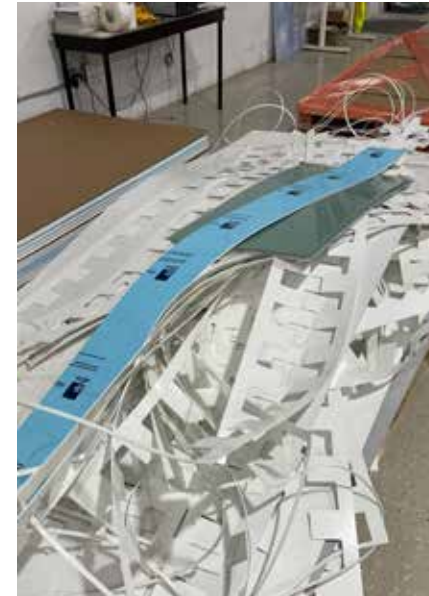
In the US we have introduced a new process for reducing the waste from Altro Whiterock wall installations.

Most of the waste cut-offs are impossible to use for other things because of their unique shape, but by making one additional cut led to the waste being reusable.

By squaring off the final shape of wall sheet cut-offs, we can greatly add manufacturing potential to the waste produced and turn it into more products instead of needlessly going to landfill.

There are a wide variety of wall and floor related products that can be made from these smaller cut-offs including but not limited to:

- Outlet covers
- Light switch covers
- Vent covers
- Signage / Name plates
- Thermoformed shelving
- Kick / Push plates
- Dry-erase boards



Social Value

Family-owned and run, we share family values; we care about our people, our communities, each other and what we do. We are committed to the wellbeing and development of everyone working within the Altro Group, and also to ensuring we contribute positively to our local and global communities.

What is Social Value?

Social Value UK defines this as “Social value is the societal, environmental and economic impact of your organisation. It shifts the core indicator of value beyond money and profitability and emphasises the relative importance that people attribute to changes in their lives.”



Social Value

Supporting our communities

At Altro we are committed to engaging with and supporting our global, local communities in lots of different ways.

Volunteering

All our employees are given one day off per year to volunteer, preferably in a healthcare related charity. This could include helping with gardening or decorating in a hospice or day care centre, or offering their professional skills to a charitable organisation. We also organise team events, where a group of employees can volunteer together.





Icing Smiles

One Altro employee volunteered with Icing Smiles, an organisation that connects local bakers with children facing serious illness. They created a personalised cake for a young boy who had recently undergone a thymus transplant - a life-changing procedure that gave him a functioning immune system and new hope for the future.

By getting involved, they showed how a small gesture can bring joy and comfort to families during difficult times, demonstrating the meaningful difference organisations like Icing Smiles make in children's lives.



Salisbury Beach Clean Up

The Altro Boston team participated in a volunteer cleanup at Salisbury Beach, focusing on preserving the natural environment. They collected a significant amount of waste, including numerous cigarette butts and various types of plastic debris, highlighting the persistent issue of littering. The experience was both rewarding and eye-opening, illustrating the positive impact a single day of collective effort can make while also emphasising the ongoing necessity for community engagement and environmental stewardship. The team's involvement strengthened their commitment to sustainability, and they expressed a willingness to continue supporting future clean-up initiatives to help maintain cleaner, healthier beaches.



Social Value – USA

Jobs Fair

Nick Stein, Altro's Technical Services Manager, attended two local school job fairs at James Buchanan Middle and High Schools in rural Pennsylvania, engaging students in discussions about career paths, especially within the flooring industry. The region, lacking union influence and vocational training in flooring, provided an opportunity to introduce students to Altro's products and career potential in the trade. Nick, drawing on decades of experience, appreciated the students' curiosity and the schools' commitment to career education. The outreach included providing literature and promotional materials, with feedback received through a thank-you note signed by participating students, reflecting the positive impact of Altro's involvement.

Shippensburg Produce and Outreach

An Altro employee volunteered with Shippensburg Produce and Outreach (SPO), a local food pantry supported by donations from companies such as Walmart, Chick-fil-A, and the Pennsylvania Food Bank. SPO relies heavily on volunteers and aims to serve the community without turning anyone away. The employee, introduced to the organisation by their son-in-law's parents who volunteer regularly, was impressed by the group's organisation and dedication. The experience was humbling, allowing the employee to connect with passionate community members and instilling a desire to return and contribute more time in the future to support SPO's vital work.

Carry The Load

An Altro employee volunteered with Carry The Load, an organisation honouring the sacrifices of national heroes, particularly in the wake of 9/11. Working in partnership with the National Cemetery Administration, Carry The Load offers Americans meaningful ways to honour veterans and service members. The volunteer's efforts included cleaning headstones at cemeteries to show respect for those who served and to acknowledge the significance of their sacrifice. The experience emphasised that small acts can have a powerful impact on families, affirming that the memory of their loved ones matters. Through such service, the community ensures these heroes are remembered and honoured.

Feed My Starving Children (FMSC)

FMSC is a nonprofit organisation working to end global hunger by delivering life-saving meals to children in over 70 countries. In 2023, FMSC shipped more than 445 million meals, thanks to nearly 1.2 million volunteers and donors. During the recent Americas Meeting in Arizona, Altro Americas employees volunteered at a local FMSC site in Tempe, AZ. Together, they packed enough meals to feed 66 children for an entire year. This experience not only strengthened team bonds but also allowed participants to make a meaningful contribution to communities in need around the world.

Bug Hotels at Altro's Head Office

Northfields Infants & Nursery School and The Grange Academy partnered with Altro in Letchworth Garden City to build bug hotels at Altro's head office. The initiative aimed to teach children about sustainability and the importance of biodiversity, offering hands-on experience in environmental stewardship. The bug hotels provide habitats for beneficial insects, supporting local ecosystems. Northfields' design was also entered into an RHS competition promoting wildlife-friendly projects. This collaboration between schools and Altro demonstrates the impact of involving young people in sustainability efforts and highlights how educational and business communities can unite to inspire future generations to care for the planet.



North Herts Hero Awards

Altro sponsored the Health Award at the 2024 North Herts Hero Awards, celebrating individuals who contribute significantly to their community. The event, held at Hitchin Town Hall, honoured local achievers across various categories. Altro had the honour of presenting the Health Award to Maggie Hackney, recognised for her advocacy of blood donation and her efforts in establishing public access to defibrillators through Hitchin AED. The ceremony also supported the charity Sands, reflecting the community's generosity and unity. Altro's involvement highlighted their commitment to recognising and supporting local heroes and strengthening community values through ongoing engagement.



Firmenlauf

Altro participated in the 2025 Firmenlauf, a relay event held in Dessau City Park, where companies, clubs, and organisations from the region compete over a 2.4 km course. The event is designed to promote team spirit, foster networking, and encourage social interaction among local businesses and employees. In 2025, Altro entered five teams into the race, demonstrating their commitment to teamwork and community engagement. The Firmenlauf was celebrated as a lively gathering, filled with camaraderie and enthusiasm, reinforcing Altro's ongoing dedication to building strong relationships within the local business community and supporting collaborative, fun activities.



Ein Heim für Tiere Dessau und Umgebung e.V.

A team of ten colleagues from Altro's Dessau office volunteered at Ein Heim für Tiere Dessau und Umgebung e.V., an animal shelter supporting rescued, elderly, and sick animals. Their efforts included dismantling a dilapidated rabbit enclosure, reinforcing perimeter fencing in a wolf-prone area, and clearing debris - filling two large containers with old wood. The project improved living conditions for the shelter's residents and highlighted the group's dedication to community service. The team established an ongoing partnership with shelter caretakers, committing to return for future work sessions and continuing their support for local animal welfare initiatives.





Beach clean

A group from Maiden Newton and Lowestoft participated in a beach clean at West Bexington on the Jurassic Coast, a World Heritage Site, dedicating morning and afternoon sessions to environmental care. Despite challenging weather in the morning and sunshine in the afternoon, volunteers collected and categorised litter for the Marine Conservation Society's research. All findings were recorded and reported online. The event fostered teamwork, with participants suggesting future clean-ups at additional locations and involving more teams. The volunteers found the experience rewarding, highlighting the value of community-driven environmental initiatives and their potential for broader impact through cross-site collaboration.



Rural Care area at Church FarmCare

Altro's technical team spent their annual volunteering day at The Rural Care area at Church Farm, Ardeley, supporting a space where adults with learning disabilities and autism take part in meaningful daily activities. The team dedicated the day to hands-on improvements across the site, including installing a new swing in the school area, painting furniture in the sensory garden, and rebuilding the rabbit walkway pen with new fencing. The experience fostered teamwork and connection while making a visible difference to an organisation that supports inclusion, wellbeing, and learning through practical care.



The Altro Foundation

Established in 2019, our centenary year, The Altro Foundation is dedicated to transforming healthcare spaces to help the more vulnerable communities around the world. We are about collaboration and involvement in communities, utilising practical applications to transform healthcare spaces to improve wellbeing.

We support transferring skills through a learning culture and embrace innovation to create solutions for tough challenges. We have undertaken numerous projects each year, all with charities working with vulnerable communities in a healthcare context, for both physical and mental health.





Girls for Girls and KMET – Nairobi

In November 2024, we travelled to Nairobi to work closely with the local team, providing hands-on training on fitting Altro walls and floors for a mobile healthcare clinic. This initiative supports grant recipients [Girls for Girls](#) and [KMET](#) in their mission to bring essential healthcare services to remote communities. One vehicle has now been fully completed, equipped with our high-performance products to ensure durability and hygiene. The second vehicle is well underway and will be finished soon, continuing the journey to deliver accessible healthcare where it's needed most.

[Watch the video here](#)



Social Value – The Altro Foundation

Earbus Foundation - Australia

Earbus Foundation, a Western Australia-based charity, is dedicated to reducing middle ear disease among Aboriginal and at-risk children through a fleet of mobile clinics. These clinics travel to over 100 regional and remote WA communities, providing regular, culturally safe care up to 11 times a year in each location. Their mission is to eliminate hearing loss and Otitis media, enabling children to listen, learn, and reach their potential. Each mobile clinic features local artwork, creating a welcoming environment. In 2024, a new partnership began to develop a customised mobile clinic tailored to Earbus Foundation's specialised healthcare needs.



The Newman Women's Shelter - Australia

The Newman Women's Shelter offers 24/7 support and safe refuge for women and children in Newman and surrounding Aboriginal communities. The Shelter provides critical services and programs to those in need, fostering security and well-being. In 2024, a collaborative effort began to develop a custom mobile clinic designed to extend The Shelter's care into remote areas. This new initiative aims to enhance outreach and ensure greater access to essential support services for vulnerable individuals, complementing The Shelter's ongoing mission to provide a safe haven and practical assistance around the clock throughout the region.



Newman Women's Shelter



Scouts Healing Invisible Wounds - Nairobi

Scouts Healing Invisible Wounds (SHIW) is dedicated to improving mental health among young people and their communities by offering innovative, evidence-based programs. SHIW aims to foster resilience, normalise conversations about mental wellbeing, and make support accessible for all. Their initiatives serve a broad audience, including adolescents, youth, people with disabilities, caregivers, parents, and mental health professionals. In 2023, a partnership was formed to launch a mentorship program that delivers targeted learning and support. This collaboration supports the Scouts' broader mission to empower youth, promote wellbeing, and encourage positive contributions to society and a better future.



Plan A Health - USA

Plan A's clinics provide free healthcare services to communities in the Mississippi Delta, no insurance required. Plan A mobile clinics bring health care directly to underserved communities, with an emphasis on improving sexual and reproductive health. They serve all people, regardless of insurance status, income, or location, and ensure access to affordable, quality, and compassionate care. In 2023, we began working with Plan A Health based in the USA to work towards a tailor-made mobile clinic.



Social Value - Biodiversity

Altro are now the proud sponsors of two beehives. We connected with a local beekeeping business, The HoneyBee Man whose aim is to drive an increase in the UK honeybee population and connect businesses with their local communities and environment.

The HoneyBee Man will also be visiting the two local schools who built our Altro Bug Hotels to educate the pupils on the importance of honeybees to our local environments.

Not only that, but Altro also refitted their brand-new kitchen with Altro Stronghold 30 adhesive-free – so we can't wait to get our hands on some of the honey produced in our own hives!



Social Value - Zero Harm

Altro's Vision of Zero Harm focuses on mental and physical safety. We actively reduce hazards, minimise risk, and promote open communication about unsafe behaviour. **Safety is everyone's responsibility.**

Zero Harm priorities include behavioural safety, orderly workspaces, separating pedestrians and vehicles at manufacturing sites, and training on First Aid, workplace awareness, and safety reporting systems.

Zero Harm remained a particular focus during 2024. Altro instigated several initiatives such as new walkways, line-markings and safe-crossing points on manufacturing sites, and forklifts being replaced by pallet and stacker trucks. A new staff Zero Harm email address was introduced, and regular Zero Harm reflections and toolbox talks were shared with staff highlighting matters such as challenging unsafe behaviour, reporting near misses, wearing high-viz and slips and trips.



Social Value - Development for all

Training centre gets a fresh new look

To provide contractors with updated and expanded training facilities, the Altro Training Centre underwent a complete refurbishment together with a refresh of the floors and walls training workshops.

Led by our in-house technical team, the project focused on making the space more practical, flexible, and inspiring for trainees. Key updates included:

- Floors workshop: brand-new bays built to give installers more room to practice, plus a custom-designed moveable trolley for demonstrations.
- Walls workshop: a completely new layout with dedicated bays for wall product training and more open floor space for hands-on work.
- Behind the scenes: upgraded electrics and ventilation make the environment safer, more efficient, and more comfortable for everyone who uses it.

The result? A smarter, more versatile training centre that gives both new and experienced installers the space and facilities they need to get the very best from Altro's training workshops.



Social Value - Valuing our customers, valuing each other

Our customers are at the heart of our business, and their views are heard loud and clear through our pioneering Voice of the Customer programme. Introduced back in 2008, it is designed to take feedback from global customers on Altro's products, services, brand and people and continues to deliver benefits far beyond what we could imagine when we launched it 17 years ago. There are two key parts to 'Voice of the Customer': our extensive programme of inward customer visits, and what we call 'snippets', customer insights gathered from all points of contact they have with us.



In 2024 alone, we received

441+

customers' insight
from across the business

87 companies
357 individuals
11 countries

We encourage global customers to visit us at our various sites in the UK and in Germany. Since 2008 we have hosted over 2,000 visits made up of around 4,800 individuals. In 2024 alone, we hosted delegates from 11 countries. These visits allow us to develop solid customer relationships and see these customers integrated into our business while identifying future product, service and trading opportunities together.

Social Value - Bauhaus Festival 2025

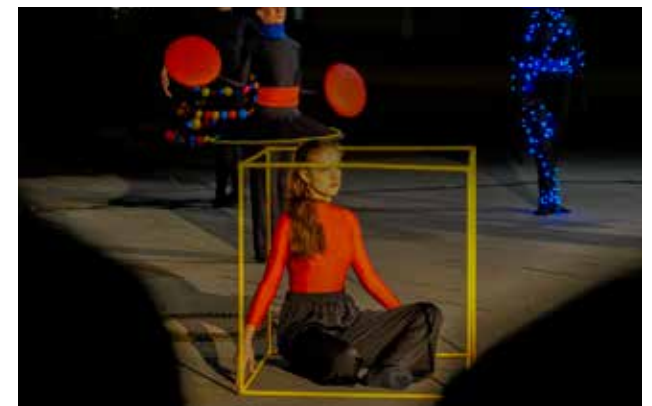
100 years of Bauhaus in Dessau - a landmark celebration

The renowned Bauhaus Festival in Dessau has been a key date in the international cultural calendar for many years and is always an event of particular significance for Altro. To mark this major Bauhaus anniversary, we organised an exclusive event for selected customers and guests, welcoming international visitors and colleagues to our site in Dessau.

The weekend offered participants a varied programme: inspiring lectures, hands-on workshops, a walk-through of our Altro production facility and an exclusive tour of the iconic Bauhaus building in Dessau.

The grand finale was our celebration at the Bauhaus Museum and our own Bauhaus bus tour. In addition to architectural highlights, a group of artists provided unforgettable moments, performing Bauhaus dances and performances at each stop.

The result was an inspiring combination of learning, culture and encounters – a celebration of the Bauhaus spirit in true Altro style.



Accreditations



Appendix 1 - ESG Metrics

Environmental

Product End of life		2022	2023	2024
Adhesive-free Floors	% of Floors Sales	10%	8%	8%
Floor waste collected through Recofloor	Tonnes	476	475	533
No. of take back schemes	#	2	3	4
Material processed at Altro recycling facility	KG	136,922	243,058	320,523

Waste Generation		2022	2023	2024
Non hazardous waste	%	86	87.7	92.64
Hazardous waste	%	14	12.3	7.36
Recycled waste material	%	25.8	30.9	15.44
Energy recovery waste	%	73.5	68.8	83.61
Landfill waste	%	0.02	0	0.71
Zero Waste to landfill facilities	#	3	3	9

Appendix 1.1 - ESG Metrics

Environmental

Product Quality & Safety		2022	2023	2024
# of ISO 9001 accredited facilities	%	4	4	4
# of ISO 14001 accredited facilities	%	4	4	4
# of ISO 50001 accredited facilities	%	1	1	1
Air quality certified products	%	70	74	74
Products with specific EPD	%	78	76	83
Products with recycled content	%	41	43	43
Products with bio-based content	%	76	77	77
Products manufactured with renewable electricity	%	68	72	100
Products with HPD	%	65	62	62

Appendix 1.2 - ESG Metrics

Environmental

Energy		2022	2023	2024
Electricity	kWh	4	4	4
Natural Gas	kWh	4	4	4
Total Energy	kWh	1	1	1

Energy intensity				
Electricity	kWh / m ²	1.55	1.23	1.24
Natural Gas	kWh / m ²	2.99	2.49	2.52
Total Energy	kWh / m ²	4.54	3.72	3.76
Renewable Energy consumption	kWh / m ²	23%	22%	31%

Appendix 1.3 - ESG Metrics

Environmental

Greenhouse Gas Emissions		2022	2023	2024
Scope 1	tCO ₂ e	3,355.17	3,431.15	2,984.30
Scope 2 (market based)	tCO ₂ e	1,232.16	1,401.41	104.94
Total (market based)	tCO ₂ e	4,587.32	4,832.56	3,089.24

Emissions intensity				
Scope 1	kgCO ₂ e / m ²	0.71	0.59	0.52
Scope 2 (market based)	kgCO ₂ e / m ²	0.26	0.24	0.02
Total (market based)	kgCO ₂ e / m ²	0.97	0.83	0.53

Appendix 1.4 - ESG Metrics

Environmental

Value Chain Emissions		2022	2023	2024
Total Scope 3 emissions	tCO ₂ e	52,584.69	61,306.89	57,824.10
Purchased goods and services	tCO ₂ e	45,414.48	53,526.25	51,484.43
Fuel and energy	tCO ₂ e	1,074.62	1,169.87	1,078.88
Capital Goods	tCO ₂ e	243.95	882.14	560.34
Waste in operations	tCO ₂ e	93.40	91.46	50.37
Business Travel	tCO ₂ e	272.22	396.04	404.87
Employee commuting and homeworking	tCO ₂ e	472.64	611.10	284.67
Transportation	tCO ₂ e	4,789.19	4,358.33	3,680.55
End of life of sold products	tCO ₂ e	224.20	271.70	279.98

Appendix 1.5 - ESG Metrics

Environmental

Water		2022	2023	2024
Consumption	m ³	4,992.15	4,992.15	5,002.23
Average / m ² flooring	m ³	N/A	N/A	0.489
Total indirect water usage in floors manufacturing	m ³	2,305,894.66	2,834,490.16	2,829,556.68
Average / m ² walls	m ³	N/A	N/A	0.18
Total indirect water usage in walls manufacturing	m ³	291,786.48	251,102.16	235,889.10
Total indirect water usage	m ³	2,597,681.14	3,085,592.32	3,065,445.78
Discharge	m ³	4,992.15	4,992.15	5,002.23

Appendix 1.6 - ESG Metrics

Environmental

Water		2022	2023	2024
Facilities identified as high risk	%	N/A	N/A	33
Facilities identified in areas with water stress by 2030	%	N/A	N/A	42
Facilities identified in areas with water stress by 2050	%	N/A	N/A	42

Biodiversity				
Total indirect water usage	%	N/A	N/A	24

Appendix 2 - ESG Metrics

Social

Employee engagement survey		2022	2023	2024
Participation rate	%	/	/	73

Employee development				
Employee training hours	#	/	/	16236
Training Module completions	#	2774	2568	3160
Employee hires*	#	/	54	51
Apprenticeships*	#	/	/	19
Internal Promotions*	#	/	/	18
FTE*	%	/	/	89
PTE*	%	/	/	11

Employee turnover				
Voluntary attrition rate*	%	/	9.2	7
Employee retention*	%	/	86	88
Total 10 yrs*	%	/	/	23
Total 20 yrs*	%	/	/	17

* UK only

Appendix 2.1 - ESG Metrics

Social

Diversity, equity and inclusion		2022	2023	2024
Diversity training completed	#	184	84	403
Gender Pay Gap*	%	10.38	11.54	14.4
Male Senior Managers*	%	/	/	57
Female Senior Managers*	%	/	/	43
Male Employees*	%	66	65	63
Female Employees*	%	34	35	37

Board of directors				
Male	%	75	75	75
Female	%	25	25	25

Workforce Age				
Under 30*	%	/	/	10
30-50*	%	/	/	49
Over 50*	%	/	/	41

* UK only

Appendix 2.2 - ESG Metrics

Social

Employee wellbeing, health and safety		2022	2023	2024
Near misses	#	/	958	1328
Major incident rate	#	/	1.1	0.6
Incident rate	#	/	24.7	34.6
Total injury rate	#	/	14.3	13.9
Lost time injury rate	#	/	3	2.5
Serious injury rate	#	/	3	2.5
Work related fatalities	#	/	0	0
Fatality rate of directors	#	/	0	0

Community partnerships				
Charitable donations	£	/	125,000	193,000
Volunteering days*	#	/	/	136
Materials donated to charity	m²	N/A	320	648

* UK only

Appendix 3 - ESG Metrics

Governance

Ethics and compliance		2022	2023	2024
Compliance training completions	#	232	380	177
GDPR training completions	#	101	216	114
Cybersecurity awareness training completions	#	131	164	63

Environmental compliance				
Number of incidents	#	0	0	0
Environmental fines	GBP	0	0	0

Thanks for reading

We are committed to reducing our carbon footprint, increasing our sustainability activities, and advancing our environmental, social and ethical performance.

Focussing on the United Nations Sustainable Development Goals, together with our three sustainability pillars to minimise negative impacts: Climate Change, Circular Economy, Social Value, our ultimate goal is to achieve Net Zero by 2050, while continue to innovate and support our global communities.

Building better futures for the planet, for people.

