



Sustainability report

2022

alki

Summary

- In a few words...
- History
- Values
- General policy
- Committed since the beginning
- Committed for tomorrow
- Ecovadis evaluation

In few words...

Alki was established in 1981, emerging from a fierce determination to live and work in the Basque Country. The cooperative was based on sustainability principles and strong fundamental values such as cooperation, eco conception, knowledge and creation.

Since 2018, we started building our Corporate Social Responsibility approach. First locally, by adhering to a local CSR charter (Lantegiak) and since 2022, globally, by becoming a member of the UN global compact.

This year, Alki was rewarded a silver medal following its 2023 Ecovadis evaluation.



Our next major CSR step is the construction of our new workshop, which will permit to speed up our ecological and social performance.

History

Alki was established in 1981, emerging from a fierce determination to live and work in the Basque Country. As a committed cultural and economic stakeholder, the cooperative gives purpose to the collective and forges meaningful relationships both within the company and with its customers and partners.

By combining craft and industrial techniques, the workshop has been able to sustain its unique expertise in working with solid wood. Today, Alki's creations offer a contemporary interpretation of conviviality characterised by refreshing boldness and emotional attachment.



Values

COOPERATION

*Because they were, we are, because we are,
they will be.*

We are a cooperative: in other words, an association of men and women who are committed and united in their choice to work in alliance within a company that is collectively owned. We manage the cooperative democratically – one person, one vote – in keeping with the economic, social and cultural aspirations of our collective.



Values



SUSTAINABILITY

The only path to the future lies in respecting our region and our resources.

Right from the very start, through our cooperative status, local production and selected materials, we built our enterprise on common sense practices, today referred to as environmentally and socially responsible practices.

For Alki, controlling environmental impact is a prerequisite that is scrupulously applied to its entire value chain, from the materials used (wood, wool, bioplastic) to our production workshop.

Values

KNOW-HOW

Something made to last cannot be made in haste.

An oak tree needs 80 to 150 years to reach maturity so its wood should not be treated frivolously. Design and production are painstakingly thought through to ensure the item's durability. Manufacturing a piece of Alki furniture requires meticulous work that embraces both craftsmanship and technological know-how.

We combine our long-standing expertise working on solid wood with complementary crafts, such as upholstery and metalwork.



Values



CREATION

Creating is to give shape to one's destiny.

Creation is a conscious act of awareness and advocacy, the aim of which is to improve what exists by challenging what has been established. At Alki, this is illustrated by in-depth work that is far removed from the pitfalls of fads and extemporaneous impulse. The relation that we nurture with the item, the message it resonates, the enjoyment of using it... this is what interests us. The outcome is a contemporary interpretation of conviviality characterized by refreshing boldness and emotional attachment.

Our CSR approach



CSR Policy

Internal

Our cooperative has for main objective customer satisfaction. We strive to give our best services in terms of quality, listening and innovation to answer their needs.

To do so, our cooperative reconciles health and safety of workers, economic efficiency and social equity towards our stakeholders and environment protection.

To strenghten our approach, we are daily committed in improving our quality management system thanks to continuous improvement.



CSR Policy

To guide our decisions and actions, we apply the following principles :

- ❖ liability, externally towards Lantegiak charter and stakeholders and internally towards cooperators
- ❖ transparency, towards cooperators thanks to an annual general meeting and ethical comportment following our non discrimination policy
- ❖ Following international and French laws regulation on comportment and human rights respect..



CSR Policy

Alki x Lantegiak



Professional organisation created since 2000, Lantegiak aims to raise Basque country companies awareness about CSR by signing a charter and giving tools to improve.

By signing the Lantegiak CSR charter, Alki commits to incorporate the below principles in its internal policy :

- Towards local area by sourcing locally and opting for local distribution network, to put in place a sponsorship within 3 years after the CSR signature, to introduce every improvement in the spirit of this charter, by promoting use and learning of Basque language (Euskara).
- Towards sustainable development by recycling waste, promoting low energy transports and limitate its global energy consumption, to inform its workers on durable practices.

A follow up is done every year to bring up every success but also any difficulty encountered on implementing this charter. These information will be used in a continuous improvement of the CSR charter.

**Committed
since the
beginning**



Environment



- ❖ Electricity sourced from 100% renewable energy since 2020
- ❖ Energy consumption follow-up
 - ❖ Electricity
 - ❖ 2022 : 387 000 kWh
 - ❖ Water
 - ❖ 2022 : 146 m³
- ❖ Good practices
 - ❖ Selective sorting
 - ❖ Eco-gesture (lights, computer, car sharing, bike)

→ Result : -3% reduction energy consumption in a year



Environment



❖ Chemical products management

- ❖ Seirich software implementation (french software using REACH reglementation rules)
- ❖ Chemicals safety retention put in place
- ❖ Launch of COV testing campaign on our products
(Emea stool conforming to UL2821 Greenguard)



❖ Packaging and transport

- ❖ Evaluation between protection and waste reduction for each order
- ❖ Reuse of cardboards with our suppliers (for weekly shipments)
- ❖ Dedicated transport only if truck can be fully loaded



Responsible sourcing



- ❖ Quality:
 - ❖ After sale procedure in place
 - ❖ Eradication of after-sale and internal non-conformities program
 - ❖ Continuous improvement
- ❖ Ethics and responsible sourcing:
 - ❖ 100% of suppliers are europeans
 - ❖ 80% of suppliers situated in less than -100km
 - ❖ 100% of wood suppliers PEFC or FSC certified
 - ❖ Suppliers and subcontractors: partnership mindset



Human rights & Team management



- ❖ Development of internal procedures (ex: job descriptions, annual reviews, RGD procedure, right to alert procedure...)
 - ❖ 2022 : 100% des salariés ont eu un entretien individuel
- ❖ Objective recruitment objectif : evaluation forms with criterias
- ❖ Work conditions (new workshop project: wood dust reduction in workshop + protective equipment...)
- ❖ Skills development
 - ❖ 2022: Training planning: 70k € value
 - ❖ 2022: Skilfulness developement program in preparation

Human rights & Team management



- ❖ Cooperation (welcome in cooperative training + Alki integration + monthly global information meeting + alki team building events)
 - ❖ 202 : 89% of workers are also cooperators
 - ❖ 2022: 97% of workers have a permanent contract
- ❖ Social dialogue (CSE + general meeting+ board of cooperators)
 - ❖ 2022: 1 monthly CSE meeting
- ❖ Social / Services benefit (Accomodation access help + HR support + Christmas vouchers)
- ❖ Alert procedure: email in place for any CSR issue



Territory



- ❖ Promoting workshop occupations on students or people in career change
- ❖ Local association sponsorship
 - ❖ 2022 : 10 associations including 9 locals (from Basque country)
- ❖ Local culture : development encouragement of local companies
- ❖ Sponsorships to cooperatives in need





**Committed
for tomorrow**

alki

1st semester 2023

- ❖ CSR approach structuration
 - ❖ Program « Accélérateur PME » built by Global Compact
 - ❖ KPI implementation



2nd semester 2023

- ❖ Referentials implementation
 - ❖ Entreprise du Patrimoine Vivant (EPV)
 - ❖ PEFC certification Alki
- ❖ Finition
 - ❖ Reduction of harmful chemical products project
- ❖ New workshop project : Lantokia





Lantokia, our new workshop

Created in 1981, the Alki cooperative has always been able to stay on course and remain true to its ambition as a stakeholder engaged in the economic and cultural development of the Basque Country by creating sustainable, quality jobs.

Building this new workshop is a major step for us:

it is the means through which we can best foster our growth and assist our clients while at the same time look to the future.

Respecting our land and controlling our environmental impact have always been key issues addressed by Alki and are naturally central to this architectural project.

This innovative workshop will also strengthen the alliance between the craftsmanship and cutting-edge technology, which characterises the expertise of our artisans, placed at the service of our clients.

Ecovadis Evaluation



Evaluation publication: 7 mars 2023

Valid until: 7th March 2024

CSR performance:

Détail du score

La performance RSE de ALKI SA est :
Adaptée

Performance en matière de RSE

● Insuffisante

● Partielle

● Adaptée

● Avancée

● Excellente

— Score moyen

