

Sustainability

Our Approach

ALPHA Acoustiki
#akouStiFisi



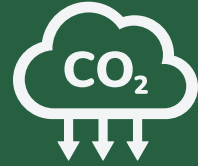
At ALPHA Acoustics S.A., sustainability is the foundation of our strategy as we align our efforts with the United Nations Sustainable Development Goals (SDGs). We are committed to fostering economic growth, advancing social inclusion, and protecting the environment to address present needs without compromising the future.

ALPHA Acoustiki at a glance

Ref. 2024



45+ years
of expertise in:
Noise Reduction
Room Acoustics
Vibration Control



12 tons CO2
emission reduction



EXPORTS approximately
25% of Turnover.



Vibro

Design +Production of
48 innovative
VIBRATION isolation systems.



Annual Turnover Growth
+25% in the last 3 years.



Riyadh, Saudi Arabia Metro



Distribution of products
made from **REcycled PET**
Bottles =33 tons

Establishment of corporate brands:

- Vibro
- ALPHAacoustic
- ALPHAfon
- POLYFON
- ISOLFON
- iZiFON
- iZiSound
- AcouceLL
- SONUSFelt



Strengthening the Greek economy
by preventing the import of:

- **Anti-vibration products** : €1,000,000/year
(estimate)
- **Acoustic panels**: €800,000/year (estimate)

Distribution of products
made from **REcycled RUBBER**
300 tons.



Objectives

ALPHA Acoustiki
#akouStiFisi 

Our approach focuses on **reducing emissions**, driving **innovation**, and promoting **equality** to create a more **sustainable world**. This dedication is reflected in our key initiatives across three main pillars:



Environmental Responsibility

Taking concrete actions to reduce our carbon footprint, embrace renewable energy, and adopt sustainable practices in manufacturing.



Social Impact

Enhancing employee well-being, supporting local communities, promoting gender equality, and offering opportunities for young professionals.



Ethical Governance

Upholding transparency, integrity, and accountability through strict anti-bribery policies and ethical decision-making.

By integrating the SDGs into our operations, we aim to deliver innovative solutions while contributing to a sustainable, inclusive, and responsible future.

Environment

Our Commitment to a Greener Future

In today's business landscape, sustainable mobility and environmental awareness are vital for any forward-thinking, responsible company striving to protect the planet. At ALPHA Acoustiki S.A., we go beyond words and promises—we take practical actions to demonstrate our unwavering commitment to environmental sustainability.

Through strategic decisions and the integration of eco-friendly practices, we embed sustainability and environmental protection into every aspect of our operations. From reducing our carbon footprint to implementing resource-efficient solutions, we actively contribute to a greener, more sustainable future.

Explore the steps we're taking to achieve our sustainability goals and make a meaningful impact on the environment—because every action counts when it comes to protecting our planet.

[LEARN MORE](#)





Social Responsibility

Positive Social Impact: Our Commitment to Ethical Practices and Community Support

In today's competitive business landscape, creating a positive social impact is no longer optional—it's a core value for companies dedicated to ethical practices and meaningful community engagement.

Our unwavering commitment to these principles shapes every action we take, from promoting diversity to actively supporting initiatives that drive positive change. Below, we share the beliefs that guide us and the steps we take daily to bring them to life.

[LEARN MORE](#)

Governance

Redefining Excellence with Integrity, Sustainability, and Community Care

At ALPHA Acoustiki S.A., our commitment to integrity, sustainability, and the well-being of our employees and communities lies at the heart of everything we do.

By combining responsible practices with a people-first approach, we not only prioritize long-term success but also ensure that our operations positively impact those around us. This unwavering dedication fuels our drive to lead with purpose and inspire meaningful change.

[LEARN MORE](#)



In alignment with the United Nations Sustainable Development Goals.



The 2030 Agenda for Sustainable Development by U.N.

CEO's Message

At ALPHA Acoustiki S.A., inspired by the Sustainable Development Goals (SDGs), we voluntarily create this report, even though it is not required by law due to our company size. We believe that, obligatory or not, every organization should contribute to a better society. This report highlights our efforts in sustainability, equality, and community support, showcasing our commitment to a better future for all.

Together, we can make sustainability not just a goal, but a way of life.

Warm regards,

THEODORE ARGOUDELIS

Founder - ALPHA ACOUSTIKI

CEO General Manager

Mechanical Engineer,

Acoustic Consultant

with over 45 years experience



Change starts with
YOU

Our Environmental Actions



Sustainable Mobility and Environmental Responsibility at Alpha Acoustiki S.A.

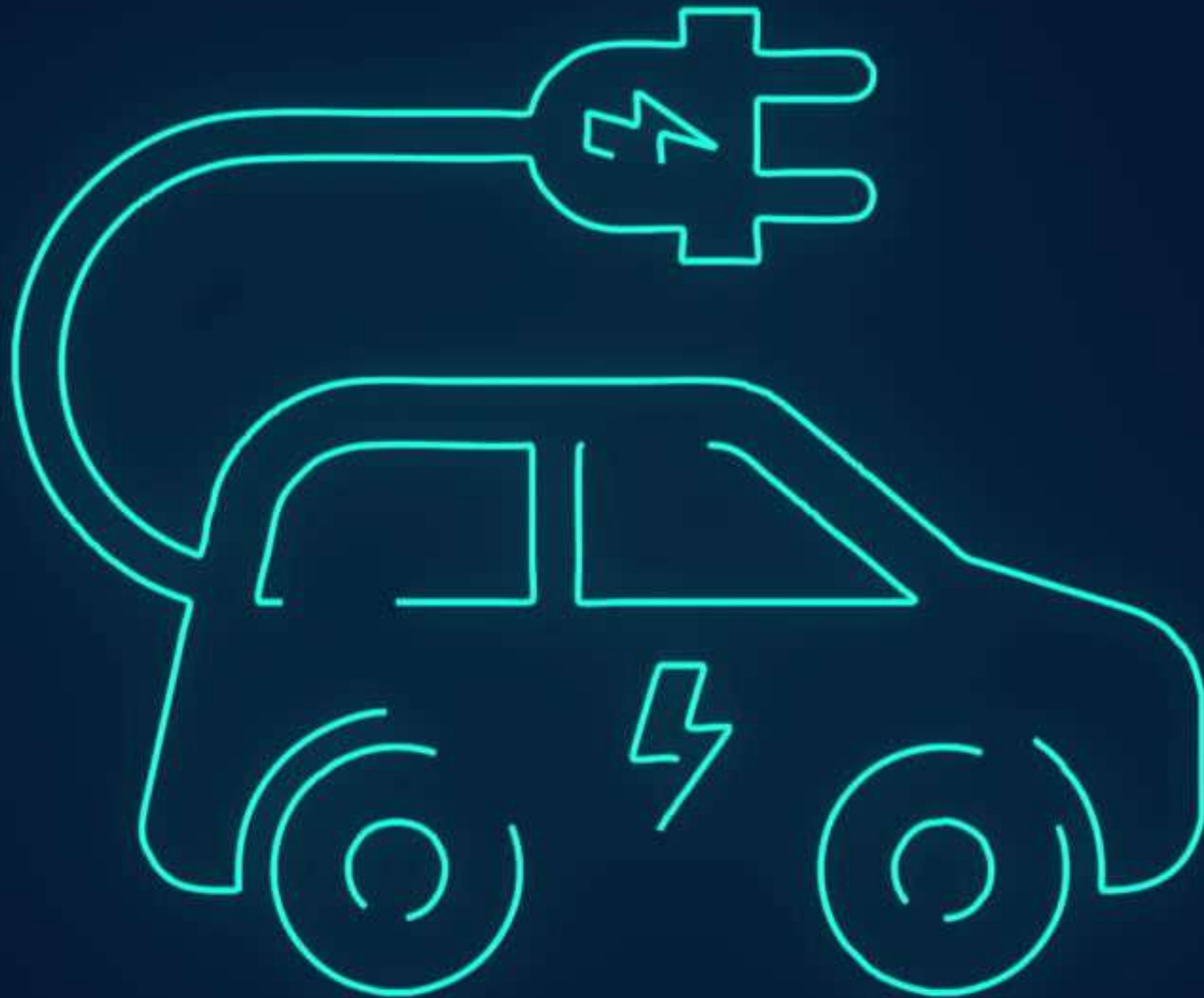
In today's business world, sustainable mobility and environmental awareness are essential pillars of a responsible and successful company that respects the planet. At Alpha Acoustiki S.A., we don't just talk about environmental protection, we implement it through tangible and impactful actions.

By embedding sustainability into our operations, we aim to make a meaningful contribution to protecting the environment while setting an example for others. Here's how we are achieving our goals with practical initiatives.

Solar Panels

To reduce dependence on conventional energy sources, Alpha Acoustiki S.A. has installed advanced **solar panels**. These panels **power our headquarters and part of our production lines**, ensuring a greener and more energy-efficient operation. This initiative directly contributes to lowering our carbon footprint and embracing renewable energy as part of our daily business practices.





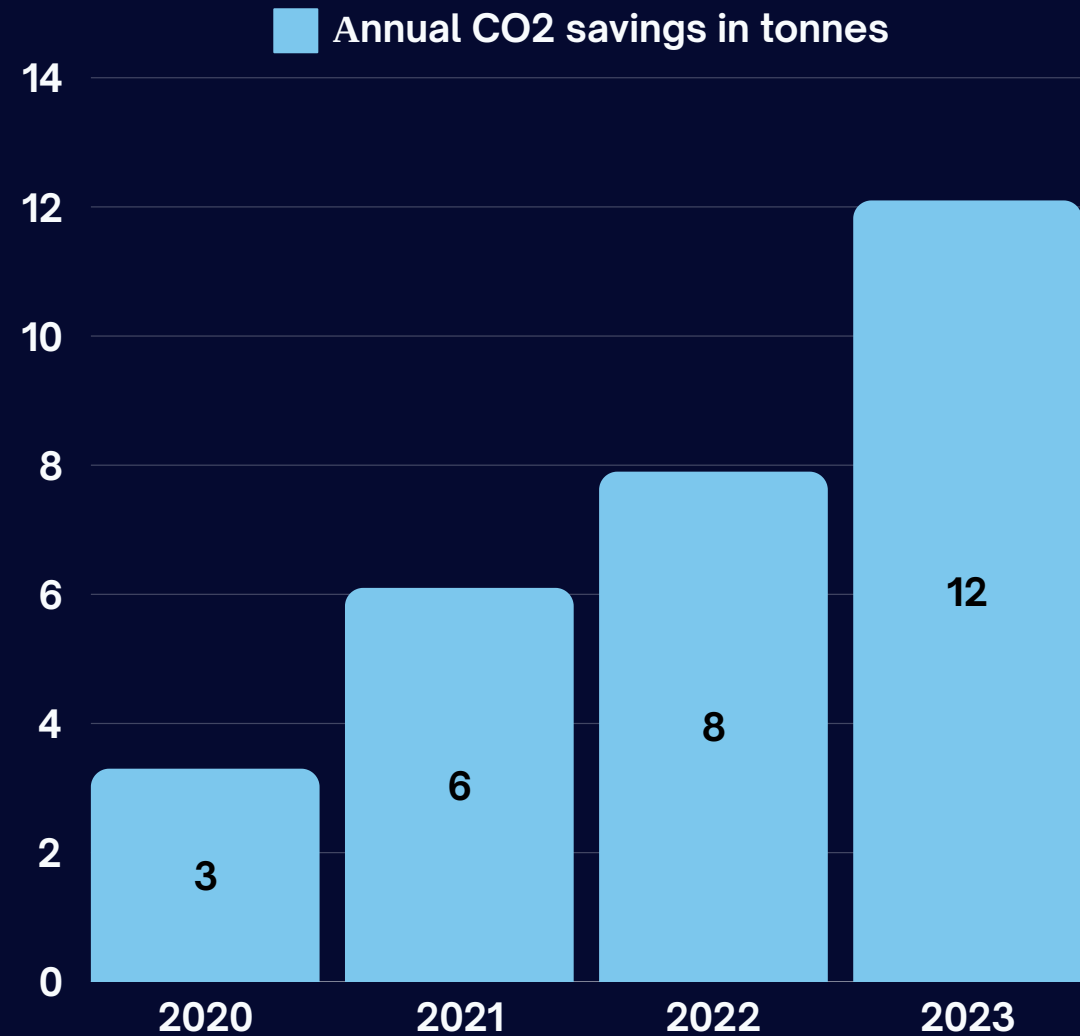
Electric Vehicles for City Transport

Sustainable mobility is at the heart of Alpha Acoustiki's environmental strategy. Our fleet now includes **4 electric and hybrid vehicles**, which are used for city transport. These vehicles, charged via our **solar-powered photovoltaic panels**, are a step forward in reducing emissions and improving air quality.

Electric vehicles are a cleaner alternative, emitting no pollutants, and they help mitigate the impact of transportation on the environment. By using renewable energy for charging, we further reinforce our commitment to sustainability and lower our overall environmental impact.

Minimizing CO2 emissions Progress

ALPHA Acoustiki, has replaced its fleet with four new electric and hybrid vehicles, which are charged through our photovoltaic panels, resulting in a significant reduction in CO2 emissions, as shown in the accompanying chart.



Date:
November 2024

Electric vehicle charger installation

An electric vehicle charging station has been installed at the entrance of our office parking area. This charger is not only for our company's electric vehicles but is also available for customers driving electric cars. By providing this facility, we aim to inspire our customers to adopt sustainable transport options, fostering a shared commitment to reducing environmental impact.



Recycled Materials

The company uses and promotes recycled materials to create new products designed and produced in Greece. It also offers products with a high content of recycled raw materials in its product range.

Typical examples include

ISOLFON-ReRub, made from recycled car tires (ELT),

ISOLFON- ReBond from recycled foam materials, **iZiFON**, Polyester fiber slabs, made from recycled plastic bottles (PET).

ReVib-Brick, Vibration isolation pad, made from recycled car tires (ELT)

These products not only contribute to sustainability but also promote the circular economy.



Annual Supply of products made from recycled raw materials

In 2023, our company proudly utilized recycled elastic tyres, PET bottles, and polyurethane foam to offer an eco-conscious selection of products. By embracing sustainable materials, we contribute to reducing waste and promoting a greener future. 🌍♻️



ISOLFON - ReBond

■ Recycled polyurethane foams (kg).

15000



iZiFON

■ Recycled PET bottles (pieces).

980000



ISOLFON - ReRub

■ Recycled ELT tyres (kg).

308000

Date:
November 2024



Recycling

The company actively promotes sustainability by engaging in fabric recycling, repurposing textile waste to prevent it from ending up in landfills. Additionally, we facilitate battery recycling through the use of specialized “AFIS” bins and we collaborate with ELECTROCYCLE to ensure the proper recycling of old electrical devices.

These initiatives play a vital role in conserving resources and minimizing environmental pollution, reflecting the company’s commitment to eco-friendly practices.

Participation in Tree Planting

The company's staff participates annually in tree planting with drought-resistant plants, suitable for the Greek climate.



Employee Mobilization

Some of our employees inspire with their decision to use electric and regular bicycles for their commutes. In this way, they contribute to reducing emissions and promote their health and well-being.

This fact particularly pleases us as these employees align with the company's principles and visions.

ISO 14001 Certification

The company is certified with ISO14001, ensuring that all its products are designed and produced according to the highest environmental management standards. This certification confirms our dedication to maintaining quality and sustainability.





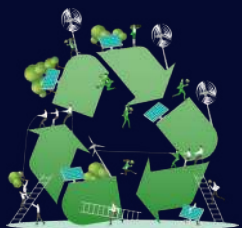
FIGHT TODAY
FOR A BETTER
TOMORROW

**Our Goals for the
next five years**

OUR GOALS

1. Development of Sustainable Materials

Research & Development (R&D) for Low Environmental Impact Materials: Create new products that provide excellent acoustic properties with minimal environmental impact



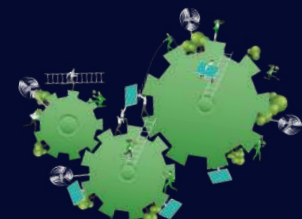
2. Circular Economy Implementation

Design for Recycling: Integrate recyclability into the product design phase. This includes choosing materials that are easy to recycle or can be reused at the end of their lifecycle.



3. Promoting Healthy and Sustainable Construction

Strategic Partnerships with the Construction and Architecture Sectors: Collaborate with companies and stakeholders in the construction sector to promote the use of antivibration systems and acoustic panels as part of sustainable, energy-efficient buildings. This could involve participating in green building initiatives (e.g., LEED, BREEAM) or in sustainable construction projects.



4. Certifications and Compliance with Environmental Standards

Eco-Friendly Product Certifications (e.g., Ecolabel): Consider obtaining environmental certifications for our products that guarantee they meet strict environmental criteria and allow customers to identify them as eco-friendly.



5. Training and Awareness

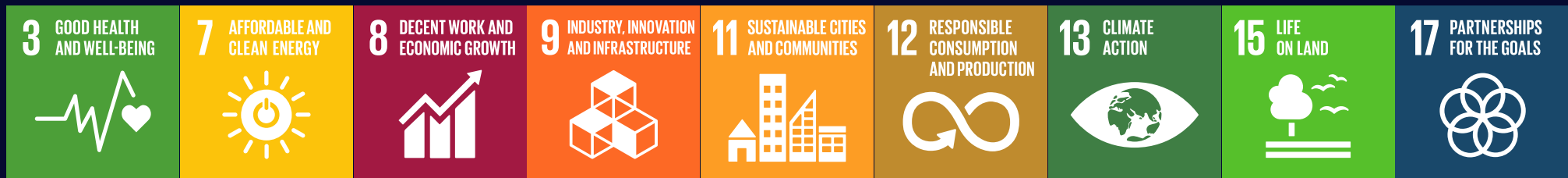
Customer Awareness and Engagement: Create awareness programs for customers about the environmental benefits of our products and the sustainable practices we follow, promoting the value of sustainability and environmental responsibility.



Our Goals for the next five years

These actions will help **ALPHA ACOUSTIKI S.A.** continue to advance its efforts in being an environmentally responsible and innovative company in the field of acoustic improvements, while contributing to environmental protection in a sustainable way.

Through these initiatives, our company shows its dedication to environmental management and sets a positive example for other businesses in the industry. The company's ongoing commitment to sustainability and reducing its environmental impact reflects its goal of promoting a responsible and sustainable business model.



Understanding Social Sustainability and ESG Goals

Social ESG focuses on how companies manage relationships with employees, communities, and other stakeholders, emphasizing human rights, diversity, fair labor practices, and community impact. Key actions under Social ESG include promoting labor rights (fair wages, safe working conditions), ensuring diversity and inclusion, fostering community engagement, supporting employee well-being, and advocating for human rights in supply chains. These efforts aim to create positive social change, reduce inequality, and improve quality of life for all.

ESG



Our Actions

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In today's business landscape, creating a positive social impact is essential for any company committed to ethical practices and community support.

At ALPHA Acoustiki we place strong emphasis on fostering an inclusive, diverse, and supportive workplace and community.

Allow us to introduce below our beliefs and our daily effort to apply them to our every action.

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Commitment to Diversity and Inclusion



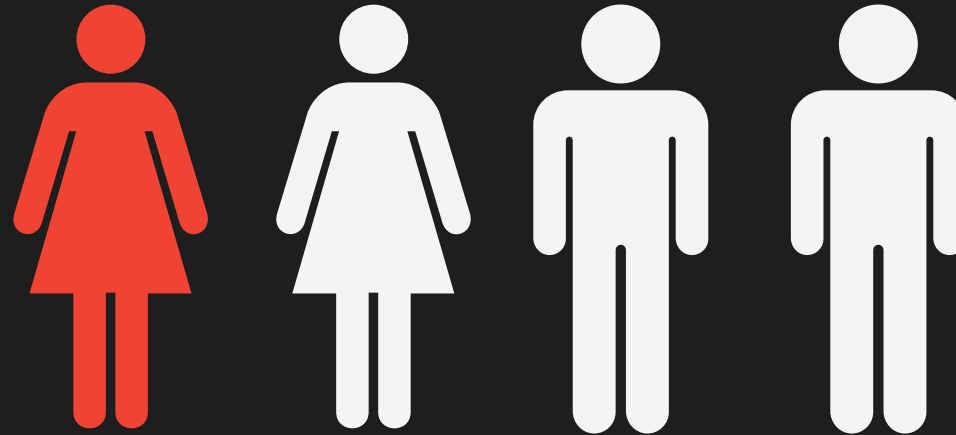
One of our key commitments is maintaining equal representation across genders within our workforce. With a balance of women and men, we create a fair, inclusive environment where everyone's voice is valued.

Specifically:

- We actively recruit young professionals, offering meaningful opportunities for growth, career advancement, and skill development. .
- Our team also reflects a diverse range of nationalities We currently hire employees from 4 different nationalities.
- We work with people from all different age brackets, providing opportunities for all without discrimination.

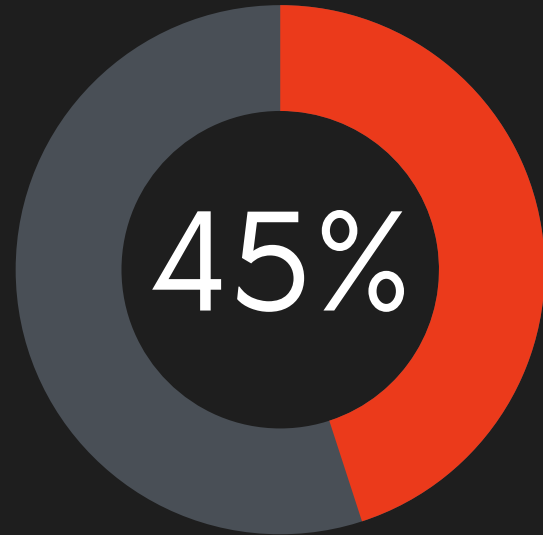
This approach promotes innovation, bringing fresh perspectives that drive our team's success.

According to UN
1 IN 4 YOUNG PEOPLE
Are not in employment or education.
With young women more than twice as likely as
young men to be in this situation.



(U.N. 2022)

Recognizing the gravity of this inequality,
ALPHA Acoustiki takes proactive steps to address this issue
by ensuring equal opportunities for career growth



Nearly half of our office workforce is made up of women, highlighting our commitment to gender diversity and inclusion.



2 out of 5

Members of our workforce are young professionals without work experience. We offer meaningful opportunities for growth, career advancement, and skill development.

Social Impact: Our Actions

At Alpha Acoustiki, we believe in fostering inclusivity both inside and outside the workplace. To ensure equal access for all, we have installed a ramp outside our offices, providing easy entry for individuals with mobility challenges, including those using wheelchairs or experiencing other physical disabilities. This is just one example of our commitment to creating an environment where everyone is welcome and supported.



Promoting Employee Well-Being

At **ALPHA Acoustiki**, we prioritize the mental and physical well-being of our employees by creating a supportive and healthy work environment. We continually implement actions and policies to ensure their happiness, satisfaction, and productivity:

- **Lead by Example: Acoustic Panels for Well-Being**

As leaders in acoustic solutions, we prioritize addressing noise pollution's impact on workplace stress, focus, and productivity. Our signature acoustic panels, installed in our office spaces, showcase their ability to create quiet, stress-free environments that enhance concentration, creativity, and productivity. Research from the World Green Building Council highlights that reducing workplace noise can improve performance by up to 15% and lower stress-related symptoms by 27%. Trusted across sectors like hospitals, schools, and corporate offices, our panels transform noisy spaces into productive, calming environments.



- Employee-Centric Workplace Design

Ergonomic Office Solutions: To support physical health, our offices are equipped with ergonomic furniture designed to reduce strain and promote comfort.

Biophilic Design Elements: We integrate natural lighting into our offices, as exposure to natural light has been linked to a 19% improvement in mental well-being and a 23% increase in workplace satisfaction (source: Harvard Business Review).

- Fostering Collaboration and Personal Growth

Team-Building Activities: Regular team-building exercises encourage collaboration and strengthen workplace relationships, creating a harmonious and cooperative culture.

Career Development Opportunities: We empower employees with training programs and workshops to support their professional growth. Our mentorship initiatives provide guidance and inspiration for continuous improvement.

Flexible Working Policies: To promote work-life balance and reduce stress, we offer flexible working hours, enabling employees to manage personal and professional commitments effectively.



Supporting Local Communities



Beyond our workplace, ALPHA Acoustiki is dedicated to helping those in need. Whenever possible, we contribute food donations to various organizations that provide essential resources to children and vulnerable populations.

In particular, we are currently supporting 3 charities in our region

These efforts reflect our commitment to making a tangible, positive impact within our communities by addressing food insecurity and supporting those most in need.

Strengthening the Greek Economy

Aligned with our mission to support the local economy, we prioritize sourcing almost all production materials from Greek- EU suppliers. By doing so, we uphold our quality standards, support Greek businesses, and create local jobs, ultimately contributing to the growth and resilience of the Greek economy.



OUR PROGRESS

Alpha Acoustiki is committed to socially sustainable growth, aligning its practices with 7 of the UN's Sustainable Development Goals. We actively support Quality Education through training and development programs, foster Gender Equality with inclusive workplace policies, and work towards Reduced Inequality by promoting diversity and equal opportunities. Our efforts contribute to Decent Work and Economic Growth by ensuring fair labor practices, while also enhancing Sustainable Cities and Communities through responsible urban acoustic solutions. Additionally, we drive Industry, Innovation, and Infrastructure by advancing cutting-edge acoustic technologies that contribute to both societal and environmental sustainability.



FUTURE GOALS

Alpha Acoustiki aims to expand its contributions to the UN's Sustainable Development Goals in the coming years. Alongside our existing initiatives, we are committed to addressing No Poverty, Zero Hunger, and strengthening Partnerships for the Goals. We will work towards creating positive social and environmental impact through these additional efforts, furthering our dedication to sustainable development.



UNDERSTANDING GOVERNANCE IN ESG

Governance in ESG focuses on directing and controlling companies with integrity, emphasizing leadership, accountability, transparency, and ethical practices. It includes corporate governance, anti-corruption, board diversity, and aligning decisions with stakeholders' long-term interests. Key actions include:

- Ensuring transparency in decision-making and reporting.
- Promoting diversity in leadership.
- Upholding compliance with laws and ethics.
- Implementing anti-corruption measures.
- Strengthening accountability through clear roles.



OUR VALUES

At Alpha Acoustiki, our core values guide our commitment to excellence, sustainability, and responsible practices. Before detailing our ESG actions, we highlight our Governance Values as the foundation for ethical decision-making and leadership.



Innovation

In the ever-evolving field of acoustics, innovation is key. We embrace new technologies, research, and methodologies to stay at the forefront of the industry, continuously developing solutions that are both advanced and sustainable.



Integrity

At Alpha Acoustiki, we believe in conducting business with the highest ethical standards. Transparency, honesty, and accountability guide all our actions, ensuring trust and strong relationships with clients, partners, and employees.



Excellence

We strive for excellence in every project we undertake. By maintaining the highest quality standards, using cutting-edge technology, and continually improving our processes, we deliver outstanding results that exceed expectations.



Sustainability

Alpha Acoustiki is committed to environmental responsibility. We integrate sustainable practices into our work and aim to design and implement acoustic solutions that contribute to a more eco-friendly future.



Customer Focus

Our clients' needs and satisfaction are at the heart of everything we do. We listen, understand, and provide tailored solutions to ensure their goals are achieved, fostering long-term partnerships built on trust and respect.



Collaboration

We value teamwork and believe that collaboration between our diverse team members, clients, and partners fosters innovative solutions and mutual success. Together, we solve challenges creatively and effectively.

Governance



Our Actions

- **Transparency and Moral Management**

Transparency and moral management are essential to our business's operations. By adhering to a code of conduct that directs decision-making and guarantees accountability at all levels, we uphold a high standard of integrity.

By ensuring that the opinions of all stakeholders are heard, our governance structure promotes an inclusive and transparent culture.

- **Fair and Equal Policies**

We have put in place fair and equal hiring, compensation, and promotion policies that prioritize diversity and meritocracy in an effort to practice good governance.

Our dedication to equal representation guarantees that leaders have a range of viewpoints, which improves decision-making and promotes a comprehensive governance structure.

Employee Well-Being

We actively support employee well-being through:

- Training and development opportunities.
- Flexible work schedules.
- Health and wellness initiatives.



Community Engagement

Volunteerism and Partnerships:

- We regularly participate in volunteer days and collaborate with local non-profits to address pressing community needs and contribute to sustainable development.

Governance

Commitment to Circular Economy and Sustainability

Even with a long history of sustainable practices, our company aims to achieve more goals in the circular economy and sustainability. We strive to stay informed about the latest developments and evidence regarding sustainable practices, continuously seeking new ways to improve.

Our commitment is to adapt to the ever-evolving landscape of sustainability, ensuring that we not only enhance our own operations but also comply with any new laws and regulations that arise.

We are dedicated to improving every day, striving for a future that supports both people and the planet.

ANTI-CORRUPTION AND ETHICS POLICY

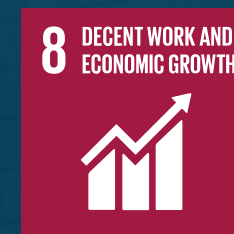
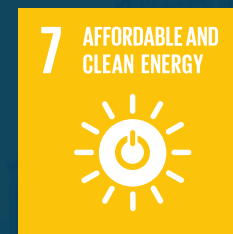
ALPHA ACOUSTIKI S.A. HAS ROBUST POLICIES IN PLACE TO PREVENT CORRUPTION AND ENSURE ETHICAL CONDUCT THROUGHOUT OUR OPERATIONS.

PLEASE BE INFORMED ABOUT **OUR CODE OF CONDUCT**, WHICH WAS DEVELOPED IN ORDER TO MAKE CLEAR TO OUR EMPLOYEES, PARTNERS AND SUPPLIERS THE OPERATING RULES OF OUR COMPANY.

WE CONDUCT REGULAR ANTI-BRIBERY TRAINING FOR OUR EMPLOYEES AND MAINTAIN AN ETHICS HOTLINE TO UPHOLD TRANSPARENCY AND ACCOUNTABILITY.

OUR PROGRESS

At Alpha Acoustiki, we are constantly striving to improve our efforts in supporting the United Nations Sustainable Development Goals (SDGs). We are proud to have contributed to goals such as Good Health and Well-Being, Quality Education, Gender Equality, Affordable and Clean Energy, Decent Work and Economic Growth, Industry Innovation and Infrastructure, Reduced Inequality, Sustainable Cities and Communities, Responsible Consumption and Production, Climate Action, Life on Land, and Partnerships for the Goals. While we've made great strides, we are committed to continually improving and making an even greater impact.



FUTURE GOALS

Having achieved many of its goals, our company is moving towards achieving all 17 UN sustainable development goals as outlined in the 2030 Agenda for Sustainable Development. This ambitious pursuit reflects the company's commitment to global sustainability standards and its role in fostering a better future for all.





In TUNE with YOUR needs

More info:

<https://alphacoustic.com/en/sustainability/>