



Social – Employee Relations

Overview

At Albany, we treat each other with kindness and respect. We foster an environment in which people are valued and can fully unleash their potential, enjoy their career and live the greatest employee experience. We believe in the power of open and transparent communication throughout the organization and endeavor to ensure our employees' voices are heard.






We are committed to respecting, protecting, and promoting fundamental human rights consistent with our values. We strive to respect and promote human rights in our relationships with our employees, suppliers, customers, and stakeholders in accordance with the UN Guiding Principles on Business and Human Rights.

Our policies, procedures and code of ethics help ensure our employees understand where Albany stands and know how to raise a question, concern or issue.

Key Initiatives

- **Business Ethics Portal:** This online platform includes all related policies and clear procedures for reporting violations and concerns.
- **Innovative and Inclusive Employee Value Proposition:** We ensure that all employees receive a range of inclusive and modernized compensation, benefits and total rewards for their critical contributions at Albany.
- **Your Voice Matters:** This online platform allows employees to reach out directly to top leaders via email.
- **Onboarding & Immersion Program:** When employees join Albany, they are welcomed through a formal program until they are fully integrated into our employee community.
- **All Hands Meetings:** Quarterly face-to-face meetings with all employees are held at each site or by function.
- **Social media platforms (LinkedIn, Facebook, Glassdoor, Indeed):** Albany is active on all of these platforms, which allows for commenting and other feedback.
- **Quarterly CEO Town Hall Meetings:** Every quarter, our President and CEO virtually connects with all Albany employees to discuss important topics such as Safety, Quarterly Financial Results, and Business Strategy.

Relevant Policies/Governance Documents

- [Business Ethics Policy](#) 
- [Anti-Slavery and Human Trafficking Policy](#) 
- [Abusive Conduct Prevention Policy](#) 
- [Complaints and Concerns Policy](#) 
- [Workplace Investigations Policy](#) 

Key Metrics/Qualitative Evidence

- We have been named one of the Best Mid-Sized Companies by Forbes

