

Corporate Social Responsibility

Social responsibility at IAI



2013/2014

Statutory report on social responsibility, cf. Sections 99a and 99b of the Danish Financial Statements Act.

IB ANDRESEN INDUSTRI

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Foreword

Once again it gives us great pleasure to present Ib Andresen Industri's CSR Report.

The aim of our CSR Report remains as always to describe how, in our day-to-day business, we implement our values and ethical rules in the form of specific actions, so that we become still better at shouldering **our responsibility**

- **as a supplier** to our business associates,
- **as a workplace** for our employees and
- **as part of society in general**, in which we wish to exercise the social responsibility we share with others.

Our annual CSR reports help us maintain our focus on implementing the objectives we set ourselves, so that we may always be an even better business associate for our customers and suppliers, a better workplace for our employees and an active contributor to society.

In the 2013/14 financial year, one of our key CSR activities has been in the area of working environment, where 485 employees have undertaken a course in safety culture and behaviour. This is in recognition of the fact that it is not enough to have a high level of safety for machines and equipment – the human factor is also very important for safety in the workplace.

We hope that the significant personal involvement of our employees, where 50 safety ambassadors now look after their own and their colleagues' safety on a daily basis, can help eliminate accidents in the workplace by ensuring greater care and attention.

This CSR report, which covers the company Ib Andresen Industri A/S, Danish Business Register No. DK35745114 incl. its subsidiary Ib Andresen Industri Vejle A/S, Danish Business Register No. DK87846113, constitutes an integral part of the Management's Review in the 2013/14 Annual Report for Ib Andresen Industri A/S.

September 2014

CSR Coordinator
Birgitte Reichhardt

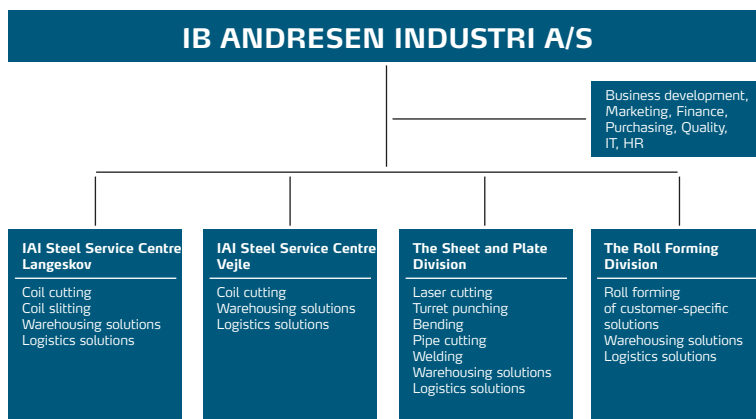
CEO
Ib Andresen

IAI's Business Concept

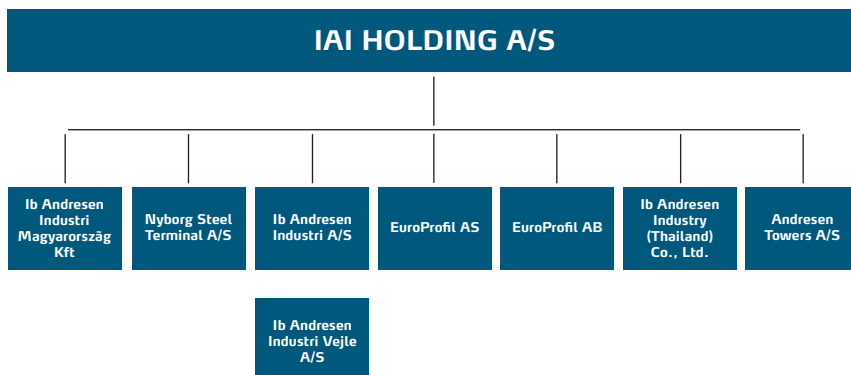
"Ib Andresen Industri (IAI) is a supplier of international renown specialising in the processing of steel and metals, mainly in coil, sheet and tubular form, based on extensive expertise and advanced technologies.

IAI's workplaces must continue to be attractive, allowing us to attract employees who are both highly proficient and dynamic in their approach."

IAI's business areas



Ib Andresen Industri A/S is a subsidiary of IAI Holding A/S:



IAI's values

IAI's values express certain underlying features – our corporate culture – which should be the guiding principles for all our actions, internally and externally alike.



Trust and respect

We base our partnership on trust and respect. We treat everyone – customers, suppliers and colleagues – as we ourselves would wish to be treated. Our business associates should rely on of us in all respects.



Commitment and responsibility

We realise that a sense of shared commitment develops our company and generates the greatest value in our day-to-day work. We understand, acknowledge and shoulder our shared and individual responsibilities – and are here because we want to be.



Innovation and development

We use and develop our creativity and innovative abilities in a setting where the ability to identify new opportunities and the willingness to exploit them is appreciated – to ensure that we continue to remain among the best in all our areas of specialisation, and to ensure that our customers get the best solutions possible.



Growth and profitability

We strive to ensure that all our businesses and investments (financial, technological and human) are profitable so that they contribute to growth and our continued independence. Good earnings are a means of developing our company.



Business ethics

On the basis of our corporate values, it is our aim to be a responsible company in the way we pursue our business with our business associates.

We show a high degree of responsibility in respect of our own employees, and as a company of international standing we are conscious of our responsibility towards the people and societies in those parts of the world in which we do business.

We support the principles of the UN's Global Compact whose purpose is to promote sustainable social development based on 10 internationally recognised principles relating to human rights, employee rights, the environment and the elimination of corruption. We seek to ensure that our business partners do likewise. This is reflected in our following positions on:

1. **Human rights**
2. **Employee rights**
3. **Diversity**
4. **Environment**
5. **Anti-corruption**



1. Human rights

"Trust and respect" is one of IAI's four core values, and this means that we see all people as equal and entitled to equal treatment and respect, irrespective of race, colour, gender, age, nationality, religious creed, political persuasion and sexual orientation. We respect international law on human rights at all of IAI's workplaces and will react to breaches of these, including breaches at any of our business associates.

In addition to complying with applicable legislation, IAI's policies designed to support human rights include the following: Integration Policy, Anti-Bullying Policy, Sexual Harassment Policy, Health Policy and an Senior Employees Policy, where we use meetings with older members of the workforce to ensure that employees always have a job which is within their capacities both physically and mentally, including as they get older.

We continually undertake activities designed to further both the mental and physical working environment, as well as employee health. During the past financial year, for instance, all 485 employees attended a course on appropriate safety culture and behaviour aimed at reducing the risk of accidents in the workplace (see under Working Environment on page 22).

In the forthcoming financial year IAI intends to finalise a Code of Conduct which is to be implemented in respect of our suppliers (see page 11). It will include supplier observance of human rights as a key element.

Business ethics

2. Diversity

We support diversity in our corporate organisation, as diversity contributes to greater innovation, stronger teamwork and more effective problem solving. It is our aim that at least one sixth of the company's board members elected in the annual general meeting will be women. We aim to achieve this by 2018 at the latest.

We also recognise that, at other levels of management too, diversity promotes a sound, well-balanced working environment and a more nuanced approach to carrying out tasks and solving problems in our daily routines. We are aware that as a manufacturing company within the metal industry we are generally a male-dominated operation, and that it is therefore difficult to achieve a 50/50 split between male and female managers.

Nevertheless, it is our policy that we should better reflect general society in this area, and it is our aim that by 2018 female managers should occupy 10% of the company's managerial positions.

Generally in our recruitment we encourage all qualified candidates, irrespective of gender, to apply for our vacancies.

Action planned for 2014/15

To get more women occupying our managerial positions, we will analyse our branding when it comes to both in-house and external recruitment and will adapt it to better appeal to women, given that currently we have few female applicants for our managerial vacancies.

3. Employee rights

IAI is fully committed to a safe and secure working environment, where we respect our employees' freedom of association and their right to organise themselves and engage in collective bargaining, as well as all other employee rights enshrined in law. IAI ensures that no use is made of child or forced labour at the workplaces of IAI and its sister companies and will react to breaches in this area found at any of its business associates. IAI will ensure that any discriminatory behaviour at our workplaces is eliminated.

4. Environment

IAI is an environmentally aware and energy-conscious company. IAI's production and services shall be performed with a minimum of pollution of the external environment, duly allowing for the technical and economic options open to the company. We comply with all laws and authority requirements in this field.

Our impact on the climate also features as a factor in our Environmental Policy. We have ongoing measures in place to reduce our impact on the climate. During the current financial year we have focused on the energy we use for comfort cooling, as well as producing a survey pinpointing the sources responsible for most of our energy consumption, with a view to reducing them (see under Environment, page 31). Each year we choose a new focal area with the aim of reducing our environmental impact. Every two years we produce an Environmental Impact Statement.

5. Anti-corruption

IAI will work against corruption and economic exploitation in all their forms.

Bribery: IAI neither offers nor accepts bribes in any form.

Facilitation payments: IAI does not permit facilitation payments.

Gifts: IAI only gives and accepts occasional gifts of a modest nature.

Political and charitable contributions: IAI does not make contributions to political parties.

Contributions to charities are decided at Director level.

IAI's CSR Policy

With our CSR commitment, at IAI we want to convert our values and ethical rules into tangible actions, so we continually set new objectives and become ever better at shouldering **our responsibility** –

– **as a supplier**, because we are a key element in a supply chain and therefore have a particular responsibility for the products and services we provide and for being worthy of the trust placed in us by our business associates.

– **as a workplace**, because we feel responsible for maintaining a secure workplace with a good physical and mental working environment where a high level of information and ongoing development and education engender job satisfaction and commitment.

– **as a part of society**, because we feel responsible for mitigating the company's environmental impact out of consideration for our natural environment and also wish to shoulder our share of the responsibility for our local community.

The actions we take to meet the demands of our CSR Policy and the outcomes of those actions are described in this CSR Report.



Business connections

As a supplier company of international standing, Ib Andresen Industri (IAI) is characterised by high levels of integrity and business ethics. Our ethical beliefs are rooted in our values, and it is our objective that all trade should be conducted with correspondingly trustworthy and responsible business connections.

Any actions that may cast doubt on our integrity and business ethics are unacceptable.

Trade with customers and suppliers

We insist that all our business connections, including both customers and suppliers, should be responsible companies which comply with applicable legislation, including provisions governing safety, climate, environment and human rights.

Suppliers

IAI's main strategic product is steel, of which around 90% is bought directly from steelworks. The steelworks are always inspected and assessed before becoming IAI suppliers. Steel is produced worldwide, but the majority of the steel which reaches IAI originates in Western Europe, and we have found that the steelworks there operate in accordance with our expectations in terms of responsibility.

Steelworks outside of Western Europe can sometimes be more problematic in terms of responsibility, and IAI has on several occasions rejected steelworks as potential suppliers because our inspection has identified grounds for concern in terms of responsibility.



Current focal area

Objective

Undertake a risk assessment of the extent to which IAI suppliers respect human rights and act in accordance with a responsible environmental policy.

Actions taken in 2013/14

Outcomes for 2013/14

1	We examined to what extent our suppliers have an official CSR policy.	Of the 66 respondents, 22 (33%) have an official CSR policy.
2	We undertook a risk assessment based on the above.	Despite the absence of an official CSR policy, most of them did however have an official environmental policy. The suppliers in question are all based in Europe, and the lack of a CSR policy is not deemed critical. It does however underline the need to introduce an IAI Code of Conduct.

Action planned for 2014/15

1	Code of Conduct to be completed in respect of suppliers, and a start to be made on implementation.
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Customers

Current focal area:

Adaptation to the international focus on CSR as a competitive parameter

At a time of increasing international contacts, Ib Andersen Industri (IAI) must be recognised as a responsible supplier both locally and internationally. Our fundamental values are valued on all our markets, and we will reinforce communication of this fact.

Marketing of our CSR commitment to our customers

Objective

It is our objective to always communicate and provide information about our beliefs and values, including also our position on CSR, to our customers and other interested parties in our main markets. In order to provide the best possible basis for this to happen, we intend to continue to work on ensuring that our CSR position is thoroughly ingrained in all areas of the organisation.

Actions taken in 2013/14

Outcomes for 2013/14

1

We increased our CSR communication at market level, both through individual sales representatives in their meetings with customers and via exposure on digital media.

Our CSR report has been used as a tool to become approved as a supplier at several major international corporations. In this way our work on CSR has proved to be a competitive parameter, giving us an edge over companies which do not report on their CSR commitment.

Actions planned for 2014/15

1

We will continue to work on integrating our CSR position in our communication with our markets and in respect of our customers, as we see it as a competitive parameter of growing importance in a globalised society.

2

We will increase our internal focus on CSR and our own position in respect of it. Knowledge of our position on CSR and the ensuing results must be disseminated internally, so that our sales representatives and others with external contacts can engage in dialogue on this matter with our customers.



Solutions for sustainable forms of energy



At Ib Andresen Industri, we, like many others, are working on reducing the impact we have on the environment and introducing sustainable solutions wherever possible. However, our knowledge of sustainable solutions has also developed into a business area of its own. We have accordingly worked for many years in partnership with many of the major actors in the solar and wind energy industry. This has resulted in innovative and competitive solutions which have made a positive contribution to making these forms of alternative energy more widespread.

The illustration shows our stand at Intersolar in Munich, the world's biggest solar energy trade fair, where we bring our solutions to the attention of the wider market and enter into dialogue with its various actors.



Employees

It is the avowed aim of Ib Andresen Industri (IAI) to be a modern and attractive workplace providing a secure framework for the well-being and development of employees. The keywords for our approach to employees are delegation, involvement, competency development and focus on good management.

Although we always strive to ensure that the greatest possible consideration is given to the individual employee, consideration of the whole will however always predominate over consideration for the individual.

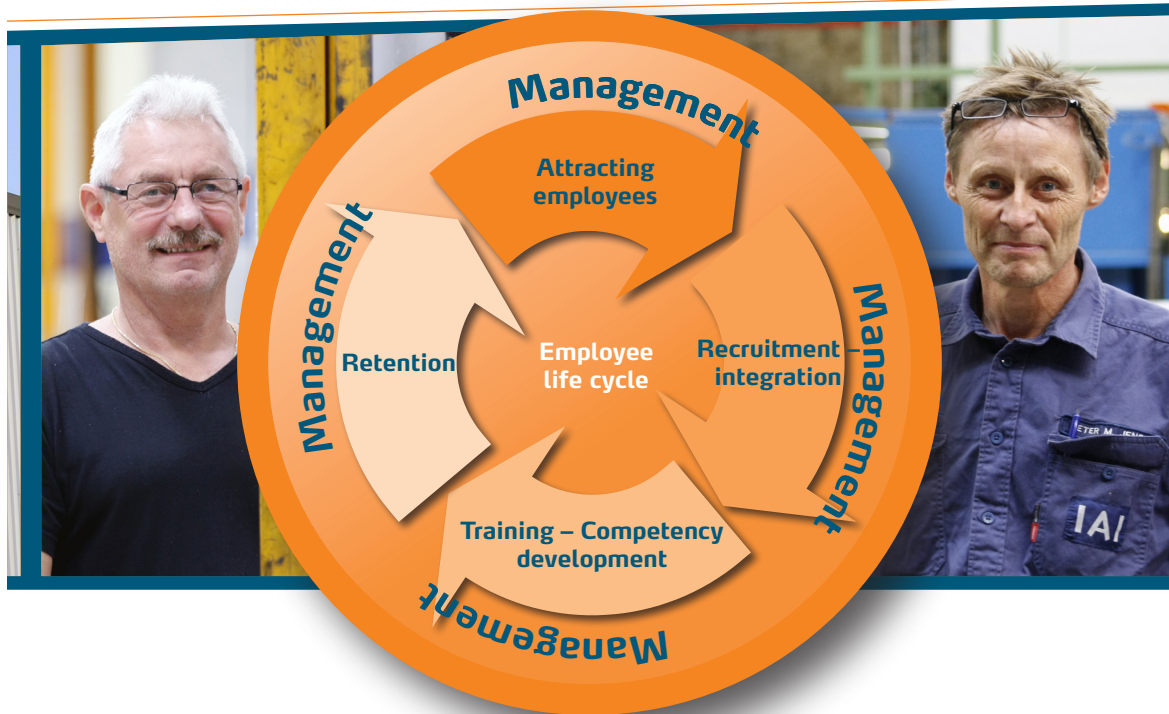
IAI will make extensive use of internal information channels and openness in respect of the outside world to ensure continued recognition of our company as a good workplace.

This is how we deal with human resource development:

Here at IAI, we take a holistic view of our employees and place equal weight on their needs in all stages of their employment.

After a thorough introduction to the company and job, our employee activities focus on delegation of tasks and involving employees in teams where they have a high level of independence.

The focus on the various areas may vary from year to year, since we have to assess the situation and needs of the company at the time in question.



Current focal areas:

1	Attracting employees By working with educational establishments and centres of expertise, and undertaking to receive visits and give presentations, we seek to ensure extensive knowledge of and interest in IAI as a workplace.
2	Recruitment/Integration As far as possible, IAI will recruit new employees via its own or selected media while at the same time ensuring their systematic and effective integration.
3	Training/Competency development Using active training and competency development initiatives (internal and external), IAI will continually upgrade the competency level of its employees. By working in partnership with educational establishments and centres of expertise we will facilitate transfer to the company of the latest knowledge and expertise.
4	Retention As far as possible, IAI will find suitable methods to retain qualified employees, and in those cases where this is not possible, ensure they obtain satisfactory placement elsewhere (see also Competency development).

1. Attracting employees


Objective

Our objective is to have direct contact with educational establishments at all levels of the education system – primary/secondary schools, adult vocational training centres, technical and vocational schools, further adult education centres and universities – with a view to contributing to the development of the education and training involved and to increase awareness of IAI.

In addition, via the provision of internships and facilities for those engaged on dissertations in connection with their studies, we seek to identify potential candidates for future employment.

Actions taken in 2013/14

Outcomes for 2013/14

<p>1</p>	<p>In our collaboration with educational establishments at all levels of the education system we provide assistance in the form of presentations, as well as arranging company visits and participating on advisory boards.</p> 	<p>The application rate for internships has been moderate over the period, but still reasonably stable. We have had interns from mechanical engineering and production engineering educations.</p> <p>We have not had the capacity within the organisation to take on the same number of interns as in the previous year.</p>
<p>2</p>	<p>In October 2013, we took part in a job fair for job seekers arranged by the job centres on Funen, as well as a job fair for engineers at the University of Southern Denmark (SDU).</p> <p>True to tradition, in March 2014 we also participated in the Careers Convention at SDU.</p> <p>In April 2014, we participated in the intern placement/assignment fair for engineers at SDU.</p>	<p>Though the level of applications at the job fair for job seekers was very high, we found that it was on the low side at the job fair for engineers. On the other hand, there were a lot of applications at the Careers Convention, where the students were aiming for a specific career. The intern placement fair at SDU was a great success, though more modest in scale. We received many relevant enquiries about internships for the forthcoming financial year, so it is a fair which we will definitely take part in in the future. Overall we talked to 500 individuals.</p>
<p>3</p>	<p>Over the period we had around 295 visitors from various educational establishments and organisations.</p>	<p>There are several returnees, so we are now known by several establishments which use us specifically to address topics like the working environment. There is no doubt this can be seen as a positive sign of good corporate branding.</p>

Action planned for 2014/15

<p>1</p>	<p>In autumn 2014, we signed an agreement with an intern from SDU to focus on analysing our branding directed at future employees, including use of social media, and proposing ways in which it may be redesigned.</p>
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Taking the teaching out to the companies and bringing the companies into the teaching

This is a phrase I often use when I meet those involved in teaching, be it at university, business schools, technical and vocational schools, adult vocational training centres or, indeed, at ordinary school level.

In week 7, Langeskov school held a project week on wind turbines for their Fourth class. As a local manufacturer of wind turbine towers, we were invited to participate. So while the school's teachers were on a seminar, we provided a contribution on wind turbines.

My colleague Morten Jensen prepared and conducted a presentation tailored to the level of understanding of the children.

In best Olsen Gang style, he said: "We shall use three plastic buckets, a trowel, 4 kg of garden soil (preferably with weeds), a football and a table tennis ball, a hair dryer, 12 pieces of 1200 x 3600 mm stiff card, gaffer tape, etc., and I shall have persuaded Ib Andersen to loan us his little demonstration tower."

"We'll meet outside the staff entrance on Tuesday at 08.24 hours and drive direct to the school, where we will set up, give the presentation and then quit the premises at exactly 10.58 hours."

Morten made a pretty decent job of relating the history of wind turbines, their potential uses and various design options. The youngsters concentrated and listened attentively, asking lots of extremely relevant questions, and I really believe they learnt something about designs, wind, etc.

The fact that we didn't end up with chaos in four acts is all down to our resident artist and a couple of teachers who exercised firm but fair control of the lively crowd.

The "bringing the company into the teaching" project was a complete success, and later we are planning to "take the teaching out to the company", by having a Ninth class class help us solve a specific task so that they can see that what they learn at school can be directly transferred to the real world at the company. I'm sure we can expect to be able to recruit some good employees from among these youngsters at some point in the future!

Finn Buch – HR Manager



2. Recruitment – Integration

Objective

In respect of potential applicants, IAI will at all times ensure that all applications, solicited and unsolicited, are dealt with correctly and promptly and shall maintain a high standard of process in the taking on of employees.

Actions taken in 2013/14		Outcomes for 2013/14
1	We have on average around 650 unsolicited applications on file. These are consulted whenever we need additional staff.	The comparatively hard work involved in maintaining the file and searching for candidates pays off in the long run. But given the limited recruitment of new employees at the moment, we should consider reducing the time devoted to this process.
2	Compared to the last financial year, there have been a lot fewer new appointments (34), and more people have left the company (49) than have joined it. On the other hand, we are finding that the organisation is looking for increasing specialisation in new employees.	We are therefore continuing to optimise our systems for handling recruitment to ensure that they take better account of the need for more specialised employees.

Actions planned for 2014/15

1	We plan to enter into an agreement with Lillebaelt Academy of Professional Higher Education for help on designing guidelines and preparing introductory/instruction materials in a minimum of one division with a view to providing a better introduction and initial training of employees.
2	We are looking at whether it might not be a good idea to automate and qualify the registration of all types of application.

3. Training – Competency development

Objective

IAI will at any one time have five apprentices/trainees undergoing training at the company.

Using Employee Development Interviews and change processes we have initiated, we will ensure that employees achieve the right levels of competency by developing and conducting relevant in-service training for the employees involved.

Actions taken in 2013/14		Outcomes for 2013/14
1	Over the period we qualified eight apprentices/trainees as commercial assistants, office assistant, industrial operators, locksmiths and electricians. We still have 10 apprentices/trainees undergoing training.	Our apprentices/trainees perform well in their work and we retain them in regular employment wherever possible. Approximately three quarters of all industrial operators we have trained are still employed by us, thus increasing the total number of younger employees in the company.
2	In the period just gone we focused on increased productivity, with a particular focus on working environment/safety, to which we have devoted a significant proportion of our energies and resources.	We have used internal and external courses to meet recurring training needs. We have provided training for all 485 employees in "safety culture and behaviour", and trained up 50 safety ambassadors to provide assistance to the working environment organisation. We have subsequently found that there are increased rates of recording of near-accidents and observations, which contributes to the increased focus on safety (see also page 22).
3	The Danish Industry Competency Development Fund (IKUF) committee did not see any need for campaigns in the period, as the scheme is well-known throughout the organisation.	All funds are being spent. We are currently investigating the advantages and drawbacks of transferring to the central fund, as against continuing to administer our funds ourselves. A decision is anticipated for August 2014.
4	The new pay system for employees paid by the hour has now been completed and implemented with the necessary changes in the EDI (Employee Development Interview) forms and the guidelines for using the system.	The pay system committee is following developments carefully and has met with the production managers on several occasions over the period. Feedback has been positive: The system is easy to understand and explain and is seen as a clear improvement over the previous one.

Action planned for 2014/15

1	In the forthcoming year we will adjust the EDI system for white collar staff and incorporate our company values.
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4. Retention

Objective

We shall deal with all enquiries relating to reduced working capacity with a view to finding an internal solution.

We shall implement measures designed to potentially reduce the work load of older employees.

Actions taken in 2013/14		Outcomes for 2013/14
1	<p>The accessible labour market.</p> <p>We work mainly with our current employees in this area. We participate in work test schemes for people from outside the company as well, as and when the opportunity presents itself.</p>	<p>We have cases pending where we are in contact with the relevant authorities. This cooperation is running smoothly and progressing well.</p>
2	<p>Our interorganisational Senior Committee, which focuses on issues which relate to older employees in the organisation, meets once a year to monitor progress on measures that have been deployed and to take the initiative on new measures when the need arises.</p> <p>In the past year, the committee focused on the Senior Interviews which are offered to employees beginning at age 55 and mandatory from age 58.</p>	<p>The Senior Committee has met and has reviewed the results of the Senior Interviews which have been conducted. The Committee is unanimous in its view that the scheme is working as intended.</p> <p>We currently have senior agreements with six employees.</p>

Action planned for 2014/15

1	<p>The Senior Committee will continue working on whatever measures are deemed necessary as a result of the Senior Interviews.</p>
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Working environment

It is the avowed aim of Ib Andresen Industri (IAI) to provide a safe and secure workplace, with a working environment that is beneficial both physically and mentally, and with a strong focus on employee safety, health and well-being.

This is how we deal with the working environment

The working environment organisation works on two levels. Each division/unit has its own full organisation and operates as an autonomous unit. Each unit contributes to the Group Working Environment Committee, providing a chairman and an employee representative. The Group Working Environment Committee is responsible for external reporting and the joint frameworks under which the local committees work.

Our Health Committee initiates activities designed to promote good health, and various care schemes look after employees who are in need of help. We have a number of in-house fitness clubs supported by the firm.



Current focal areas

1	The physical working environment A good working environment and high safety levels are ensured in a number of ways, including via the local Working Environment Organisation.
2	The mental working environment/well-being Our work relating to the mental working environment takes several forms, including job satisfaction analyses and workplace assessments (APV).
3	Health Via our Health Committee we can focus more on activities which promote good health.

The physical working environment/safety

Objective

Our major focus on the working environment must be further enhanced, and we are looking to at least halve the number of accidents in the workplace in 2015. The management must take every opportunity to discuss and flag up the importance of safety, and thereby underpin this heightened focus on safety culture and behaviour.

	Actions taken in 2013/14	Outcomes for 2013/14
1	<p>At the end of 2013 we initiated a project on influencing attitudes to the working environment and safety at IAI, as there continue to be several accidents in the workplace which could have been prevented if the correct attitude and due care and attention had been demonstrated. After working on safety in relation to machines and equipment for many years, we accordingly wanted to shift our focus to human factors, as accidents often occur as a result of carelessness.</p> <p>A consultation document was due to be submitted in September 2013 with a target of fewer accidents than comparable companies within in the Confederation of Danish Employers (DA).</p>	<p>All employees (485) have been on a course for enhancing the safety culture and behaviour at IAI (see also page 19).</p> <p>50 "volunteer employees" have subsequently been trained up to become "safety ambassadors", which means that they are required to carry out observations of potentially dangerous situations in more specific areas of the factory and engage fully with their colleagues in these areas about the need for safe behaviour.</p> <p>Plans have been produced for observations. These are adhered to in all areas.</p> <p>Near-accidents are recorded on boards so that they are visible to all, and they are also recorded on the intranet.</p> <p>Outcome: 22 accidents per million working hours with two hours of absence per 1000 hours.</p>
2	<p>The working environment organisation undertook to enhance exchange of information and look out for new ideas across IAI by instituting reciprocal safety tours.</p>	<p>Safety tours are being carried out across IAI. The Working Environment Committee representatives have confirmed that these have been beneficial and effective.</p> <p>Across IAI, a joint committee of safety coordinators has been set up, with a mandate to address matters which relate to all areas of IAI and ensure exchange of information.</p>
3	<p>In each area, specific action plans were to be produced, intended to meet the requirements of the Danish Working Environment Authority and bring about a significant reduction in absence due to accidents.</p> <p>The management was to discuss the working environment with employees each quarter.</p>	<p>Plans have been produced for measures in all areas. At least once a quarter, employees are informed of the accident statistics, allowing them an opportunity to follow the trend in the individual areas and the extent to which the target has been achieved.</p>

Actions planned for 2014/15

1

The number of accidents is to be halved in 2015 compared to 2013. A consensus on this has been reached between the management and the Working Environment Committee representatives. A number of general measures and regulations are to be implemented, designed to enhance the working environment, with greater uniformity and awareness of safety across IAI. The management must use every opportunity to talk about safety and the safety culture.

2

Together with the management, the Working Environment Committee must ensure full compliance at all times with working environment rules and regulations. One of the priorities is systematic work on safety culture and behaviour, both for employees and visitors.

3

We must ensure that we have adequate, well-qualified external advice on working environment, rules and guidelines.

4

The ambassadors must always be encouraged to undertake a minimum of one observation a month. All ambassadors meet once a year to adjust and adapt methods and tools.



The illustration shows two of our 50 Safety Ambassadors who undertake observation tours in a given area with a view to identifying potential safety risks. The Safety Ambassadors engage with the employees in the area to heighten their awareness of these risks, so that accidents can be prevented.

The mental working environment/well-being

Objective

Problems relating to well-being and mental stress must be treated seriously and dealt with as soon as possible. We will create/extend a "secure room" for meetings and processes aimed at solving such issues.

Actions taken in 2013/14		Outcomes for 2013/14
1	The results of the 2012 Job Satisfaction Analysis were discussed and displayed in the individual areas. We were to consider when to produce another Job Satisfaction Analysis.	<p>The mental working environment has been dealt with in the Safety Culture and Behaviour courses.</p> <p>Supervisors, shop stewards and Working Environment Committee representatives have been on the "Difficult conversation" course to promote well-being and good dialogue.</p> <p>The date of the next Job Satisfaction Analysis is to be decided by the management in autumn 2014.</p>
2	In future, absence through illness for white collar workers was to be included in measurements and results. Employees with more than three months' absence would not in future be included in the statistics. Attendance was to be improved by focusing more on the issue and engaging with the employees.	<p>Absence through illness is generally unchanged compared to 2012:</p> <p>2011: 88.9 hours/person</p> <p>2012: 73.7 hours/person</p> <p>2013: 77.8 hours/person</p>
3	At least once a quarter, the management was to bring attention to the mental and physical working environment.	This is done in quarterly meetings and division committee meetings.

Actions planned for 2014/15

1	The next Job Satisfaction Analysis will be initiated by the management in autumn 2014 and a committee will be set up.
2	There will be staff associations in all areas, partly sponsored by IAI designed to promote well-being and a sense of community. Joint events and presentations will also be arranged to promote well-being.



Health

Objective

IAI seeks to maintain and promote the good health of its employees at the company. As far as possible, IAI will protect its employees from situations that are hazardous to their physical and mental health.



Reserves
Physical well-being
Energy
Sense of
community

Health

	Actions taken in 2013/14	Outcomes for 2013/14
1	Chemical substances were being systematically recorded and labelled.	Wherever possible, chemical products have been replaced with others that are more environmentally friendly.
2	The rules for consuming food in the production area were changed.	Eating is now only permitted in dedicated rooms and areas.
3	<p>As follow-up on the health checks of spring 2013, the Health Committee continued to focus on activities promoting health, in particular in the areas of exercise and diet.</p> <p>In April and May we therefore organised a two-month step counter competition in Langeskov, Fredericia and Vejle, involving both an individual competition and a division competition.</p>	<p>The competition generated considerable interest, with 200 employees registering to take part.</p> <p>The winning employee achieved no less than 1,323,006 steps over the two months, and the winning division took an average of 674,834 steps per participant. Overall, the participants covered a distance which would have easily taken them around the world with more to spare.</p>
4	<p>An entirely natural part of the firm's work on health is that the company's sports clubs encourage employees to engage in active leisure pursuits and take part in firm-related events.</p> <p>In 2013/2014, the activities in question were:</p> <p>Running: The Adventure Race, the DHL Relay.</p> <p>Cycling: The "we cycle to work" campaign, Alpetramp and Fyn Rundt.</p> <p>Bowling: Company bowling with five teams</p> <p>Fishing: with several annual trips.</p> <p>Company golf: with one team as something new.</p> <p>Once again it was even possible to buy professional company sportswear at very favourable prices.</p>	<p>The level of activity has been high with many employees participating in the individual events. We find that spending time together socially gives us greater cohesion in our everyday work and allows us to relate to one another in a way which differs from that of the workplace.</p> <p>By having company sportswear, the firm sends out a message that physical activity is good for a person's health and helps make life more enjoyable.</p>



Actions planned for 2014/15

- 1** There is to be a coordinator for the chemical area, as there is a need for appropriate knowledge and competence in this specific area.
- 2** In the autumn of 2014 a compulsory health check of night shift employees is to be carried out in Langeskov.
- 3** In conjunction with the Canteen Committee, the Health Committee will conduct a campaign on healthy food in the canteen and a weight competition in January 2015.



A young girl with dark hair and bangs, wearing a pink and white horizontally striped short-sleeved shirt, is shown from the chest up. She is looking upwards and to the right with a thoughtful expression. She is holding a small, round, brown object in her hands. The background is a lush green forest with many trees and ferns in the foreground. The text 'The outside world' is overlaid on the right side of the image in a large, white, sans-serif font.

The outside world

Social responsibility

In addition to our objective of being a modern and attractive workplace for our own employees, Ib Andresen Industri (IAI) also aims to be a socially responsible company, working actively in partnership with authorities and organisations to improve the human condition.

IAI cooperates actively with centres of expertise and educational establishments at both national and local level.

This is how we deal with social responsibility

IAI will as far as possible find suitable methods for retaining our employees for as long as possible and is happy to work with public authorities committed to advancing other members of society in their working lives, by participating in, e.g., "the accessible labour market", acting as a host for work test schemes, internships, etc. (Read more under "Employees").

IAI makes our expertise available for partnerships relating to e.g., internships and training schemes. We also sit on committees whose mission is to develop public provision of education and training, in order to achieve a closer relationship between business and industry, on the one hand, and educational establishments on the other. (Read more under "Employees").

Environment

Ib Andresen Industri (IAI) is an environmentally aware and energy-conscious company. In our efforts to reduce our impact on the climate, each year we choose a new focal area with this in mind. This is over and above our ongoing environmental measures.

This is how we deal with the environment

In the 2014/15 financial year we will analyse the gap between our current level of work on the environment and the level at which we can achieve an environmental certification. At the same time we must consider the general consequences environmental certification will have for IAI. The analysis is intended to provide us with a basis for taking a decision about potential certification.

This year's focal areas:

1

Gap analysis

We will establish a decision basis for the question of environmental certification.

2

Groundwater protection

We will implement a specific measure on our own registered land to reduce our impact on the environment.



Last year's focal areas, conclusion and outcomes:

1. Energy optimisation

Objective

As far as possible, unnecessary consumption of energy must be minimised.

Actions taken in 2013/14		Outcomes for 2013/14
1	Energy consumption in comfort cooling We investigated the possibilities of taking prompt action on the refrigerant R22. We investigated the possibility of changing the air conditioning system to a central ventilation system.	The solution was not best suited, due to the building layout and the costs involved. The existing air conditioning system has been serviced for one final time and will be allowed to operate for as long as the compressor function with R22 holds up.
2	Better control and operation We carried out an analysis of our energy consumption with the help of secondary meters with a view to identifying the sources which accounted for our greatest energy consumption and optimising these where possible. We introduced BMS (building management system) on an order-of-priority basis.	It has led to a change in temperature and humidity control in our calibration rooms, and the technical installations and their monitoring have now been taken over by BMS. The BMS solution is being extended on an ongoing basis as and when the opportunity presents itself and is intended to help us gain better control of our energy consumption in well-defined areas.
3	Energy consumption for hot water Over a two-year period we were to attempt to reduce our energy consumption by 15%.	In the first year of this project we have investigated the possibility of equipping our staff quarters with district heating installations or with gas-fired central heating. These solutions are not currently possible. New electrically heated solutions are to be investigated in the forthcoming year.

Actions planned for 2014/15

1	Groundwater protection As a very specific measure to reduce our impact on the environment, in 2014/15 we will be renovating our old truck wash station. We will enlarge it and will provide the station with an appropriately dimensioned modern sand trap and oil separator. We will draw up cleaning procedures for the station and managed self-checks of gullies and alarms in our maintenance programme.
2	Reduction in energy consumption for hot water by 15% In year 2 of the two-year project period we will investigate new electrically heated solutions.

Corporate Social Responsibility

2013/14



IB ANDRESEN INDUSTRI A/S
Industrivej 12-20
DK-5550 Langeskov
Tel. +45 63 38 22 22
Fax +45 63 38 20 00
E-mail: iai@iai.dk
www.iai.dk

IB ANDRESEN INDUSTRI