

Corporate Social Responsibility

Corporate Social Responsibility at
Ib Andresen Industri A/S



2015/2016

Statutory CSR Report, cf. Sections 99a and 99b of the Danish Financial Statements Act

IB ANDRESEN INDUSTRI

Contents

Foreword..... 3

Ib Andresen Industri’s philosophy..... 4

Values..... 5

Business ethics..... 6

Business relations, general..... 10

▪ Suppliers 11

▪ Customers 12

Employees 13

▪ Occupational health and safety..... 20

The wider world 26

▪ Environment 26

▪ Social responsibility 28

Foreword

Once again, we are pleased to present the CSR Report of Ib Andresen Industri.

The aim of our CSR report remains, as always, to describe how, in our day-to-day business, we convert our values and ethical rules into tangible actions so 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**, where we wish exercise the social responsibility we share with others.

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

This CSR Report, which covers the company Ib Andresen Industri A/S, Danish Business Registration No. DK35745114, constitutes an integral part of the Directors’ Report in the 2015/2016 Annual Report for Ib Andresen Industri A/S.

September 2016

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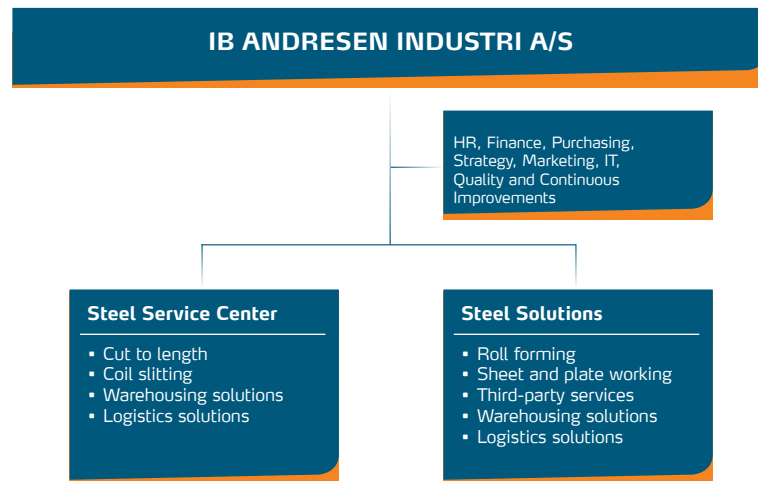


Ib Andresen Industri's philosophy

"Ib Andresen Industri is a subcontracting corporation of international renown specialising in the processing of steel and metal, mainly in coil, sheet and tubular form, based on our extensive expertise and high-tech solutions.

Ib Andresen Industri's workplaces must continue to be attractive, allowing us to attract highly proficient, highly motivated employees."

Ib Andresen Industri's business areas



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



Ib Andresen Industri's values

Our values express certain common fundamental characteristics – our corporate culture – which should be the guiding principles for all our actions, in-house 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. It must be possible for our business associates to rely on us in every circumstance.



Innovation and development

We use and develop our creativity and innovative capacity 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.



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 we are here because we want to be.



Growth and profitability

We strive to ensure that all our business transactions 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

Based on our corporate values, it is our aim to be a responsible company in the way we pursue our business and in relation to our business associates.

We treat our own employees very responsibly and, as a multinational corporation, we are aware of our responsibility in relation to the people with whom and the societies in which we operate.

We subscribe to the principles of the United Nations Global Compact, the purpose of which is to promote sustainable societal development based on ten internationally recognised principles relating to human rights, labour rights, the environment and anti-corruption. We strive to ensure that our business associates do the same. This is reflected in our following positions on:

1. **Human rights**
2. **Labour rights, including diversity**
3. **Environment, including climate impact**
4. **Anti-corruption**

1. Human rights

“Trust and respect” is one of Ib Andresen Industri’s four core values, and it 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 or sexual orientation. We respect international law on human rights at all workplaces of Ib Andresen Industri, and we will react to breaches of these, including by any business associates.

In addition to complying with applicable legislation, our policies designed to support human rights include the following: Integration Policy; Anti-Bullying and Anti-Sexual Harassment Policy; Health Policy; Age Positive Policy where we conduct interviews with older members of the workforce to ensure that our employees always have a job which is within their capacities both physically and mentally – including as they grow older.

We continually undertake activities designed to further the mental and physical working environment as well as employee health.

Business ethics

2. Labour rights, including diversity

Ib Andresen Industri is fully committed to a safe and secure working environment where we respect our employees' freedom of association and organisation, their right to collective bargaining, as well as any labour rights established by law. We ensure that no child labour or forced or compulsory labour takes place at the workplaces of Ib Andresen Industri or its affiliated companies, and we will react to any breaches in this area by any of our business associates. We will ensure non-discriminatory conduct at our workplaces.

2.a. Diversity (Statement pursuant to Section 99b of the Danish Financial Statements Act)

We support diversity within our corporate organisation as diversity promotes enhanced innovation, stronger teamwork and better problem-solving. It is our aim that at least one-sixth of the company's board members elected at the general meeting will be women by no later than 2018.

We acknowledge that diversity promotes a healthy, balanced working environment at other management levels too, and promotes a more nuanced approach to task performance and problem-solving in our daily routines. We are aware that as a manufacturing company in the metalworking industry, we are generally a male-dominated organisation, 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 the wider world in this area and it is our aim that female managers should occupy at least 10% of the company's managerial positions.

In recruiting new staff, we generally encourage all qualified candidates – irrespective of gender – to apply for our vacancies.

3. Environment, including climate impact

Ib Andresen Industri is an environmentally aware, energy-conscious company. Our production processes and services must be carried out with a minimum of pollution of the natural environment, duly allowing for the technical and financial options open to the company. We comply with all laws and official requirements in this field.

In choosing our suppliers, we require them to meet their binding obligations vis-à-vis authorities.

Our climate impact is also a factor in our Environmental Policy. We conduct ongoing initiatives to reduce our climate impact, such as minimising our energy consumption, and we select a new area of focus each year.

4. Anti-corruption

Ib Andresen Industri opposes corruption and financial exploitation in all their forms.

Bribery: Ib Andresen Industri neither offers nor accepts bribes in any form.

Facilitation payments:

Gifts: Ib Andresen Industri does not permit facilitation payments.

Ib Andresen Industri only gives and accepts modest gifts for special occasions.

Political and charitable contributions:

Ib Andresen Industri does not donate to political parties. Charitable contributions are discussed at executive management level.

Ib Andresen Industri's CSR Policy

Ib Andresen Industri wants its commitment to CSR to convert our values and ethical rules into tangible actions so we continually set new objectives and become even better at shouldering **our responsibility**:

– **as a supplier**, because we are a key element in a supply chain and accordingly 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 healthy physical and mental working environment where a high level of information and ongoing development and training engender job satisfaction and commitment.

– **as part of society**, because we feel responsible for mitigating the company's environmental impact out of consideration for our natural environment, and because we 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 relations

As a subcontracting corporation of international standing, Ib Andresen Industri is characterised by a 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 reliable, responsible business associates.

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

Anti-corruption

Objective Ib Andresen Industri does not accept corruption or financial exploitation in any form.

Action taken in 2015/2016	Outcomes for 2015/2016
1 Providing information to and training key employees, primarily in our sales and purchasing departments, concerning our anti-corruption policy.	<p>We have not had any cases or activities at Ib Andresen Industri in 2015/2016 involving corruption or financial exploitation.</p> <p>We have carried out training of and provided information to key staff about our anti-corruption policy:</p> <ul style="list-style-type: none"> At department meetings At a group induction course attended by all new employees Through our staff newsletter "Jernevrideren"

Action planned for 2016/2017

1	Continuing to provide information to and train key employees, primarily in sales and purchasing, concerning our anti-corruption policy.
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Trade with customers and suppliers

We give high priority to ensuring that all business associates – both customers and suppliers – are responsible companies which comply with current law, including rules relating to safety, climate change, the environment and human rights.

Suppliers

Ib Andresen Industri's most important strategic product is steel, roughly 90% of which is purchased directly from steelworks. These steelworks are always inspected and assessed, before becoming a supplier of Ib Andresen Industri. Steel is manufactured worldwide, but most of the steel that is received by Ib Andresen Industri originates in western Europe, where we have noted that steelworks run their business in accordance with our expectations of responsibility.

Steelworks outside western Europe seem to take their responsibilities more lightly, and Ib Andresen Industri has rejected steelworks as prospective suppliers in several instances after an inspection gave rise to responsibility-related concerns.

Objective We will undertake a risk assessment of the extent to which Ib Andresen Industri suppliers respect human rights and labour rights and act in accordance with a responsible environmental policy.

Action taken in 2015/2016	Outcomes for 2015/2016
1 Our Code of Conduct is implemented by 50% of our top 30 suppliers (measured in terms of turnover).	Implementation has begun, but the objective has not yet been achieved. Several suppliers had their own code of conduct, and therefore did not wish to sign Ib Andresen Industri's Code of Conduct.

Action planned for 2016/2017

1	Draft guidelines/procedures for handling the supplier's code of conduct with a view to accepting it, in the event that it is consistent with Ib Andresen Industri's Code of Conduct.
2	Continued implementation of our Code of Conduct at 50% of the top 30 suppliers according to the new guidelines (point 1) and ensuring transparency concerning suppliers that have been approved.



Customers

Current areas of focus:

Adapting to the international focus on CSR as a competitive parameter

In times of widening international contacts, Ib Andresen Industri must be renowned as a responsible supplier locally and internationally alike. Our fundamental values are appreciated in all our markets and we will reinforce the communication of this.

Marketing our CSR efforts to our customers

Objective We aim to continuously communicate and provide information about our beliefs and values, including our CSR positions, to our customers and other stakeholders in our important markets. In order to provide the best possible point of departure for ensuring that this happens, we must continue to work to embed our CSR positions throughout the organisation.

Action taken in 2015/2016	Outcomes for 2015/2016
1 We have continued our efforts to promote our CSR actions in our markets. This has primarily been done through electronic media exposure.	We have used our CSR Report as a tool to become certified as a supplier for several major multinational corporations.
2 In-house, we have focused on our CSR positions and results.	Our CSR positions have been described in our staff newsletter "Jernevrideren", at the same time that all new employees are introduced to our CSR positions at inter-company induction courses.

Action planned for 2016/2017

1 We will continue efforts to integrate our CSR positions into our market and customer communications as we consider this an increasingly important competitive parameter in a globalised world.
2 We will intensify our in-house focus on CSR and our own positions on this. Our CSR positions and results must be known within our organisation so our salespersons and others engaged in external contact can enter into a dialogue about this with our customers.

Employees

It is the aim of Ib Andresen Industri to be a modern, attractive workplace which creates a secure framework for staff well-being and development. The keywords for our staff-targeted efforts are delegation, involvement, skills 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, however, will always take precedence over consideration of the individual.

We wish to ensure that Ib Andresen Industri continues to be known as a good workplace through a high level of in-house information and great outward transparency.

Our HR management efforts

At Ib Andresen Industri, we take a holistic approach to our employees. After thoroughly introducing them to our company and their job, our staff activities aim to delegate responsibility and encourage staff involvement in highly autonomous teams.

The intensity of our efforts in individual areas can vary from one year to the next, as we assess the company's immediate situation and needs.





Current areas of focus:

1	Attracting employees By collaborating with educational institutions and knowledge centres and undertaking to receive visits and give presentations, we seek to ensure vast knowledge of and interest in Ib Andersen Industri as a workplace.
2	Recruitment/induction As far as possible, Ib Andersen Industri will recruit new employees via its own or selected media at the same time as it ensures their systematic and effective integration.
3	Training/skills development Through active training and skills-development initiatives (in-house and externally), we will continuously upgrade our employees' skill-sets. By collaborating with educational institutions and knowledge centres, we want to make it possible for our company to be infused with the latest knowledge.
4	Retention Insofar as it is possible, we will find suitable methods for retaining qualified employees and, in instances where this is not possible, we will ensure a satisfactory placement in the labour market (see also skills development).

1. Attracting employees

Objective Our objective is to have direct contact with educational institutions at all levels of the educational system – primary and lower secondary schools, adult vocational training centres, technical and vocational schools, academy profession programmes and universities – for the purpose of contributing to the development of the training and education programmes and heightening an awareness of Ib Andersen Industri. In addition, by providing traineeships and facilities to trainees and students for their study projects, we seek to identify prospective candidates for future employment.

Action taken in 2015/2016

Outcomes for 2015/2016

1	<p>In our collaboration with educational institutions at all levels of the educational system, we provide assistance in the form of lectures and guest lecturers, and we organise corporate visits and take part in advisory boards.</p>	<p>The number of applicants seeking traineeships has been stable during the period.</p> <p>We have had trainees in logistics economics and business economics from the Lillebælt Academy, as well as value-chain management students from VIA University College Horsens.</p> <p>In addition, two groups of production engineering students wrote their final theses at our company.</p> <p>As something new, we have had a logistics student from SDE College as a trainee.</p> <p>We benefit greatly from collaborating with educational institutions and having our company name become known by students.</p>
2	<p>In October 2015, we once again took part in the Job Fair for engineering students at the University of Southern Denmark and in the Traineeship/Thesis Fair for engineering students at the University of Southern Denmark in March 2016.</p> <p>In addition to our external activities, we have also hosted a number of visitors, including from the engineering department at the University of Southern Denmark, as well as other associations and organisations.</p>	<p>The Job Fair for engineering students is the venue where we attract traineeship candidates in the spring.</p> <p>Unlike previous years, this time we experienced that students took a significantly more targeted, specific interest in our company.</p> <p>This resulted in some in-depth conversations and showed us that a number of students already knew about us and had heard favourable things about traineeships at our company, for instance.</p> <p>This also resulted in several students from the third semester inquiring about the possibility of writing their semester thesis at our company.</p> <p>We seem to be experiencing a higher level of knowledge of our company.</p>
3	<p>We have activated our corporate LinkedIn profile, which we use to post job ads, etc.</p>	<p>We can see an increasing flow of traffic to our corporate LinkedIn profile, and we have also received a few job applications through this venue.</p>
1	<p>We are continuing our efforts to optimise the use of social media to attract prospective candidates.</p>	
2	<p>We want to look at the possibility of taking part in other contexts/fairs and aiming campaigns at selected target groups.</p>	

Diversity

A general feature of our attraction and recruitment activities is that we as a company support diversity at all levels of the organisation as diversity helps enhance innovation, teamwork and problem-solving.

- Objective**
1. It is our aim that at least one-sixth of the company's board members elected at the general meeting will be women by no later than 2018.
 2. It is our aim that at least 10% of the company's managers at other managerial levels are women.

Action taken in 2015/2016

Outcomes for 2015/2016

1

In recruiting new staff, we encourage all qualified candidates – regardless of gender – to apply for our positions. This encouragement applies to recruitment at all levels of our organisation.

We have yet to achieve the objective concerning female board members being elected at the general meeting.

At present, the company's board is made up of five members, all of whom are men. The number of board members has increased by one over the year. A male was elected as he possesses the skills needed.

In 2015/2016, women constituted 14% of the company's managerial staff at other levels.

Action planned for 2016/2017

1

We will continue to ensure that our attraction and recruitment activities support diversity. Therefore, we encourage all qualified candidates – regardless of gender – to apply for our positions.

2. Recruitment/induction

Objective

Out of respect for prospective applicants, we will at all times ensure correct, punctual processing of all applications, both solicited and unsolicited, just as we will maintain high standards in the employment process.

Action taken in 2015/2016

Outcomes for 2015/2016

1

We continue to process all applications in our own system. At present, we do not plan to invest in a recruitment system.

As part of our strategy, we have filled several positions with in-house candidates.

The advantage of using our own system is that we are continuously notified of prospective candidates for given jobs, which enables us to react promptly.

The drawback is that this process is time-consuming.

The internal resources perform very well, which makes room for fresh talents for posted vacancies.

Action planned for 2016/2017

1

In the years ahead, we will continue our efforts to improve the processing of all types of applications.



3. Training/skills development

Objective Our objective is continuously to have five apprentices/trainees engaged in a training programme at the company.

Based on job appraisal interviews and the change processes initiated, we will ensure our employees' level of skills by developing and implementing relevant in-service training for the employees involved.

Action taken in 2015/2016		Outcomes for 2015/2016
1	We continue to train industrial operators, metalworkers and electricians, and a data technician just completed a training programme.	Our apprentices perform with excellence and finish with good marks. Our company is very satisfied with having apprentices, and we will continue these efforts.
2	During the period, the Competence Development Fund (IKUF) committee did not need any campaigns, as the scheme is well known within the organisation. We retain our own administration of the IKUF funds.	The results of the apprentices/trainees are renowned at the schools and we note an increased level of interest in apprenticeships/traineeships at our company as a result.
3	All employees with a current need to upgrade their skill-sets, e.g. in conjunction with new customer relations, have received the requisite boost of expertise.	Schemes work satisfactorily with good utilisation of the funds, evenly dispersed among the employees.
3	In the spring of 2016, we prepared a proposal for the in-service and further training of hourly paid workers, including proposals as to how we can apply elements of the vocational training reform.	We upgraded qualifications within all statutory courses, certificates, technical areas, languages, structural design programmes, project management, etc., and we did so at all levels of our organisation.
4	As part of our strategy implementation process, all managerial staff with HR responsibility and project managers have completed the introduction to our team-development programme "The five behaviours of a cohesive team", and each team completes a specific programme	The training proposal will be processed in the autumn of 2016.
		We have defined the framework for good leadership and management at Ib Andersen Industri. We have done this by implementing a new leadership and management code, developed on the basis of the model for well-functioning teams, as well as by revitalising our values.
		We have noted much closer dialogue in and

Action planned for 2016/2017

1	In the year ahead, we will adjust the job appraisal interview system for salaried employees and adapt it to hourly paid workers.
2	We will draw up plans for helping us to ensure that we continuously have or that we upgrade qualified "inheritors" of key jobs in the company.
3	We will continue to develop our managers' behavioural patterns in teams and subsequently among selected teams of employees.

Employees

4. Retention

Objective We must process all queries concerning reduced capacity for work for the purpose of finding an in-house solution.

We must implement measures that can ease the work situation of older employees.

Action taken in 2015/2016		Outcomes for 2015/2016
1	The accommodating labour market. With organisational changes and a tougher competitive situation, we have focused our attention on the mental pressure this triggers. Information about how the company responds to mental emergencies has been provided.	During the period we had to help a few employees who have been under too much strain. Among other things, a stress coach resolved this situation to our great satisfaction. We have also launched other activities to retain employees. Our collaboration with municipalities relating to employees on sick leave works well.
2	Our inter-organisational Senior Committee, which focuses on issues affecting older employees in our organisation, meets once a year to follow up on launched initiatives and, if necessary, initiate new measures when the need arises. Over the past year, we have focused on senior interviews, which are voluntary for employees once they turn 55 and are mandatory once they turn 58.	The Senior Committee has met and reviewed the results of the senior interviews which have been conducted. The scheme works as intended. We have currently entered into senior agreements with six employees.

Action planned for 2016/2017

1	The Senior Committee will continue working on whatever measures are deemed necessary as a result of the senior meetings.
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Occupational Health and Safety

Ib Andresen Industri aims to be a safe and secure workplace with a healthy mental and physical working environment, keenly focused on safety, health and well-being.

Our Occupational Health and Safety efforts

Our OHS organisation works at two levels. A Group-level OHS committee at the top and the local OHS groups at the level below. All shifts are represented in the groups.

Occupational health and safety is rooted in our staff through OHS groups, highly-skilled OHS representatives and active OHS coordinators.

As part of our new organisation, we have adapted the OHS structure and closely linked it to our HR department.

Our Health Committee launches health-promoting activities, just as various care schemes address any employees in need of them. We have in-house company-supported staff associations and workout clubs.



Current areas of focus:

1	The physical working environment We ensure a healthy working environment and a high level of safety, including through our local OHS organisation and ambassadors in collaboration with managers and employees.
2	The mental working environment/job satisfaction We are involved in the mental working environment in several ways, including through job-satisfaction surveys and workplace assessments.
3	Health Through our Health Committee, we have intensified our focus on health-promoting activities.

The physical working environment/safety

Objective Our major focus on occupational health and safety needs to be strengthened. The number of occupational accidents must at least be cut in half in 2015, and we strive for an additional 50% reduction in 2016.

The management must continuously discuss and flag up the importance of safety, thus supporting the keener focus on the safety culture and safe behaviour.

Action taken in 2015/2016		Outcomes for 2015/2016
1	We systematically register near-miss accidents and observations. Everyone has access to these reports, but they are also discussed by the OHS groups and reported at white-board meetings in the production unit. We have implemented mandatory waistcoats, phased in the use of Hi Vis work clothes and prepared a new safety pamphlet.	1.1 Unfortunately, we were unable to achieve our objective of reducing the number of occupational accidents in 2015. We had more occupational accidents than the preceding year, and this is not satisfactory. 1.2 The registration of and efforts involving near-miss accidents is satisfactory, but the observations have lost focus. 1.3 The initiatives relating to waistcoats, Hi Vis work clothes, etc., are proceeding as planned, and they work as intended. Employees are highly motivated to implement safety measures.
2	We continuously revise our OHS standards and, in this context, we are changing them to apply to all areas of Ib Andresen Industri, to eliminate special rules in different areas, except when strictly necessary.	We now have uniform standards for safety instructions for new employees, substitutes and external tradespersons, as well as for following up on occupational accidents, etc.
3	Our preliminary efforts to be certified to OHSAS 18001 have not been carried out to the full. We decided to change direction and comply with ISO 45001 instead, as we are already certified to ISO 9001 and 14001, which is why the standards provide good reciprocal synergy.	The planning for certification to ISO 45001 will commence at the beginning of the new financial year.

Action planned for 2016/2017	
1	Planning of processes for OHS certification pursuant to ISO 45001.
2	We continue our efforts to draw up common standards with particular focus on reducing the number of occupational accidents.

The mental working environment/well-being

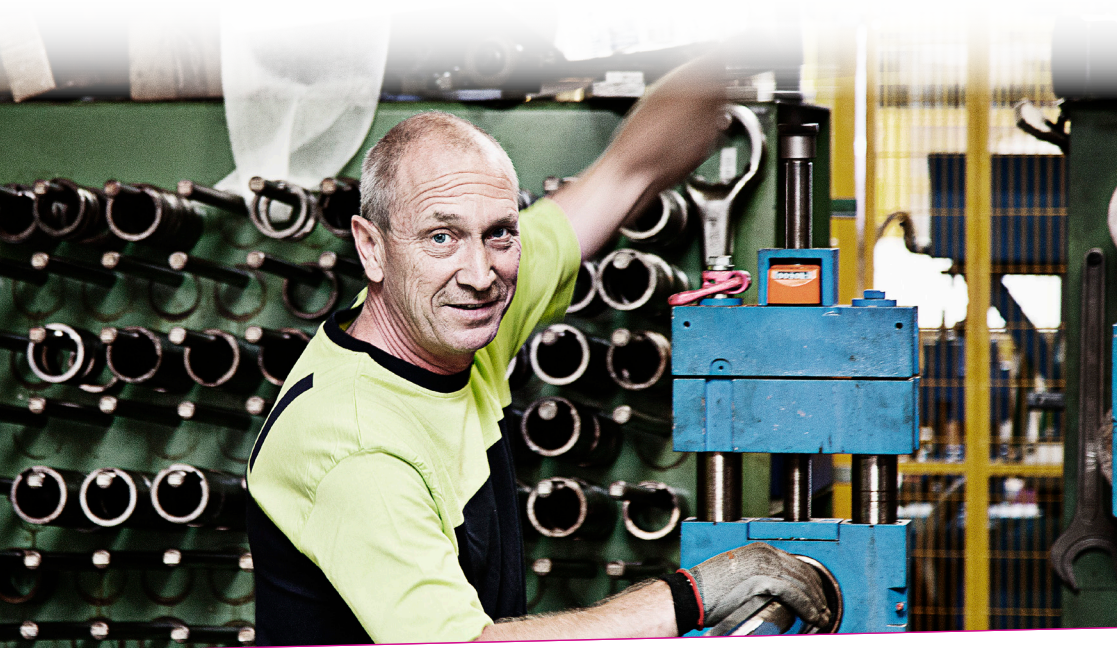
Objective We want job-dissatisfaction issues and mental strains to be dealt with seriously and as soon as possible. We want to create/develop a "safe space" for conversations and solution-oriented processes for this.

Action taken in 2015/2016

1	<p>A job-satisfaction survey was carried out in November 2015.</p> <p>HR is continuously following up on the individual action areas through local meetings in the areas.</p>	<p>The job-satisfaction survey identified some action areas which are in part initiated by the central organisation and in part within the individual areas.</p> <p>There was a high level of involvement at the local meetings where it was possible for employees to ask about the details of results and actions.</p>
2	<p>The job-satisfaction survey demonstrated a lack of knowledge about how the company responds to mental emergencies.</p>	<p>We have defined the company's response to mental emergencies more accurately through our quarterly information meetings and promoted it via our intranet.</p>

Action planned for 2016/2017

1	<p>To follow this up, a job-satisfaction survey is planned for the autumn of 2016. A fast, targeted effort immediately after the results are reported must be ensured.</p>
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Health

Objective Ib Andresen Industri wishes to maintain and promote a good state of health among our employees. We wish to protect our employees to the greatest extent possible against harmful strains, physical and mental alike, and we wish to make an active, persevering effort to make a positive contribution to our employees' ability to lead healthy lives. Leading a healthy lifestyle boosts and energises the individual, both at home and at work.

Action taken in 2015/2016		Outcomes for 2015/2016
1	<p>Over the year, TVi held two one-month Pedometer Competitions in November and April/May.</p> <p>The first was an individual competition and the other was based on team performances. Besides the fact that the team-based competition was new, it was also interesting to identify how the sense of belonging to a group and a team effort would impact the results.</p>	<p>November: individual competition</p> <p>76 participants, 60 of whom completed. An average of 306,000 steps were taken. The average is roughly at the same level as in previous individual competitions.</p> <p>April/May: team competition</p> <p>72 participants, 61 of whom completed. An average of 363,000 steps were taken. This means that the number of steps taken per participant was 18% higher on average for the team competition, at the same time that the drop-out rate was roughly 6% lower.</p> <p>Generally speaking, the Pedometer Competition is widely supported and it will be repeated in 2016/2017.</p>
	2	<p>As a natural part of the company's health efforts, the company's sports clubs encourage activities after work and participation in company-related events.</p> <p>The activities include:</p> <ul style="list-style-type: none">▪ Runs: Eventyrløbet (Adventure Run), the DHL Relay Race▪ Cycling: The "We Bike to Work" campaign, Alpetramp, Coast to Coast and Fyn Rundt (Round Funen)▪ Bowling: Company bowling with five teams▪ Angling: with several outings each year▪ Company golf: with one team

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Skemaet fortsat

Action taken in 2015/2016		Outcomes for 2015/2016	
3	<p>The Health Committee carried out two campaigns during the year in collaboration with the Canteen Committee with healthy food in the canteen and weight-loss competitions in January 2016 and June 2016 respectively.</p> <p>The weight-loss competition was launched as part of Health Month in June and ran until the end of August 2016, i.e. over the summer holidays.</p>		<p>The "Fit after the Christmas Holidays" campaign had 43 participants in the weight-loss competition, who jointly lost 122 kg. The two biggest weight losses were 11.9% and 9.0% in one month.</p> <p>The weight-loss competition during the "Fit for the Summer Holidays" campaign had 15 participants. This competition lasted for three months and finished at the end of August 2016, but only three participants were left. This shows how a long-term effort is more difficult to uphold and how a weight-loss competition over the summer holidays is not an interesting pastime. We will continue our Health Months, but we will consider whether weight-loss competitions are valuable.</p>
	<p>A CrossFit group was started as part of "Fit after the Christmas Holidays" campaign and was supposed to meet during the month the campaign lasted.</p>		<p>Roughly 20 signed up and they took part with varying frequency. The participants felt that the fitness regimen was challenging to everyone, regardless of physical condition. After the first month, there was a widespread desire to continue the programme until Easter.</p> <p>The CrossFit workouts were successful both physically and socially, and there is widespread wish to initiate this activity again at a later date.</p>
5	<p>Over the year, a collaborative effort was launched with physiotherapy students from University College Lillebælt, resulting in two projects in 2015/2016 (in Administration and Sales/PTA, respectively) with advice on how to reduce the adverse effects of sedentary office work and increase the level of physical activity.</p>		<p>The physiotherapy students provided individual guidance to employees in the selected areas and prepared instructions for better working positions and a catalogue of ideas for physical activity aimed at reducing lifestyle illnesses.</p> <p>Ib Andresen Industri and the students/UCL can mutually benefit from the collaboration and, going forward, we will initiate projects on an ongoing basis with new students who target different parts of the organisation (involving both hourly paid and salaried workers).</p>
	<p>In November we held a "Cookery School Evening" focused on savoury and healthier cookery.</p>		<p>Eighteen (maximum number) employees registered for the Cookery School Evening. The combination of a cookery course and a social gathering across the organisation is a recurring success and there are plans to hold two of these event in 2016/2017.</p>

Action planned for 2016/2017

1	We will offer a quit-smoking course (offered every two years).
2	We will introduce the Ib Andresen Industri Company Tournament (an annually recurring activity day where teams compete against one another in different (unconventional) disciplines). The purpose is to get to know one another better across the departments and thus reinforce the sense of community/team spirit.
3	We continue carrying out different health-promoting activities through IAI's Sports Association and the Health Committee, such as Health Month, the Pedometer Competition, CrossFit activities, and the "Cookery School Evening".



The wider world

Environment

Ib Andresen Industri is aware of its environmental and energy-related responsibilities. During the 2015/2016 financial year, we worked to become environmentally certified to ISO 14001.

Subsequently, our environmental work going forward will be guided by our obligation to make "ongoing improvements".

Our ongoing environmental and climate-related improvements are documented by the setting of targets for significant factors which we can affect and control for the benefit of the environment and the climate.

In addition, we ensure the efficiency of the environmental management system through performance evaluations and the improvement initiatives deriving from them.

Our environmental policy also includes the factor of our climate impact where we, for example, aim to minimise our consumption of energy.

Objective We aim to continuously work to reduce our impact on the environment and the climate.

Last year's areas of focus and results:

Action taken in 2015/2016		Outcomes for 2015/2016
1	Environmental certification In 2015/2016, we worked to be certified to ISO 14001.	After the certification audit of our environmental management system, we were recommended for an ISO 14001 certificate.
2	Groundwater protection The project involving the refurbishment of our old truck washing site was launched in 2015/2016.	The project is still not completed and will continue into the current 2016/2017 financial year. Cleaning routines at the site have been implemented, however, as have controlled self-monitoring of wells and alarms via our maintenance programme.
3	Consumption of energy for hot water For a number of years, we have been working to reduce the consumption of energy for heating water for our staff quarters. 2015/2016 was the third year of this project, and we have now replaced yet another of our old hot-water containers with a district-heating shell-and-tube heat exchanger. All that is needed now is to replace the last hot-water container.	Due to the size of the investment, it was decided to divide the refurbishment project into stages. Therefore, the energy saved on heating will presumably not be achieved until 2017. The change from heating 1,000 litres of water with electricity in a buffer tank to a shell-and-tube heat exchanger saves roughly 20,000 kWh a year.

Action planned for 2016/2017

1	Groundwater protection We will continue the ongoing refurbishment of our washing site and thus implement a specific initiative on own property to reduce our environmental impact. The aim is to improve the protection against oil seepage.
2	Energy efficiency We continue our efforts to reduce our consumption of energy to minimise unnecessary consumption of energy. In 2016/2017 we will specifically focus on reducing our consumption of electricity, at the same time that we will replace the last hot-water container. The purpose is to save energy and reduce our climate impact.
3	Reduction of non-recyclable waste Through active staff involvement, we will make an effort to influence attitudes to achieve a significantly greater focus on the sorting of waste. The purpose is to improve our waste management and, in so doing, to reduce the volume of combustible waste.
4	The environmentally aware employee We wish to ensure that all employees are aware of our environmental policy, environmental targets and the significance of being environmentally aware in relation to their own job duties, including an awareness of their contribution to the efficiency of the environmental management system and ongoing improvements, as well as of the environmental consequences of insufficient environmental awareness. The purpose is to increase our employees' environmental awareness.

Social responsibility

In addition to our objective to be a modern, attractive workplace for our own employees, it is also the objective of Ib Andresen Industri to be a socially responsible company that takes a positive approach to partnering with authorities and organisations on factors affecting our fellow human beings.

Ib Andresen Industri works constructively with knowledge centres and educational institutions at national and local level.

Our CSR efforts

Ib Andresen Industri will, wherever possible, find suitable methods for retaining our employees for as long as possible, and we are willing to work together with public authorities who strive to help other people move on in their working life, for instance by participating in "The Accommodating Labour Market" and by hosting work-ability testing, traineeships, etc. (Read more under "Employees".)

Ib Andresen Industri makes its know-how available to collaborative efforts relating to traineeships, study programmes, etc. We also take part in committees whose purpose is to develop public educational offers in order to achieve closer connections between the business community and educational institutions. (Read more under "Employees".)





Ib Andresen Industri's obligation to work for a greener environment is now documented with the environmental certificate ISO 14001:2015.

Over the last six months, the steelworking company Ib Andresen Industri has had the implementation of the environmental management system ISO 14001:2015 on its agenda.

"It seems natural for us to implement ISO 14001. It is an internationally recognised environmental management system that, among other things, documents our proactive efforts, as manifested by our department Quality and Continuous Improvement," explains Peter S. Madsen, Quality Manager, and continues:

"ISO 14001 also benefits our customers because they know that we have incorporated our environmental effort into the solutions we offer them if they decide to use us. They can in turn use this as a sales argument when submitting tenders for major projects, for instance."

Favourable impact on the bottom line

Ib Andresen Industri benefits in several ways from systematising its environmental efforts under the ISO 14001 standard. In addition to respecting the environment, there is also money to save.

"Depending on how good we are at sorting waste, it's worth money. We pay to dispose of combustible waste and we are paid for our recyclable waste. We can also save money on our bottom line by reducing our consumption of energy" – Peter S. Madsen

Energy consumption and waste

As part of the process, Ib Andresen Industri has carried out comprehensive analytical work aimed at charting external and internal factors that impact the environment. The purpose of this is to single out the most important risks and possibilities.

Among other things, the analytical work charted that the energy consumption and waste management of Ib Andresen Industri were the two areas with the greatest potential for environmental improvement.

"We can reduce our consumption of energy by investing in eco-friendly technology, for example, and we can personally contribute by taking a more common-sense approach whenever we use energy. For instance, we can remind one another not to waste energy. This way, we make the green mindset a natural part of our culture," concludes Peter S. Madsen.

By focusing on things like energy efficiency and recyclable waste instead of combustible waste, Ib Andresen Industri reduces its emissions of CO₂ and NO_x.

Corporate Social Responsibility

2015/2016



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