

# Corporate Social Responsibility

Social responsibility at IAI



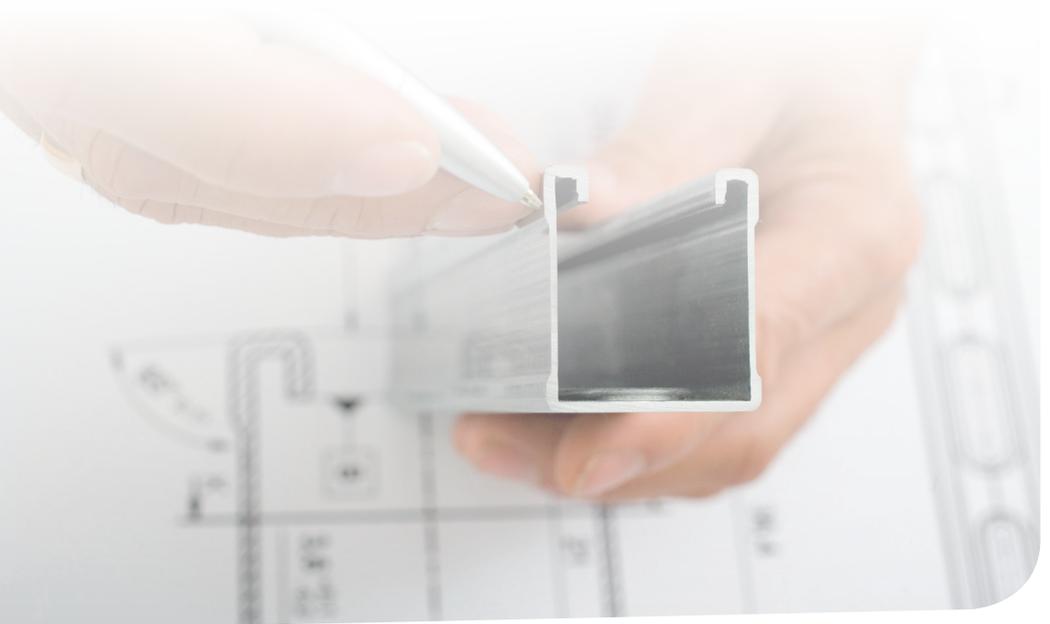
2014/2015

*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 is a 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.

This CSR report, which covers the company Ib Andresen Industri A/S, Danish Business Register No. DK35745114, constitutes an integral part of the Directors' Report in the 2014/15 Annual Report for Ib Andresen Industri A/S.

September 2015

CSR Coordinator  
**Klaus Høffer Larsen**

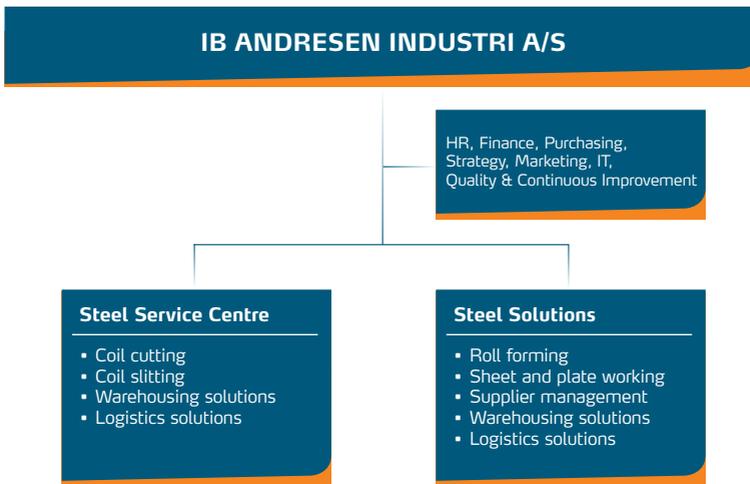
CEO  
**Bjørn Thorsen**

# IAI's philosophy

"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 be proud 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 subscribe to 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, including diversity**
3. **Environment, including climate impact**
4. **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 Age Positive 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.

# Business ethics

## 2. Employee rights, including diversity

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 any discriminatory behaviour at our workplaces is eliminated.

### 2.a. Diversity (Statutory report under Section 99b of the Danish Financial Statements Act):

We support diversity in our corporate organization, 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 female managers should occupy a minimum of 10% of the company's managerial positions (in 2014/15 female managers accounted for 11% of the company's managerial positions).

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

## 3. Environment, including climate impact

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, such as minimising our energy consumption, and each year we choose a new focal area. Every two years we produce an Environmental Impact Statement.

#### 4. 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 even 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.

### Anti-corruption

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

#### Action taken in 2014/15

#### Outcomes for 2014/15

1

Information and training on our anti-corruption policy were provided to key employees, primarily in sales and marketing.

In 2014/15 at IAI we had no cases or activities which involved corruption or economic exploitation.

#### Action planned for 2014/15

1

Continued provision of information and training on our anti-corruption policy to key employees, primarily in sales and purchasing.

### 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, because 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.

## Our current focal area

**Objective** IAI will undertake a risk assessment of the extent to which IAI suppliers respect human and employee rights, and act in accordance with a responsible environmental policy.

### Action taken in 2014/15

### Outcomes for 2014/15

1	Completion of a Code of Conduct.	A Code of Conduct for suppliers was completed and a start made on its implementation.
2	A system for implementation of the Code of Conduct for suppliers was adopted.	A controlled process for implementation has been set in motion.

### Action planned for 2015/16

1	The Code of Conduct is to be implemented at a minimum of 50% of our top 30 suppliers (top 30 in terms of turnover).
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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 Andresen 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 as regards 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 our CSR position is thoroughly ingrained in all areas of the organisation.



#### Action taken in 2014/15

#### Outcomes for 2014/15

1

We continued the work involved in marketing our CSR commitment at market level. This was mainly achieved via exposure on digital media.

Our CSR report has been used as a tool to enhance awareness of us as a supplier at several major international corporations.

#### Action planned for 2015/16

1

We will continue 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 the greatest possible consideration is given to the individual employee, consideration of the whole will nevertheless always predominate over consideration for the individual.

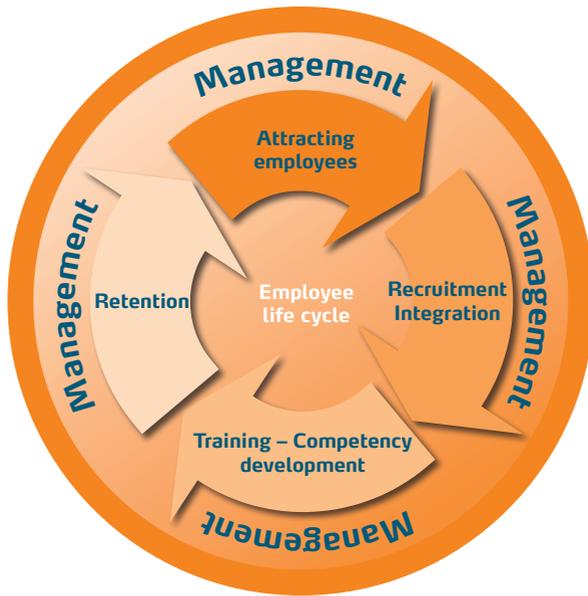
We will ensure that IAI continues to be known as a good workplace, via good provision of information within and complete openness with the world outside.

### **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:**

<b>1</b>	<p><b>Attracting employees</b></p> <p>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.</p>
<b>2</b>	<p><b>Recruitment/Integration</b></p> <p>As far as possible, IAI will recruit new employees via its own or selected media at the same time as ensuring their systematic and effective integration.</p>
<b>3</b>	<p><b>Training/Competency development</b></p> <p>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.</p>
<b>4</b>	<p><b>Retention</b></p> <p>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).</p>

# 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.

## Action taken in 2014/15

In our partnership with educational establishments at all levels of the education system we provided assistance in the form of presentations, as well as arranging company visits and sitting on advisory boards.



## Outcomes for 2014/15

The application rate for internships has been stable over the period.

We have had interns from mechanical engineering, production technology and production engineering courses.

There has been increased interest from mechanical engineering students in particular for internships at the company.

Over the current year we experimented with a one-year preparatory internship for apprentice mechanical engineers, and this has worked well.

In October 2014, we took part in the job fair for engineers at the University of Southern Denmark (SDU).

In April 2015, we participated in the intern placement/assignment fair for engineers at SDU.

The job fair for engineers is where we attract candidates for internships in the spring. We took on two interns, even though we had tasks enough for more.

Later in the year, however, we received an enquiry from a group of engineering students, and they carried out the tasks that we would otherwise have assigned to the interns. So all things considered, we had a satisfactory outcome.

The intern placement fair at SDU was a limited success. Our experience was that the students were not as enquiring and had less well-defined goals than in previous years. Nevertheless, we did have a few promising in-depth discussions with potential internship candidates.

As part of an internship involving a student from SDU, in the autumn of 2014 we focused on how we brand ourselves for future employees, including our use of social media.

A student in International Business Communication from SDU did a terrific job of designing a new platform for various media, in particular LinkedIn, so that our corporate branding would specifically address candidates for posts at the company.

## Action planned for 2015/16

We will continue our work of optimising our use of social media to attract potential candidates.

## Diversity

Generally, in our activities aimed at attracting candidates and recruiting them, as a company we support diversity at all levels in the organisation, as diversity contributes to greater innovation, stronger teamwork and more effective problem solving.

- Objective**
1. 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.
  2. It is our aim that female managers should occupy a minimum of 10% of the company's managerial positions at other management levels.

### Action taken in 2014/15

1

When recruiting employees we encourage all qualified candidates, irrespective of gender, to apply for our vacancies. This approach applies to recruitment to all levels in the organisation.

### Outcomes for 2014/15

1. The objective with regard to company board members elected in the annual general meeting has not yet been achieved. During 2014/15 no new board members were appointed as the result of election in the annual general meeting.
2. In 2014/15 female managers accounted for 11% of the company's managers at other management levels.

### Action planned for 2015/16

1

We will continue to ensure that our activities aimed at attracting candidates and recruiting them support diversity. We will therefore continue to encourage all qualified candidates, irrespective of gender, to apply for our vacancies.



## 2. Recruitment – Integration

**Objective** In respect of potential applicants, IAI will at all times ensure 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.

### Action taken in 2014/15

### Outcomes for 2014/15

1

We initiated a review of how we might improve our handling of all types of application so as to achieve better levels of registration and qualification.

We have been working with a new system for handling our applications, but have not yet fully tested it.

The need is still ever-present, as our applications files and HR are now used very extensively as a reference basis for all appointments, regardless of the nature of the appointment.

### Action planned for 2015/16

1 In the year ahead we will work further on improving our handling 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 employees achieve the right levels of competency by developing and conducting relevant in-service training for the employees involved.

#### Action taken in 2014/15

#### Outcomes for 2014/15

1	We have continued training industrial operators, locksmiths and electricians.	Approximately three quarters of all industrial operators we have trained are still employed by us, and this fact helps us attract a significant number of younger employees to the company
2	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. After in-depth investigation we took the decision to continue administering the IKUF fund ourselves.
3	In association with Lillebaelt Academy of Professional Higher Education we obtained help on designing guidelines and preparing introductory/instruction materials with a view to providing better induction and initial training of employees.	We had four students (production technology specialists) on placements in the company, and they managed to complete the task of devising a structure and guidelines for the induction of new employees.

#### Action planned for 2015/16

1	In the forthcoming year we will adjust the system for employee development interviews for white collar staff and incorporate IAI's values.
2	We will devise plans designed to help ensure that we always have or upgrade employees qualified to take over central job functions in the company as and when the functions so require.
3	We will develop the competencies of our managers so that they match future new types of employee and are able to demonstrate agility in relation to customers and the market.

# Employees

## 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 workload of older employees.

### Action taken in 2014/15

### Outcomes for 2014/15

1	<p>The accessible labour market.</p> <p>In the light of organisational changes and a more markedly competitive situation, we increased our focus on awareness of the psychological pressures this can cause.</p>	<p>Over the period we have had to help individual employees who were under severe pressure. The services of a stress coach were secured to address the problem – to the satisfaction of all concerned. We have also had other activities running aimed at retaining employees.</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 meetings with the older members of the workforce (Senior Meetings), which are offered once an employee reaches the age of 55 and <b>must</b> be conducted once they reach 58.</p>	<p>The Senior Committee has met and has reviewed the results of the Senior Meetings which have been conducted. The scheme is working as intended.</p> <p>We currently have senior agreements with six employees.</p>

### Action planned for 2015/16

1	<p>The Senior Committee will continue working on whatever measures are deemed necessary as a result of the Senior Meetings.</p>
2	<p>We will heighten the profile of the company's response system in relation to mental health first aid.</p>

# 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. A group-wide working environment committee constitutes the upper level, and local working environment groups the lower one.

The importance of the working environment is deeply ingrained at all staff levels via the working environment groups, well-trained working environment representatives and proactive working environment coordinators.

As a result of our new organisation, the working environment structure has been adapted to our HR function and is closely linked with it. We expect this to deliver many synergies.

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 in-house staff associations and 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 and ambassadors, working hand-in-hand with managers and employees.
- 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. We would then look to try to halve them again in 2016.

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.

## Action taken in 2014/15

## Outcomes for 2014/15

1	<p>After completing the training of employees in safety culture and behaviour, our focus switched to ensuring near-accidents and observations were systematically dealt with. The objective is to halve the number of notifiable accidents in 2015, so that we get a maximum of 10 notifiable accidents.</p> <p>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.</p>	<p><b>1.1</b> As at 01/06/2015 we had 5 notifiable accidents, so we are on course to meet our target.</p> <p><b>1.2</b> We held a meeting of all observers, working environment representatives and managers devoted to the recording and follow-up of near-accidents and observations.</p> <p>The work on safety inspires high levels of motivation.</p> <p><b>1.3</b> To increase visibility and safety in our production areas, we have introduced a requirement for white collar staff, visitors, tradesmen and drivers to wear safety vests.</p> <p>In addition, we are gradually phasing in the use of workwear in high visibility colours for our production staff.</p>
2	<p>The working environment organisation made a commitment to achieve greater synergies and dissemination of best practice across the organisation.</p>	<p>Our working environment coordinators help ensure that observations, near-accidents and other measures are religiously followed up and discussed.</p> <p>The working environment coordinators act as a cross-disciplinary team with tasks that are addressed and implemented using the same guidelines throughout the entire company. This results in uniformity and generates synergies.</p>

## Action planned for 2015/16

1	<p>The intention is to conduct a pilot project on working environment management, to begin the OHSAS 18001 certification process.</p>
2	<p>We will devise new instructions (safety folder) for showing visitors/customers around and for general vehicle traffic in production/work areas both indoors and outdoors.</p>
3	<p>More effective joint standards are to be devised for such matters as the handling of accidents, accident statistics, near-accidents and observations, etc.</p>



During the current period we have focused on the visibility and safety of our employees, tradesmen and drivers from other companies, as well as customers and visitors. Anyone in a production hall, or in an outdoor area used by vehicle traffic, now has to wear a safety vest. The initiative has been very well received.

For employees in production and goods acceptance/dispatch, we are in the process of phasing in high-visibility workwear, starting with T shirts, but which, during the next financial year, will extend to full workwear (trousers, shirts, jackets, thermal jackets, etc.).

We are sure that this will result in significantly fewer dangerous situations.

# 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 safe and confident environment" for meetings and processes aimed at solving such issues.

## Action taken in 2014/15

## Outcomes for 2014/15

1	Attendance was to be improved by focusing more on the issue and engaging with the employees.	We have almost halved absence through illness due to accidents. That means fewer accidents, combined with the fact that, when accidents do occur, they are more minor in nature and significantly less problematic to the employee involved.
2	There were to be staff associations in all areas, partly sponsored by IAI, designed to promote well-being and a sense of community.	Staff associations have now been created in all areas so that they match the new organisation and thereby help reinforce the motto "One for all and all for one".

## Action planned for 2015/16

1	The next Job Satisfaction Analysis is to be conducted in the autumn of 2015. We need to ensure a rapid and systematic response immediately after reporting of the results.
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## 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

## Action taken in 2014/15

## Outcomes for 2014/15

1	<p>The rules for consuming food and drink in the production area were changed.</p>	<p>Eating is now only permitted in dedicated rooms and areas, and all employees have been given a coffee mug with a lid. Many employees have expressed their immense satisfaction with the arrangement, as they can now meet colleagues other than the ones they usually come across.</p>
2	<p>The step counter competition in April was once again a reasonable success. There is no doubt that we will be repeating this again next year.</p>	<p>96 employees registered for it, with 61 completing. The average number of steps was 306,929 (last year it was 311,913, with more than 200 registered and 129 completing). The winner managed 761,039 steps, closely followed by 600,380 in second place.</p>
3	<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 2014/2015, the activities in question were:</p> <ul style="list-style-type: none"> <li>▪ <b>Running:</b> The Adventure Race, the DHL Relay</li> <li>▪ <b>Cycling:</b> The "we cycle to work" campaign, Alpetramp and Fyn Rundt, Coast to coast</li> <li>▪ <b>Bowling:</b> Company bowling with five teams</li> <li>▪ <b>Fishing:</b> with several annual trips</li> <li>▪ <b>Company golf:</b> with one team</li> </ul>	<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. Fortunately new colleagues come and join existing ones.</p>
4	<p>We offered a stop-smoking course to all employees and will offer the course every two years in future.</p>	<p>Results from a questionnaire after the end of the course indicated that there were two participants who stopped smoking altogether, with five continuing. However of these five, two cut down drastically from 40 to 10 and 20 to 5 cigarettes a day respectively. Six of the participants would recommend the course to others.</p>
5	<p>In the autumn of 2014 a compulsory health check of night shift employees was carried out in Langeskov.</p>	<p>The health check highlighted the need for initiatives for night shift employees as well, where they would be offered the same opportunities as other employees (stop-smoking course, healthy eating campaign, sport, etc.)</p>
6	<p>In conjunction with the Canteen Committee, the Health Committee conducted a campaign on healthy food in the canteen and a weight competition in January 2015.</p>	<p>The "fit after the Christmas holidays" campaign had 51 participants, of whom the best two had lost 13.2% and 10.2% respectively in weight in a month. An extraordinarily good result.</p>



### Action planned for 2015/16

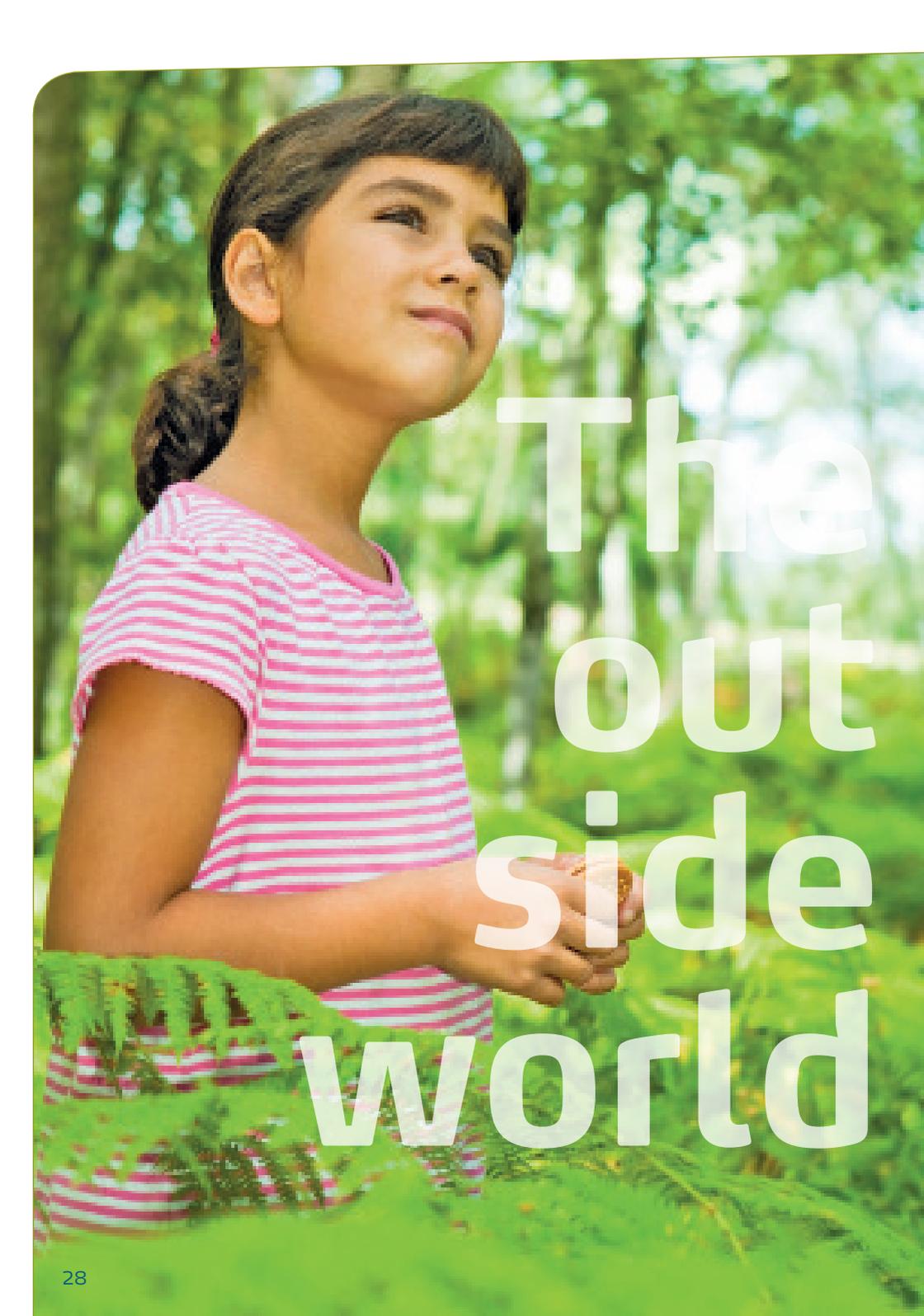
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We will work on identifying and engaging in cooperative ventures with training/ educational schemes that involve health, ergonomics, physical activity, etc. to see whether we might not derive mutual benefit from our respective experiences.

2

We intend to examine whether we can initiate measures involving physical activities, in areas like workout exercises for the back, which we can offer our employees.



A young girl with dark hair in a ponytail, wearing a pink and white striped t-shirt, is shown in profile, looking upwards and to the right. She is holding a small, round object in her hands. The background is a dense, vibrant green forest with sunlight filtering through the trees. 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 experience 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 is an environmentally aware and energy-conscious company. It is our intention that by the end of the 2015/16 financial year we should hold ISO 14001 environmental management certification. Going forward from that point on, work on the environment will be managed under the auspices of our commitment to "Continual Improvement".

Our impact on the climate also features as a factor in our Environmental Policy. We continue to aim towards minimising our energy consumption, and one of this year's focal areas is therefore our energy consumption for hot water.

## This year's focal areas:

1	<b>ISO 14001 Environmental Management Certification</b> We will introduce certified environmental management by 01/07/2016.
2	<b>Groundwater protection</b> We will implement a specific measure on our own registered land to reduce our impact on the environment. The aim is to achieve better protection against oil seepage through the ground.
3	<b>Energy consumption for hot water</b> We will also continue our work on replacing our old hot water tanks. The aim is to save energy.

Last year's focal areas, conclusion and outcomes:

## 1. Energy optimisation

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

	Action taken in 2014/15	Outcomes for 2014/15
1	<b>Gap analysis</b> Our existing environmental work was assessed against the ISO 14001 standard and a report was produced on the gap, where the work still to do was outlined on an item-by-item basis.	The report was submitted to the Group management and, based on this and submissions from other parties, they decided to begin certification of our environmental management work.  The intention is to complete this by 01/07/2016.
2	<b>Groundwater protection</b> Last year's project "Renewal of tank/wash station" was to be postponed to the current 2015/16 financial year.	The project was postponed to the current financial year.
3	<b>Energy consumption for hot water</b> Over a two-year period we intend to attempt to reduce the amount of energy we use to heat water for our staff quarters by 15%. The 2014/15 financial year was the second year of the project.  The various technical and financial options for renovating our hot water systems were explained to us.	Owing to the sheer size of the investment involved, the decision has been taken to split renovation into three stages (three separate areas of the staff quarters). The first hot water tank has been replaced.  The 15% energy savings for heating will therefore presumably not be achieved until 2017.

## Action planned for 2015/16

### Environmental management certification

- 1 A start will be made to work on various details with a view to ISO 14001 certification, including procedures, an intranet page and information. The work will be managed by a project manager.

### Groundwater protection

- 2 As a very specific measure to reduce our impact on the environment, in 2015/16 we will be renovating our old truck wash station. We will enlarge it so that it can accommodate our tank station, and will provide the wash 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.

### Reduction in energy consumption for hot water

- 3 Replacement of an old hot water tank by a new one.

## Diploma awarded for the fifth time

Ib Andresen Industri A/S has been awarded a diploma. It is the fifth time the company, a member of MiljøForum Fyn since 2005, has received a diploma for its environmental impact statement.

Allan Golles, Facilities Maintenance Manager, accepted the diploma on behalf of the company, which was presented by Mogens Michael Møller of MiljøForum Fyn.

Even though Ib Andresen Industri A/S has been involved with environmental management for 10 years now, it remains an outstanding example of how a company can continually develop its environment management system and still find improvements – even when the company has a relatively small impact on the environment.



Ib Andresen Industri A/S is a supplier that specialises in the processing of steel. The main impact it has on the environment is in terms of energy consumption. This is what the company focuses on and this is where, by means of a more effective system, savings will continue to be found in the future.

The company has also decided that it will now work on achieving certification in both environmental management and the working environment.

In presenting this diploma, MiljøForum Fyn wishes the company every success.

Source: Miljøforum Fyn newsletter of 27/08/2015



# Corporate Social Responsibility

## 2014/15

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