

Corporate Social Responsibility

Corporate Social Responsibility at
Ib Andresen Industri A/S



2017/2018

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

IB ANDRESEN INDUSTRI

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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 Report helps us maintain our focus on implementing the objectives we set for ourselves so that we can continually become 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 Registry No. DK35745114, constitutes an integral part of the Directors' Report in the 2017/2018 Annual Report for Ib Andresen Industri A/S.

August 2018

Chairman of the Board
Ib Andresen

CEO
Bjørn Thorsen

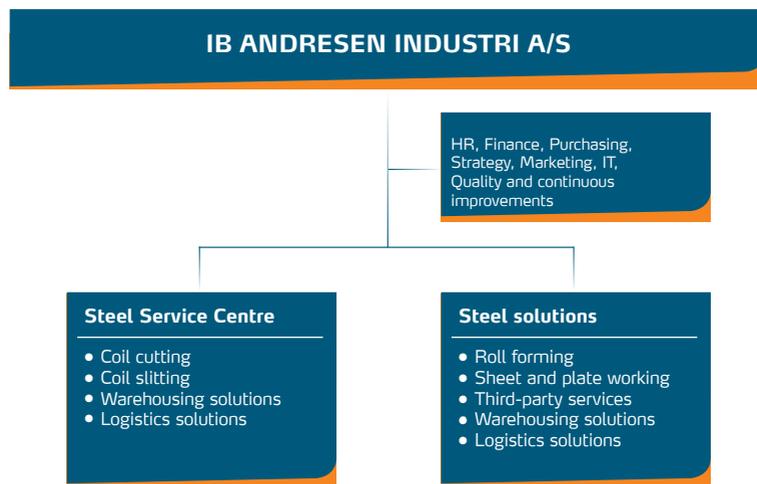


Ib Andresen Industri's business concept

Ib Andresen Industri is a supplier 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, both in-house and externally.



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.



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.



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.



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 and societies our operations affect.

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 positions on:

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

1. Human rights

'Trust and respect' is one of Ib Andersen 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 Ib Andersen Industri's workplaces, 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 and Senior 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 enhance the mental and physical working environment as well as employee health.

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 (statutory report under 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 2020.

We acknowledge that diversity promotes a healthy, balanced working environment at other management levels too, and also 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. The environment, including climate impact

Ib Andresen Industri is aware of its environmental and energy-related responsibilities. 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 all forms of corruption and financial exploitation.

Bribery: Ib Andresen Industri refuses to accept or give bribes in any form whatsoever.

Facilitation payments: Ib Andresen Industri does not permit facilitation payments.

Gifts: Ib Andresen Industri provides and receives only minor gifts for special occasions.

Political and charitable contributions: Ib Andresen Industri makes no contributions to political parties. Charitable contributions are discussed at management level.

Ib Andresen Industri's CSR Policy

With our CSR commitment 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 responsibilities:**

- **as a subcontractor**, where we are a key link in a supply chain and accordingly feel a particular responsibility in relation to the products and services we provide and to prove worthy of the trust our business partners place in us;

- **as a workplace**, where we feel responsible for maintaining a safe workplace with a healthy physical and mental working environment, where a high level of information and continuous development and training create job satisfaction and enthusiasm;

- **as a member of society**, where we feel responsible for mitigating the company's environmental impact out of consideration for the surrounding environment, and where we also wish to share social responsibility in our local area.

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 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 Ib Andresen Industri opposes all forms of corruption and financial exploitation.

Action taken in 2017/2018

	Action taken in 2017/2018	Outcomes in 2017/2018
1	Providing information to and training key employees, primarily in our sales and procurement departments, concerning our anti-corruption policy.	<p>In 2017/18 at Ib Andresen Industri, we had no cases or activities which involved corruption or economic 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

Action planned for 2018/2019

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 confirmed 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 2017/2018

Outcomes in 2017/2018

1	Drafting of guidelines/procedures for handling suppliers' codes of conduct with a view to accepting them if they are consistent with Ib Andresen Industri's Code of Conduct.	<p>Guidelines/procedures have not yet been prepared.</p> <p>The point is included in the actions planned for 2018/19.</p>
2	Continued implementation of our Code of Conduct at 50 % of the top 30 suppliers according to the new guidelines (point 1) and ensuring internal transparency concerning suppliers that have been approved.	<p>The implementation has begun, but the objective has still not been achieved.</p> <p>Problems continue in that 1) a number of suppliers still do not wish to sign Ib Andresen Industri's Code of Conduct, because they already have their own; and 2) that guidelines/procedures for the handling of a supplier's code of conduct (see point 1) have yet to be prepared.</p>
3	Ensure that the steel delivered to Ib Andresen Industri does not contain conflict minerals.	<p>Due to increasing demands from end customers requesting documentation to verify that the steel does not contain conflict minerals, a process to identify this has been launched.</p> <p>All steel suppliers to Ib Andresen Industri have been asked to complete, sign and return a form, or alternatively send a declaration of conformity.</p> <p>This process is under way and will be followed up in the next period 2018/2019.</p>



Action planned for 2018/2019

- 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. This process is expected to be completed by the end of 2018.
- 2 Continued implementation of our Code of Conduct at 50 % of the top 30 suppliers according to the new guidelines (point 1) and ensuring internal transparency concerning suppliers that have been approved.
- 3 Continue to ensure that the steel delivered to Ib Andresen Industri does not contain conflict minerals.

Customers

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, both locally and internationally. 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

It is our objective to always communicate and provide information about our beliefs and values, including our position on CSR, to our customers and other stakeholders in our main 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 2017/2018

- 1 We have continued our efforts to promote our CSR actions in our markets. This has primarily been done through exposure in the digital media.
- 2 In-house, we have focused on our CSR positions and results.

Outcomes in 2017/2018

- We have used our CSR Report as a tool to become certified as a supplier by several of our customers.
- Our CSR attitudes have been presented to all new employees at our group induction courses.

Action planned for 2018/2019

- 1 We will continue our 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 will always take precedence over consideration of the individual.

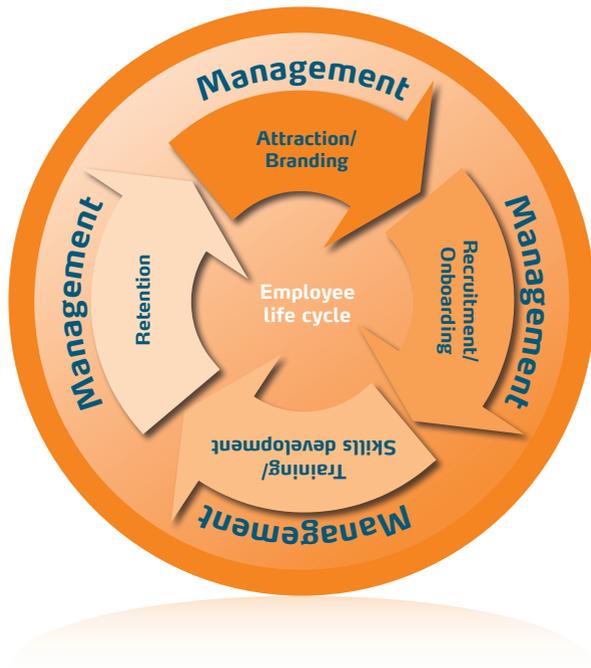
We wish to ensure that Ib Andresen Industri continues to be known as a good workplace through a high level of in-house information and great outward transparency.

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	<p>Attraction/Branding</p> <p>Through targeted branding of our company by collaborating with educational institutions, knowledge centres and undertakings and by getting involved in visits and lectures, we seek to ensure a broad knowledge of and interest in Ib Andresen Industri as a workplace.</p>
2	<p>Recruitment/Onboarding</p> <p>As far as possible, we will recruit new qualified employees via specifically designed recruitment processes and selected media, while ensuring a systematic, effective induction process at the same time.</p>
3	<p>Training/Skills development</p> <p>Through active training and skills-development initiatives (in-house and externally), we will continuously upgrade our employees' skill-sets.</p> <p>By collaborating with educational institutions and knowledge centres, we want to make it possible for our company to acquire the latest knowledge.</p>
4	<p>Retention</p> <p>As far as 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).</p>

1. Attraction/Branding

Objective Our objective is to have direct contact with educational institutions at all levels of the educational system – primary/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 Andresen 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 2017/2018

Outcomes in 2017/2018

1	<p>In our partnership with educational establishments at all levels of the education system, we provide assistance in the form of traineeships and internships, offering trainees/interns an opportunity to write final theses, lectures and organised company visits for students.</p>	<p>Applications for traineeships/internships and the option of writing final theses has been stable in the period. We are receiving applications from a wider range of educational fields than previously, and we are trying out new fields of education.</p> <p>We have had trainees and interns from:</p> <ul style="list-style-type: none"> • Lower secondary school: Week-long traineeships in our Finance Department and PTA Project Department. • University of Southern Denmark: An engineering student (global management and manufacturing) with supply chain as the theme. A production engineering student writing a final master's thesis. Production engineering students as interns.
2	<p>Continued participation at selected trade fairs, in part to brand the company's name and to meet prospective candidates face to face.</p> <p>Over the past year we have participated in the following events:</p> <ul style="list-style-type: none"> • Engineering Job Fair at SDU. • Project/Internship Days for SDU engineering students in both autumn and spring. • Career fair at University College Lillebaelt (UCL). • Education Fair in Nyborg Municipality, organised by UVO (Greater Odense youth educational guidance service), targeting lower secondary school students, to give them an overview of vocational study programmes. 	<p>As we have systematically participated in these activities, we have experienced how students are exploring the possibility of making contact with companies earlier and earlier in their study programmes. This includes first-year students who come to us, and we continue to meet them throughout their studies in subsequent years.</p> <p>This establishes a closer relationship and enables students to make better, more informed choices about their internship or project options.</p> <p>We have also been visited by some 100 engineering students, and we have made presentations at Lillebaelt Academy/ University College Lillebaelt several times.</p> <p>We continue to be visited by other companies and through educational institutions who experience us as an open company.</p>

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	<ul style="list-style-type: none"> • Jobmesse Fyn (Job Fair Funen) organised by the job centres on the island of Funen. 	
3	We have continued our efforts to optimise the use of social media to attract prospective candidates. Over the next year, we will boost these efforts by intensifying the cooperation between HR and Marketing.	We have upheld our efforts to attract new employees via social media at the same high level as in 2016/17, which also enables us to see how the increasing number of social media followers means we are reaching more people. The number of LinkedIn followers has increased by 19 %, the number of Facebook followers by 25 %, and the number of page views of jobs in our website's Career section by 10 %.

Action planned for 2018/2019

1	We need to prepare a targeted branding strategy to consolidate our position as we compete for highly qualified employees.	
2	In particular, we need to communicate at eye level with the younger generation currently entering the labour market. One specific initiative could be short videos of employees who tell what it is like to work for us. This would be a means of communication that appeals more to the generation of young people who is beginning to enter the labour market.	
3	We should aim to continuously raise the company's level of expertise by attracting knowledge-intensive candidates.	

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 2020.
 2. It is our aim that at least 10 % of the company's managers at other managerial levels will be women.

Action taken in 2017/2018

Outcomes in 2017/2018

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. During the year, there was no change to the composition of the board of directors elected at the general meeting, and we see no reason for any changes in 2018, which is why we are revising our time frame to 2020.
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2		In 2017/2018, women still constituted 17 % of the company's managerial staff at other levels.
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Action planned for 2018/2019

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.	
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2. Recruitment/onboarding

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

Action taken in 2017/2018

Outcomes in 2017/2018

1	<p>In the period, we have been busy recruiting new employees due to the following:</p> <ul style="list-style-type: none"> • introduction of new technology • a need for more employees due to increased growth • colleagues who retire/take early retirement <p>We have also reinforced our efforts targeting trainees/apprentices.</p>	<p>We have succeeded in recruiting the staff resources we need. We have increased the total number of employees by 24 in the period.</p> <p>We had 26 apprenticeships/traineeships in the period. Six of these processes were completed in the period.</p>
2	<p>Recruitment processes for employing both hourly-paid and salaried employees/managers are now managed under one common recruitment standard.</p> <p>During the period, we did not have time to select and implement a new HR recruitment/onboarding system due to increased operational activities.</p>	<p>The standardisation process has given prospective employees a more well-managed and professional recruitment process.</p> <p>It also enables HR staff members to take over tasks for one other, while maintaining recruitment quality at the same time.</p>
3	<p>Over the year, we held three two-day induction courses for 64 employees.</p>	<p>The induction courses are praised by our new employees and thoroughly familiarise them with our company, including our organisation and various business units and how they are interrelated.</p> <p>Another benefit of the courses is that it enables newly hired employees to build up a network across the company.</p>

Action planned for 2018/2019

1	We need to select and implement a new HR system to manage the recruitment and onboarding process in the financial year.
2	We need to prepare an improved onboarding programme for all staff groups in the coming year.
3	We need to adapt and modify apprenticeship/traineeship conditions to meet the anticipated need for skill-sets in the company.

3. Training/skills development

Objective We aim to continuously be significantly higher than the expected number of trainee points set by the Employer-based Educational Assistance Programme (AUB). 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 2017/2018

Outcomes in 2017/2018

1	We have continued our team-development efforts through the programme: The Five Behaviours of a Cohesive Team.	<p>We can see how managers and employees are familiar with and, not least, use the programme's terms and meanings in meeting contexts and day-to-day cooperation. This gives us a clear frame of reference for good management and a code for good cooperation at the same time.</p> <p>Team-development efforts also help boost well-being and job satisfaction, which has a positive effect on our productivity-related objectives, etc.</p> <p>Our Group Co-operation Committee is now requesting similar activities targeting team development for all hourly-paid staff.</p>
2	All employees have been introduced to and instructed in the quality management system ISO 9001/2015 with a view to being recertified in the spring of 2018.	<p>We passed an audit for the approval of the new setup, and we now have one overall system for the whole company.</p> <p>In addition, we have implemented a new system for handling procedures and standards. The system manages both the ISO 9001 and 14001 standards, gathering them in one place with a user-friendly interface.</p>
3	A few salaried positions have been filled by internal candidates, and three trainees have been hired for the purpose of developing them to qualify for future jobs in the company.	One former trainee is now employed in a full-time position, and one hourly-paid employee is currently enrolled in a study programme aimed at employment in a salaried position.

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4	<p>Current apprenticeship situation in the period:</p> <ul style="list-style-type: none"> • 12 plant operators • 6 metalworkers • 1 electrician • 1 data technician • 1 industrial technician • 1 logistics assistant • 1 property service technician • 1 apprentice under the Basic Integration Training Programme (IGU) <p>2 apprentices dropped out prematurely.</p> <p>We participate in local and national education committees and serve as master inspectors for several study programmes.</p>	<p>We are quite pleased by the fact that – according to our preliminary assessment received from Employer-based Educational Assistance Programme (AUB) concerning the 'mandatory' number of apprenticeships – we are 11.46 apprentice points above our expected contribution.</p> <p>Apprentice points The top column shows the number of apprentice points we must achieve before 31 December 2018. The middle column shows the number of apprentice points we have obtained up to now. This means we are currently 11.46 apprentice points over our target.</p> <p>The very fact that we help train apprentices/trainees to benefit the business community is a key element of our strategy and corporate social responsibility.</p> <p>We do not experience problems with recruiting apprentices/trainees, and we are proud to have both youth and adult apprentices, as well as a single trainee under the Basic Integration Training Programme (IGU).</p>
5	<p>Productivity-enhancing measures have been implemented, as part of an 'uptime' project, in all of the company's manufacturing units.</p> <p>As part of this process, we have installed a digital display of uptime, and we have completed comprehensive training of employees in how to understand and cope with the changes and improvements implemented.</p>	<p>This gives both management and employees a fact-based tool for continuously improving the production process.</p> <p>Generally speaking, our employees are very enthusiastic about and interested in successfully completing the project.</p>

Action planned for 2018/2019

1	We are commencing efforts to chart the qualifications required for all positions in the company.
2	We need a new HR qualifications-management system which involves the digitising of our HR processes: recruitment, onboarding, expertise management, skills development, the holding of appraisal interviews, etc.

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 2017/2018

Outcomes in 2017/2018

1	<p>The accommodating labour market.</p> <p>We work closely with municipal job centres on retention and speedier clarification of employees' job situations.</p> <p>In the period, a number of cases have failed to be clarified, which is why we have set up additional Section 56 conditions.</p> <p>In addition, we actively use the reduced-hours job scheme.</p>	<p>As a result of a focused, speedy-clarification effort by HR, employees on sick leave have been relieved of undue pressure related to their periodically reduced working capacity. And we have noted how sickness-related absence has stabilised, despite several agreements.</p> <p>There is widespread satisfaction with the company's active efforts to retain older-aged employees and employees with reduced working capacity.</p>
2	<p>We actively use interviews with older employees in our job-appraisal system to retain older employees on the job.</p>	<p>As a natural consequence of having a relatively large number of older employees, even more agreements have been set up for this group of employees this year.</p>

Action planned for 2018/2019

1	<p>We need to develop our basic company culture so that the requirements of future generations are more closely aligned with what they expect of a modern undertaking and its actual cultural standpoint.</p>
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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 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.

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 fitness clubs.

Current areas of focus

1	<p>The physical working environment</p> <p>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.</p>
2	<p>The mental working environment/well-being</p> <p>We are involved in the mental working environment in several ways, including through job-satisfaction surveys and workplace assessments.</p>

Form, continued

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Health

Through our Health Committee, we have intensified our focus on health-promoting activities.

The physical working environment/safety

Objective Our focus on occupational health and safety must be strengthened, and we must reduce the number of occupational accidents. In the 2017/2018 financial year, our target is to reduce our rate of occupational accidents to a maximum of 40^{occupational accidents/1 million working hours}.

In the 2018/19 financial year, we endeavour to further reduce this rate to a maximum of 35^{occupational accidents/1 million working hours} and in 2019/2020 to a maximum of 30^{occupational accidents/1 million working hours}.

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 2017/2018

Outcomes in 2017/2018

1	<p>We systematically register near-miss accidents and observations.</p> <p>Everyone has access to these reports, but they are also discussed by the OHS groups and reported at whiteboard meetings in the production unit.</p> <p>In addition, we actively follow up on the causes of the occupational accidents that have occurred, so that we can take corrective action.</p>	<p>1.1 Unfortunately, we were unable to achieve our objective of reducing the number of occupational accidents in 2017/2018. We had a rate of 48^{occupational accidents/1 million working hours}.</p> <p>But we did see a dramatic drop in the number of hours of accident-related absence, which is positive.</p> <p>1.2 Our registration of and efforts targeting near-accidents is proceeding satisfactorily.</p>
2	<p>Implementation of emergency-response exercises.</p>	<p>In cooperation with Falck, we conduct emergency response exercises to train our employees in how to respond appropriately in different situations.</p>
3	<p>Implementation of a new chemicals management system.</p>	<p>In 2016/17, we implemented our chemicals management system. All chemicals are now in the system, which gives us a complete overview of the company's use of chemicals.</p> <p>This means that we are also beginning to phase out unwanted substances.</p>
4	<p>Environmental and safety inspections.</p>	<p>In the period, we have introduced rounds of environmental and safety inspection in all departments, which has helped intensify focus at all levels.</p> <p>This ultimately contributes to a keener focus on our safety culture.</p>

Action planned for 2018/2019

1	<p>We will continue our efforts to systematically register near-miss accidents, and we continue to be keenly focused on reducing the number of occupational accidents.</p>
2	<p>We will continue our rounds of environmental and safety inspections in all departments to intensify focus at all levels and make a positive contribution to a safer culture.</p>

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 2017/2018

	Action taken in 2017/2018	Outcomes in 2017/2018
1	Follow-up of allocated themes in the 2017 job-satisfaction survey.	In the period, we have worked to follow up on the job satisfaction survey conducted in the spring of 2017. This was done both in the individual departments and areas, and under the auspices of Ib Andresen Industri's liaison committee which discussed the more overarching trends.
2	A cooperative effort involving HR and the Health Committee focused on raising awareness of stress symptoms as well as corrective action.	In the period, we have hosted talks on stress and sleep, which have helped make everyone more aware of stress symptoms and remedial action.

Action planned for 2018/2019

1	The allocated topics of the job-satisfaction survey must be ambitiously followed up on in 2017.
2	Through a joint cooperative effort involving HR and the Health Committee, we will focus on raising awareness of stress symptoms and remedial action.
3	Implementation of a job satisfaction survey in the spring of 2019.

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 2017/2018

	Action taken in 2017/2018	Outcomes in 2017/2018
1	We held the Ib Andresen Industri Company Tournament (an annually recurring activity day where teams compete against one another in different (unconventional) disciplines) for the second year in a row. The purpose is to get to know one another better across the departments and thus reinforce the sense of community/team spirit.	The Company Tournament was held in mid-June with the participation of about 35 employees, who spent some entertaining and active team-building time together.

Form, continued

2

Annually recurring, health-promoting activities:

1. Two annual **pedometer competitions**
2. **Health campaign(s)**, with activities such as the measurement of biological age/mini health check-up by a dietician and functional training, a walk-a-thon and lectures on various topics within KRAMEt
3. **Collaboration with physiotherapy students** at University College Lil- lebælt (UCL)
4. **Two cookery school evenings**

1) Two pedometer team-based competitions were held, one in October and one in April. Results of the October competition: Nine teams and 44 individuals signed up, and 42 participants completed the competition, taking 347,000 steps on average. Result of the April competition: Ten teams and 48 individuals signed up, and 44 participants completed the competition, taking 331,000 steps on average. This means that the average for both competitions met the recommended target of 10,000 steps a day. Generally speaking, the Pedometer Competition is widely supported and it will be repeated in 2018/2019.

2) A health campaign began in January and lasted until Easter. The campaign was a new initiative that involved measuring one's biological age + mini health check-up by a dietician. Seventy-six employees participated in the survey, and roughly 10 chose to make use of offers via the company's health insurance, which funds courses with a dietician under given assumptions. Another element of the campaign was a walk-a-thon (involving group walks during lunch breaks twice a week) with 21 participants, who went on 155 walks together over the 11 weeks. Functional training was also offered from January to June, for which 24 employees signed up (about 10 participants per session). The walk-a-thon and functional training will be offered again (but not necessarily only in a context of the Health Months), as these will enhance both physical fitness and daily well-being. Thomas Milsted gave a talk on stress, attended by roughly 65 employees.

3) Over the year, collaboration with UCL's physiotherapist students was set up regarding ideal working positions at the small bending machines, which resulted in instructions in daily exercises and guidelines for more expedient working positions. Ib Andresen Industri and UCL/students can mutually benefit from the collaboration, and we will continue to try to find projects for new students in various parts of the organisation.

4) Over the year, two cookery school evenings were held with a focus on tasty and more nutritious cooking.

The course is fully booked every time (approx. 16 people). The combination of cooking and social interaction across the organisation is a recurring success, and we will continue to hold two courses each year (spring and autumn).

The form continues on the next page

3	<p>Informational campaigns</p> <ol style="list-style-type: none"> 1. Cleaning the keyboard 2. Good hand hygiene 	<p>We carried out two informational campaigns over the year: In the autumn, a campaign on cleaning the keyboard with an article in the staff magazine on the topic as well as information about where to find cleaning items. And in the spring, a campaign on good hand hygiene with instructions and badges at various locations in the company. Both measures aim to minimise the risk of (contagious) sickness resulting from poor hygiene.</p>
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4	<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, Alps hike, Coast to Coast and Fyn Rundt (Round Funen) • Bowling: Company bowling with five teams • Fishing: with several annual trips • Company golf 	<p>There is a high level of activity, with many participants at the individual events.</p> <p>We feel that the social gatherings boost team spirit in our everyday work and build relationships across the organisation.</p>
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Action planned for 2018/2019

1	<p>Through Ib Andresen Industri's Sports Association and the Health Committee, we will continue to carry out various health-promoting activities under the auspices of KRAMeT, such as information campaigns, stop-smoking campaigns, pedometer competitions, walk-a-thons, IAI Company Competitions, talks/training on healthy living and cookery school evenings. As something new, we are offering functional training throughout autumn of 2018 to see whether a lengthier process will generate higher attendance.</p>
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The wider world

Environment

Ib Andresen Industri is aware of its environmental and energy-related responsibilities. We are environmentally certified to ISO 14001. Our environmental work is therefore 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.

	Action taken in 2017/2018	Outcomes in 2017/2018
1	<p>Groundwater protection</p> <p>The project involving the refurbishment of our old truck washing site has been launched.</p>	<p>The project is still not completed and will continue into the current 2018/2019 financial year.</p>
2	<p>Energy optimisation</p> <p>Reduction of our electricity consumption.</p>	<p>In 2017/18, we launched several small projects to minimise our electricity consumption. Among other things, we optimised the energy efficiency of our lighting and machinery, equating to an annual reduction of around 3 % of our total carbon emissions from electricity consumption.</p>
3	<p>Reduction of non-recyclable waste</p>	<p>Over the financial year, we worked to become better at recycling our waste.</p>
4	<p>The environmentally aware employee</p>	<p>Over the financial year, we have worked to heighten the environmental awareness of our employees.</p> <p>These efforts include information meetings for all employees, as well as workshops for training our OHS organisation, so that the employees who participate in this training can also be ambassadors for heightening our employees' environmental awareness.</p>
5	<p>Climate impact</p> <p>Replacement of diesel-powered forklift trucks with electric forklift trucks.</p>	<p>In the period, we replaced a number of old diesel-powered forklift trucks with new, more climate-friendly electric forklift trucks.</p>

Action planned for 2018/2019

1	Groundwater protection We will continue the refurbishment of our washing site and thus implement a specific initiative on our own property to reduce our environmental impact. The aim is to improve the protection against oil seepage.
2	Energy optimisation and carbon reduction We are continuing our efforts to reduce our consumption of energy to minimise unnecessary consumption. The focus is on reducing our electricity consumption and carbon emissions. 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 is happy to work with public authorities committed to advancing other members of society in their working lives by participating in, e.g., 'the accommodating labour market', acting as a host for work experience schemes, 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').



Corporate Social Responsibility

2017/2018



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