

# Corporate Social Responsibility

at Ib Andresen Industri A/S



2016/2017

*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 reports help 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 2016/2017 Annual Report for Ib Andresen Industri A/S.

August 2017

CSR Coordinator

**Klaus Høffer Larsen**

CEO

**Bjørn Thorsen**

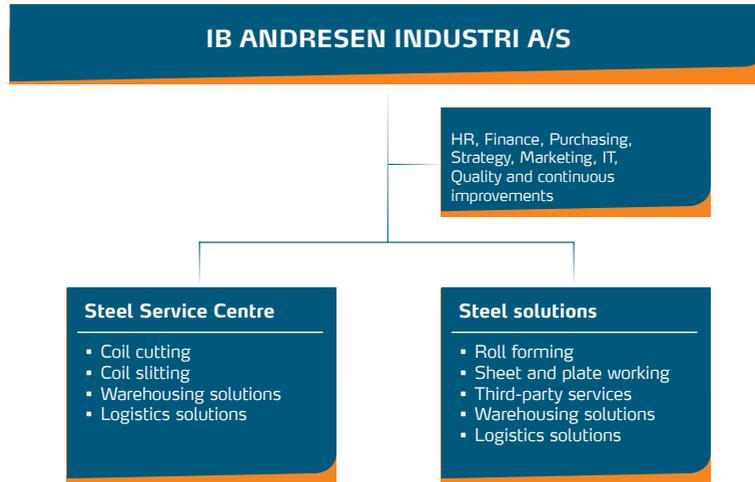


## Ib Andresen Industri's philosophy

"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 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 Ib Andresen 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 2018.

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

**Bribery:** Ib Andresen Industri refuses to accept or give bribes in any form whatsoever. Ib Andresen Industri opposes all forms of corruption and financial exploitation.

**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 2016/2017

### Outcomes in 2016/2017

1	Providing information to and training key employees, primarily in our sales and procurement departments, concerning our anti-corruption policy.	<p>In 2016/17 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"> <li>▪ At department meetings</li> <li>▪ At a group induction course attended by all new employees</li> </ul>
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### Action planned for 2017/2018

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 2016/2017

### Outcomes in 2016/2017

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>This point is included in the actions planned for 2017/18, and it is expected to be completed by the end of 2017.</p>
2	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. The problem continues to be that several suppliers do not wish to sign Ib Andresen Industri's Code of Conduct because they already have their own.

### Action planned for 2017/2018

1	Drafting of guidelines/procedures for handling suppliers' codes of conduct with a view to accepting them provided that they are consistent with Ib Andresen Industri's Code of Conduct. Expected to be completed by the end of 2017.
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.



## 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 2016/2017

#### Outcomes in 2016/2017

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.	We have used our CSR Report as a tool to become certified as a supplier by several of our customers.
2	In-house, we have focused on our CSR positions and results.	Our CSR attitudes have been presented to all new employees at our group induction courses.

#### Action planned for 2017/2018

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.

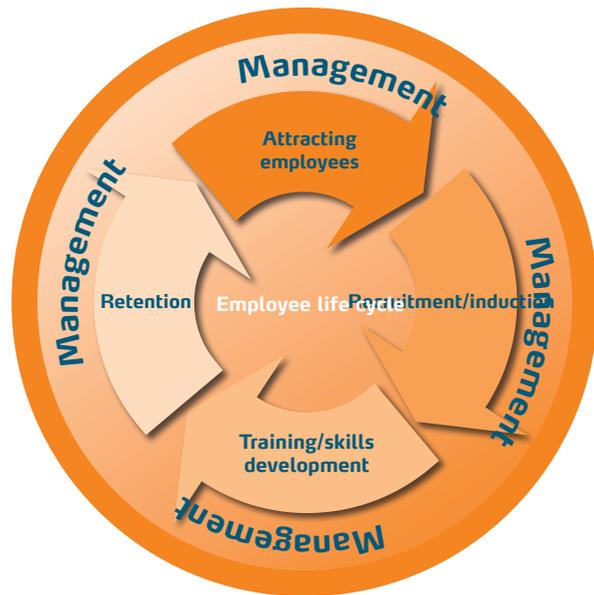
We wish to ensure that Ib Andresen Industri continues to be known as a good workplace through a high level of in-house information and great outward transparency.

### 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

<b>1</b>	<p><b>Attracting employees</b></p> <p>By collaborating with educational institutions and knowledge centres and undertaking to receive visits and give presentations, we seek to ensure a broad knowledge of and interest in Ib Andresen Industri as a workplace.</p>
<b>2</b>	<p><b>Recruitment/induction</b></p> <p>As far as possible, we will recruit new employees via our own or selected media at the same time as ensuring their systematic and effective integration.</p>
<b>3</b>	<p><b>Training/skills development</b></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>
<b>4</b>	<p><b>Retention</b></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. Attracting employees

**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 2016/2017	Outcomes in 2016/2017
<b>1</b>	<p>In our partnership with educational establishments at all levels of the education system we provide assistance in the form of traineeships, presentations, guest lecturers as well as arranging company visits.</p>	<p>The number of applicants seeking traineeships has been stable during the period.</p> <p>We have had students and interns from:</p> <ul style="list-style-type: none"> <li>- Lillebælt Academy: Production technologist and finance economist</li> <li>- SDE College: Storage/logistics trainee</li> <li>- University of Southern Denmark: Production engineer</li> </ul> <p>We benefit greatly from our collaboration with educational institutions and having our company name become known by students.</p> <p>As a direct output of our cooperation, we have permanently employed three newly qualified production technologists.</p>
<b>2</b>	<p>In September 2016, we once again took part in the Job Fair for engineering students at the University of Southern Denmark and in the Internship/Thesis Fair for engineering students at the University of Southern Denmark in March 2017.</p> <p>As something new, we have participated twice in a Business Brunch at the University of Southern Denmark where we have an opportunity to meet different fields of study.</p> <p>For this purpose, we produced a testimonial video with one of our newly employed academics.</p> <p>During the period we also participated in the Job Centres' Job Fair in September 2016.</p> <p>In addition to our external activities, we have also hosted a number of visitors, particularly from the engineering programme at the University of Southern Denmark, as well as other associations and organisations.</p>	<p>The Engineering Job Fair is the venue where we attract traineeship candidates in the spring.</p> <p>We encounter self-confident, ambitious students who realise the importance of becoming familiar with prospective companies for projects and traineeships early on in their studies. They often visit us several times during their studies.</p> <p>With the Business Brunch events, we have now reached other fields of study, where we expect to meet the need for other profiles going forward.</p> <p>We seem to be experiencing a higher level of knowledge of our company.</p> <p>Each year, between 250 and 300 people learn about Ib Andresen Industri A/S, as visitors alone.</p>

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3	Over the past financial year, there have been an average of two or three postings a month on LinkedIn and one or two postings a month on Facebook. Several of these have been job ads.	The higher level of activity has heightened an awareness of our presence on LinkedIn, where our number of followers has increased by 23.8% to 1,800.  Our number of Facebook followers has gone from 0 to 292.
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**Action planned for 2017/2018**

1	We will continue our efforts to optimise our use of social media to attract prospective candidates, and we will boost these efforts over the course of next year through even closer cooperation between HR and Marketing. One specific initiative will be short videos about employees describing what it is like to work for us. This will be a means of communication that appeals more to the generation of young people who are beginning to enter the labour market.
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**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 will be women.

**Action taken in 2016/2017**

**Outcomes in 2016/2017**

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. Over the year, there was no change to the board's composition of members elected by the annual general meeting.
2		In 2016/2017, women constituted 17% of the company's managerial staff at other levels.

**Action planned for 2017/2018**

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/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 2016/2017**

**Outcomes in 2016/2017**

1	In 2016/2017, we continued our efforts to maintain a high standard in the processing of applications.	We continue to process all applications in our own system.  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 the system is time-consuming to maintain.
2	As part of our strategy, we have filled several positions with in-house candidates.	We feel that in-house recruitment works very well, in part because employees recruited in-house excel, and because it gives them an opportunity to apply any unused skill-sets.  At the same time, in-house recruitment makes room for new candidates to fill the vacancies.
3	Over the year, we held several induction courses for new employees.	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.  Another benefit of the courses is that it enables newly hired employees to build up a network across the company.

**Action planned for 2017/2018**

1	In the year ahead, we will continue to improve the processing of all types of applications and we will look into the possibility of finding a suitable IT system that can help increase the degree of automation related to the recruitment process.
2	In the year ahead, we will work to improve our induction/onboarding process.

### 3. Training/skills development

**Objective** Our objective is to continuously have five to ten 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 2016/2017	Outcomes in 2016/2017
1	Adjustment and adaptation of our performance review system for salaried employees and hourly paid employees.	Minor adjustments of the performance-review system have been implemented, particularly for salaried employees.
2	Drafting plans to help us ensure that we continuously have or that we upgrade qualified "inheritors" of key jobs in the company.	The process is still ongoing and it will continue in the new financial year.
3	Continuation of the development of our managers' behavioural patterns in teams and subsequently among selected teams of employees.	We have completed the introduction of and follow-up on the team-development programme "The Five Behaviours of a Cohesive Team" for all managers and salaried employees, except a few.  The frame of reference for good management, cross-organisational teamwork and the development of individuals in teams has been reinforced, which promotes the desire for intensified synergies and the use of best practices in the organisation. The process will continue in the new financial year.
4	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.  This includes the training of all employees as part of our ISO 14001 certification process.	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.
5	We continue to train industrial operators, metalworkers and electricians, and a data technician just completed a training programme.  During the period, we helped several apprentices from other companies complete their study programme.  We participate in Local and National Education Committees and serve as inspecting masters.	Our apprentices perform with excellence and finish with good marks.  Our company is very satisfied with having apprentices, and we will continue these efforts.  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.  The number of adult apprentices applying for positions at our company is increasing.

#### Action planned for 2017/2018

1	We assume that a need for training activities will emerge from the results of the recent job-satisfaction survey.
2	As part of the upcoming re-certification pursuant to ISO 9001/2015, there will presumably be a need for targeted supplementary training among our employees.
3	We will continue our efforts to draw up plans to help us ensure that we continuously have or that we upgrade qualified "inheritors" of key jobs in the company.
4	We will continue to develop the behavioural patterns of our teams.

### 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 2016/2017

#### Outcomes in 2016/2017

1	The accommodating labour market.  Due to the tougher competitive situation, we have focused our attention on the mental pressure this triggers in our employees.  We are still cooperating with job centres and municipalities on work-ability tests and possibly the reduced-hours job scheme.	Over the period, we experienced an increased need for help from our stress coach, but fortunately we saw good results in the form of recipients returning to work.  We have also launched other activities to retain employees.  Our cooperation with the municipalities relating to employees on sick leave works well and we currently have five employees employed in reduced-hours jobs.
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.	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 seven employees.

#### Action planned for 2017/2018

1	The Senior Committee will continue to work on whatever measures are deemed necessary as a result of the senior meetings.
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# Occupational health and safety

Ib Andersen 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

<b>1</b>	<b>The physical working environment</b> 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.
<b>2</b>	<b>The mental working environment/well-being</b> We are involved in the mental working environment in several ways, including through job-satisfaction surveys and workplace assessments.
<b>3</b>	<b>Health</b> 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, we endeavour to reduce our rate of occupational accidents to a maximum of 40 occupational accidents/1 million working hours in 2018/2019 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.

### Action taken in 2016/2017

### Outcomes in 2016/2017

<b>1</b>	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 whiteboard meetings in the production unit.  In addition, we actively follow up on the causes of the occupational accidents that have occurred, so that we can take corrective action.	<b>1.1</b> Unfortunately, we were unable to achieve our objective of reducing the number of occupational accidents in 2016/2017. We had a rate of occupational accidents of 47.  <b>1.2</b> Our registration of and efforts targeting near-accidents are proceeding satisfactorily.
<b>2</b>	Planning of processes for OHS certification pursuant to ISO 45001	We have chosen to postpone the planned OHS certification. This does not mean, however, that we will remove focus from OHS efforts. On the contrary, we have chosen to focus on reducing the number of accidents and using our resources on this, instead of on an occupational health and safety certification.
<b>3</b>	Implementation of a new chemicals management system	During the financial year, we upgraded our chemical management system to make working with chemicals management more user-friendly. At the same time, we receive updates from authorities in the system in the event of legislative amendments relating to the use of chemicals and the substances they contain.

### Action planned for 2017/2018

<b>1</b>	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.
<b>2</b>	Planning of processes for OHS certification pursuant to ISO 45001.

## 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 2016/2017

### Outcomes in 2016/2017

1	<p>A job-satisfaction survey was carried out in the spring of 2017.</p> <p>As a result of changes to our liaison committee structure, as well as a desire for the liaison committee to be a key focal point for efforts involving job satisfaction, the survey will be followed up on in the autumn of 2017.</p>	<p>The job-satisfaction survey was conducted with a very high rate of employee participation, which indicates widespread dedication, and fulfilled the wish of management for employees to express their opinion.</p>
2	<p>HR has supported colleagues who need help to cope with the pressures of everyday work. We have offered lectures on stress to selected managers through our stress coach.</p>	<p>We continue to see good results from using the stress coach for employees who need it, and we have improved the system for easing employees suffering from stress back to work.</p>

### Action planned for 2017/2018

1	<p>The allocated topics of the Job-Satisfaction Survey must be ambitiously followed up on in 2017.</p>
2	<p>Through a joint cooperative effort involving HR and the Health Committee, we will focus on raising awareness of stress symptoms and remedial action.</p>



# 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 2016/2017	Outcomes in 2016/2017
1	We will offer a quit-smoking course (offered every two years).	In spring, we sought participants for a quit-smoking course, but there was no basis for setting up a group: only three employees signed up and they were dispersed at different geographical locations. Instead, we offered to pay the respective employees' participation fees for a quit-smoking course in their local areas.
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.	<b>The Company Tournament</b> was held in early September. Around 50 employees participated and spent some pleasant and active hours together. As originally planned, the activity will be a recurring event, as it contributes to a healthy mental working environment and well-being.
3	Annually recurring health-promoting activities: <b>1. Pedometer Competition</b>	1. A Pedometer Competition was held for teams in April. 74 participants signed up, 65 of whom completed. 345,000 steps were taken on average, which – although a marked improvement of the average compared to previous-single-person competitions (306,000–310,000 steps) – is still slightly below the average of the first team competition held (363,000 steps). Generally speaking, the Pedometer Competition is widely supported and it will be repeated in 2017/2018.

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## Action taken in 2016/2017

3	<p>2. <b>Health months</b> at the canteen with activities such as <b>a weight-loss competition</b> and <b>CrossFit</b>, <b>a walk-a-thon</b> and <b>lectures</b> about sleep</p> <p>3. <b>Collaboration with physiotherapy students at University College Lillebælt (UCL)</b></p> <p>4. <b>Cookery school evenings</b></p>
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## Outcomes in 2016/2017

2. Two Health Months were held over the year (January and June), generally focused on whole grains and vegetables and less fat and sugar in the canteen.

Healthy January saw a new initiative in the form of a "walk-a-thon" (group walks during the lunch break) with 24 participants who together took 323 walks and covered 646 km. CrossFit was also offered from January to April, where more than 30 employees participated (16–18 on average each time). The walk-a-thon and CrossFit sessions will also 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. Similarly, a lecture was held about well-being and sleep by sleep scientist Mikael Rasmussen, attended by around 55 employees.

Healthy June focused on diet and also featured a weight-loss competition with 14 participants. The criterion for participating in the competition was to lose 3% of one's baseline weight over a month. Two participants achieved this weight loss.

3. Over the year cooperation was established with UCL's physiotherapy students regarding one of our production areas, this time focusing on both well-being and ergonomics. Ib Andresen Industri and the students/UCL can mutually benefit from the collaboration, and we will continue to try to identify projects at various places in the organisation for new students.

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).

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**Action taken in 2016/2017**

**Outcomes in 2016/2017**

4	<p>As a natural part of the company's health efforts, the <b>company's sports clubs</b> encourage activities after work and participation in company-related events.</p> <p>The activities include:</p> <ul style="list-style-type: none"> <li>• <b>Runs:</b> Eventryløbet (Adventure Run), the DHL Relay Race</li> <li>• <b>Cycling:</b> the "We Bike to Work" campaign, Alps hike, Coast to Coast and Fyn Rundt (Round Funen)</li> <li>• <b>Bowling:</b> Company bowling with five teams</li> <li>• <b>Fishing:</b> several annual trips</li> </ul>	<p>There is a high level of activity, with many participants at the individual events.</p> <p>We experience how social gatherings boost team spirit in everyday work and create new relations at the workplace.</p>
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**Action planned for 2017/2018**

1	<p>We continue to carry out various health-promoting activities through Ib Andresen Industri's Sports Association and the Health Committee, such as Health Month, the Pedometer Competition, CrossFit activities, the IAI Company Tournament, lectures and the "Cookery School Evening".</p>
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# The wider world

## Environment

Ib Andresen Industri is aware of its environmental and energy-related responsibilities.

We became environmentally certified pursuant to ISO 14001 in the financial year 2016/2017. 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.

	<b>Action taken in 2016/2017</b>	<b>Outcomes in 2016/2017</b>
1	<p><b>Groundwater protection</b></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 2017/2018 financial year.</p> <p>Cleaning routines at the site have been implemented, however, as have controlled self-monitoring of wells and alarms via our maintenance programme.</p> <p>In addition, we have completed the structural design and obtained quotations for the refurbishment of the washing site.</p>
2a	<p><b>Consumption of energy for hot water</b></p> <p><b>For a number of years, we have been working to reduce the consumption of energy for heating water for our staff quarters. 2016/2017 was the fourth year of this project, and we have now replaced all of our old hot-water containers with district-heating shell-and-tube heat exchangers.</b></p>	<p>Due to the size of the investment, it was decided to divide the refurbishment project into stages. All stages have now been completed.</p> <p>The energy saved is approximately 20,000 kWh/year.</p>
2b	<p><b>Energy efficiency</b></p> <p>Reduction of our electricity consumption</p>	<p>In 2016/17, we launched several small projects to minimise our electricity consumption.</p> <p>In this context, we have focused on the behaviour of our employees, and our efforts include ensuring that everyone remembers to turn off the light.</p>

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Action taken in 2016/2017		Outcomes in 2016/2017
3	<b>Reduction of non-recyclable waste</b>	Over the financial year, we worked to become better at recycling our waste. Among other things, we have become far better at reusing the wooden blocks that we use for packaging transports between our divisions in Vejle and Langeskov.
4	<b>The environmentally aware employee</b>	Over the financial year, we have worked to heighten the environmental awareness of our employees. 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.

**Action planned for 2017/2018**

1	<b>Groundwater protection</b> We will continue the ongoing 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	<b>Energy optimisation and carbon reduction</b> 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	<b>Reduction of non-recyclable waste</b> 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	<b>The environmentally aware employee</b> 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 heighten 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 accessible 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

## 2016/2017



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# IB ANDRESEN INDUSTRI