

Corporate Social Responsibility

Corporate Social Responsibility at Ib Andresen Industri A/S



**IB ANDRESEN
INDUSTRI**

STEEL SHAPED FOR GREAT IDEAS

2019/20

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

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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 to 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 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 2019/2020 Annual Report for Ib Andresen Industri A/S.

August 2020

Chairman of the Board
Ib Andresen

Chief Executive Officer
Bjørn Thorsen

Ib Andresen Industri's business concept and business model

Founded by Ib Andresen in 1967, **Ib Andresen Industri** today processes approx. 500,000 tonnes of steel annually. Headquartered in Langeskov, Denmark, the company has departments in Nyborg, Vejle and Fredericia.

Our business concept is:

"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.

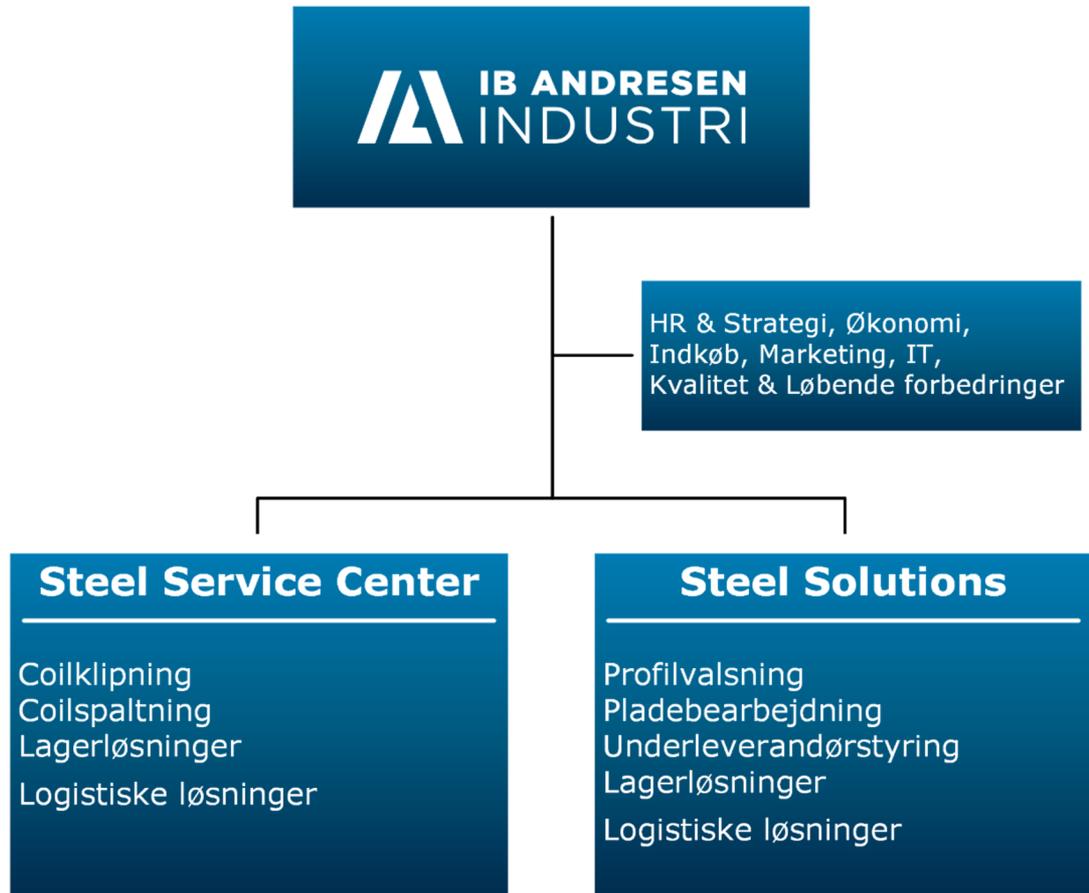
Ib Andresen Industri's workplaces must continue to be attractive, allowing us to attract highly proficient, highly motivated employees."

Our customers span many industries and are very different in size. We mainly do business with the wind, manufacturing, solar, construction, transport and steel service centre industries.

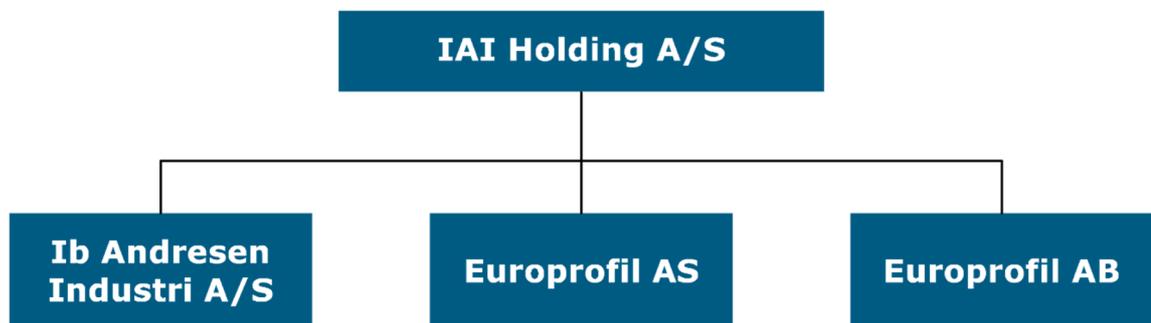
Through active participation in our customers' product development, we seek to contribute to boosting their competitiveness, and we therefore only produce workpieces according to customer specifications.

Ib Andresen Industri's **core competencies** are focused on two main business areas: 'Steel Service Centre', where coils are processed into sheets and slit coils, and 'Steel Solutions', where the services include sheet and plate working and roll forming with associated logistics solutions.

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.



Innovation and development

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



Commitment and responsibility

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



Growth and profitability

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

Business ethics and risks

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.

With the above in mind, we have identified the main risks in respect of which we as a company may have a negative impact on society.

In light of these risks, we have developed a number of policies, and we have identified areas in which we can minimise the risks through action. This is described later in this CSR Report.

The connection between risks, policies and areas for action

Risks	Policy	Area for action			
/ Respect for human rights	Human rights	Employees	Occupational health and safety	Business connections	
/ Discrimination					Social conditions and labour rights, including diversity
/ Work-related accidents and injuries					
/ Energy consumption and carbon emissions / Waste sorting and recycling	The environment, including climate impact	The environment and climate impact			
/ Corruption and bribery	Anti-corruption	Business connections			
/ Events in our supplier chain which are incompatible with our business ethics	Code of Conduct				

In general, we see ourselves as a company with a relatively limited negative impact on society, and thanks to our geographical location alone, the world around us offers a high level of prosperity, good welfare, respect for basic human rights and a low level of corruption.

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 the following policies on:

- 1. Human rights**
- 2. Social conditions and 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, Privacy Protection Policy (GDPR) 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.

The respect for basic human rights is the foundation for several of the actions (and the results achieved through these) that Ib Andresen Industri undertakes within the action areas 'Business connections', 'Employees and social responsibility' and 'Occupational health and safety'.

2. Social conditions and 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.

We continually undertake activities designed to further enhance the mental and physical working environment as well as employee health, and we have, among other things, a health policy and a smoking policy to underpin this.

In our efforts to be a socially responsible company, we take a positive approach to partnering with authorities and organisations on factors affecting our fellow human beings.

2a. Diversity (statutory report under Section 99 b 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.

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.

	Actions taken in 2019/2020	Outcomes in 2019/2020
1	In recruiting new staff, we encourage all qualified candidates – irrespective of gender – to apply for our vacancies. This encouragement applies to recruitment at all levels of our organisation.	<p>We have yet to achieve the objective concerning female board members elected at the general meeting. There are currently four board members elected at the general meeting on the company's Board of Directors; all of them men. A single position has become vacant during the year and is expected to be refilled as soon as possible.</p> <p>In 2019/2020, women constituted 18% of the company's managerial staff at other levels. Today, women constitute 12% of the company's employees, and about one fifth of them are hourly-paid employees.</p>

Action planned for 2020/2021

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.

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.

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.

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, Ib Andresen Industri wants 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 associates 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.

Actions taken in 2019/2020		Outcomes in 2019/2020
1	Information to and training of key employees, primarily in sales and purchasing, concerning our anti-corruption policy.	<ol style="list-style-type: none"> 1. In 2019/2020 at Ib Andresen Industri, we had no cases or activities which involved corruption or economic exploitation. 2. We have carried out training of and provided information to key staff about our anti-corruption policy: <ul style="list-style-type: none"> ▪ at department meetings ▪ at a group induction course attended by all new employees.

Action planned for 2020/2021

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

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.

Actions taken in 2019/2020		Outcomes in 2019/2020
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 2020/2021.</p> <p>Audit points regarding environmental issues have been added to the supplier audit checklist.</p> <p>Process suppliers are informed and audited in accordance with Ib Andresen Industri's Code of Conduct to ensure that they comply with the points set out in the Code of Conduct; however, only points regarding environmental issues have been documented.</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 which have been approved.	<p>This target has still not been reached.</p> <p>One of the reasons for this is that guidelines/procedures for handling the supplier's code of conduct, see point 1, have not yet been prepared.</p> <p>However, it is ensured through information and auditing that our process suppliers comply with the contents of Ib Andresen Industri's Code of Conduct, and new suppliers are audited in accordance with our environmental management system (ISO 14001).</p>
3	Continuing to ensure that the steel delivered to Ib Andresen Industri does not contain conflict minerals.	All steel suppliers to Ib Andresen Industri are asked to complete, sign and return a form, or alternatively send a declaration of conformity.

Action planned for 2020/2021

1. Drafting of guidelines/procedures for handling the supplier’s code of conduct with a view to accepting it if it is consistent with Ib Andresen Industri’s Code of Conduct. This process is expected to be completed by the end of 2020.
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 which have been approved.
3. Continuing 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.

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.

Actions taken in 2019/2020		Outcomes in 2019/2020
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 positions have been presented to all new employees at our group induction courses.

Action planned for 2020/2021

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 and social responsibility

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.

Social responsibility

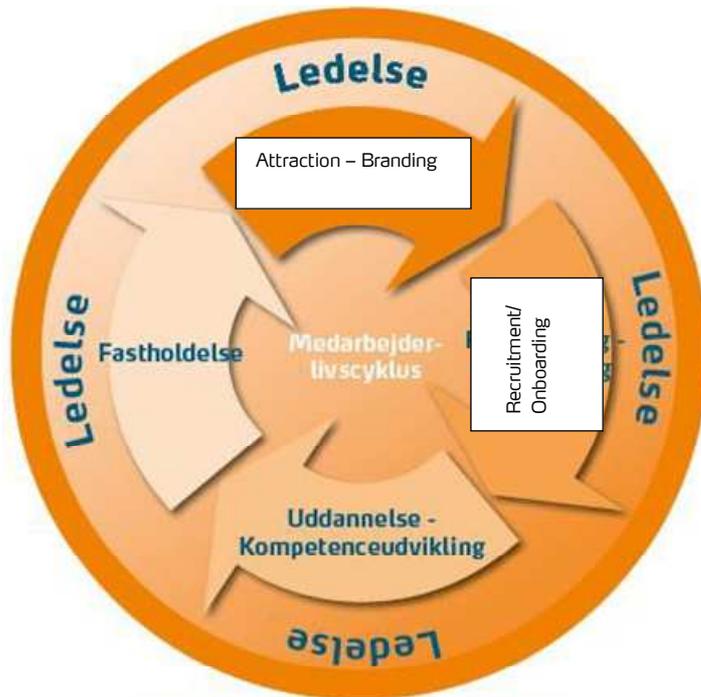
In addition to our objective to be a modern, attractive workplace for our own employees, it is also the objective of Ib Andresen Industri to be a socially responsible company that takes a positive approach to partnering with authorities and organisations on factors affecting our fellow human beings.

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

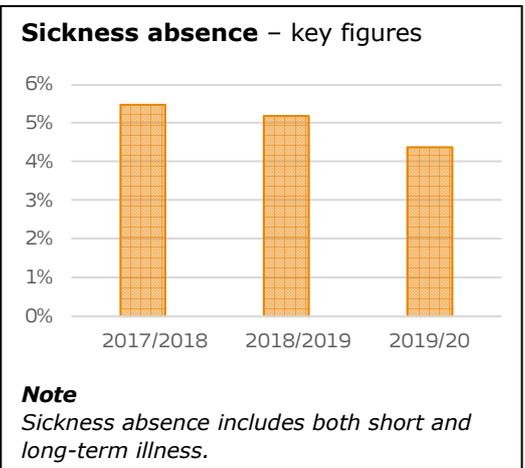
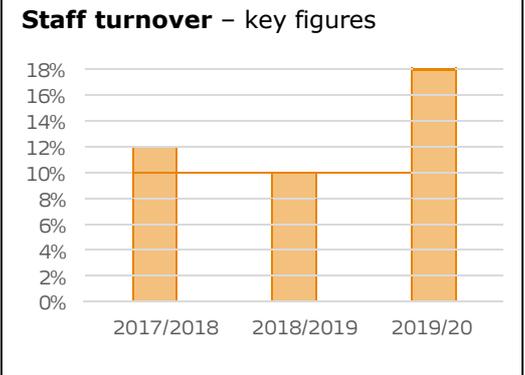
Our CSR efforts

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, for example, 'the accommodating labour market', acting as a host for work experience schemes, traineeships, etc.

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.



Employee life cycle at Ib Andresen Industri



Current areas of focus

1	<p>Attraction – Branding</p> <p>Through targeted branding of our company by collaborating with educational institutions and knowledge centres 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 the 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.

	Actions taken in 2019/2020	Outcomes in 2019/2020
1	In 2019/2020, our normally close collaboration with educational institutions at all levels of the educational system was challenged due to the Corona situation, but we provided assistance in the form of traineeships, final projects and company visits for students at the beginning of the financial year.	<p>We saw a good number of applicants in 2019/2020, but we have been unable to accommodate as many requests as in the past due to Corona.</p> <p>At the same time, we want to continue to ensure a high quality in the agreements we enter into, and we therefore thoroughly assess each request and our ability to meet our own and the student's expectations at the relevant time.</p> <p>We are still receiving applications from a wide range of educational fields.</p> <p>We have had trainees and interns from:</p> <ul style="list-style-type: none"> - Lower secondary school (week-long traineeships) - University of Southern Denmark
2	<p>Continued participation at selected trade fairs – but reduced due to the Corona situation – 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 the University of Southern Denmark. - Project/Internship Days for engineering students at the University of Southern Denmark in autumn. - Education Fair in Nyborg Municipality, organised by UUO (Greater Odense youth educational guidance service), targeting lower secondary school students, to give them an overview of vocational study programmes. - Jobmesse Fyn (job fair Funen) organised by the job centres on the island of Funen. 	<p>We are still seeing that students are exploring the possibility of making contact with companies earlier and earlier in their study programmes.</p> <p>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>Our otherwise many visits from several educational institutions have been reduced due to the Corona situation.</p>

3	We have continued our efforts to optimise the use of social media to attract prospective candidates.	<p>We have upheld our efforts to attract new employees via social media at the same high level in 2019/2020, and we can still see that the increasing number of social media followers means we are reaching more people.</p> <p>The number of LinkedIn followers has increased by 18.29%, and the number of Facebook followers by 22.72%.</p> <p>We are attracting significant interest and attention from the younger segment in particular as a result of our use of employee testimonials (videos), which are shared and viewed frequently on the social media.</p> <p>In addition, we have generally learned that videos and job postings increase the number of social media followers, just as postings about automation and robotics, for example, significantly increase the interest.</p>
4.	Our implementation of a conscious employer branding strategy vis-à-vis the more knowledge-intensive profiles in particular has paid off.	We have hired two additional profiles with a master's degree.

Action planned for 2020/2021

1. We must continue to intensify our targeted branding strategy as we are facing a need to hire employees with a higher level of skills than in the past, and this applies to all levels of the organisation.
2. In particular, we need to continue to communicate at eye level with the younger generation currently entering the labour market. We will continue making short videos with employees who talk about what it is like to work for us, as we find that this form of communication is more at eye level with the younger generation currently entering the labour market.

2. Recruitment – Onboarding

Objective

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

	Actions taken in 2019/2020	Outcomes in 2019/2020
1	<p>In the period, we have again been busy recruiting new employees due to the following:</p> <ul style="list-style-type: none"> - introduction of new technology - colleagues who retire/take early retirement. <p>The recruitment level for trainees/apprentices has been maintained.</p>	<p>We have again succeeded in recruiting the staff resources we need.</p> <p>We had 17 active apprenticeships/traineeships in the period. Of these, two were completed in the period while one apprentice/trainee dropped out.</p>
2	<p>Recruitment processes for employing both hourly-paid and salaried employees/managers are now managed in a digital HR recruitment system.</p>	<p>The entire recruitment process has now been fully digitalised.</p> <p>The onboarding component has not yet been digitalised.</p>
3	<p>Due to the Corona situation, we only held one two-day induction course for 14 employees during the year.</p>	<p>General satisfaction is expressed with the induction courses.</p>

Action planned for 2020/2021

1. In the coming year, we need to develop an improved and digitalised onboarding programme for all staff groups.

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.

	Actions taken in 2019/2020	Outcomes in 2019/2020
1	Due to Corona, our team development efforts through the programme 'The Five Behaviours of a Cohesive Team' have been reduced.	Despite reduced activity, we are still seeing that the programme's terms and meanings have been fully integrated and 'thrive' in significant areas of the organisation, giving us a clear frame of reference for good management and a code for good cooperation at the same time.
2	We have not entered into agreements with new trainees during the period.	We have permanently employed the last of the three previous trainees.
3	<p>Current apprenticeship situation in the period:</p> <ul style="list-style-type: none"> - 6 plant operators - 1 metalworker - 1 electrician - 1 data technician - 1 storage/logistics trainee - 2 automatic control technicians - 2 commercial assistant <p>trainees. 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 assessment by the Employer-based Educational Assistance Programme (AUB) concerning the 'mandatory' number of apprenticeships – we are 10.22 apprentice points above our expected contribution.</p> <p>Elevpoint Den øverste søjle viser de elevpoint, I skal opnå inden 31.12.2020. Den midterste søjle viser jeres aktuelle elevpoint. Det betyder, at I aktuelt ligger 10,22 elevpoint over jeres mål.</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>
4	We have completed role descriptions for all roles in the company.	We have thus laid the foundation for further work on skills development and on the 'right person in the right role'. In addition, our recruitment process level has been upgraded.
5	We have updated the level of skills of all employees and have explored the market for a new qualifications management system.	We have now registered the skills in the company but currently lack the system to handle and create an overview with an actual skills matrix.

Action planned for 2020/2021

1. We need to make a final decision about the qualifications management systems we want to focus on and ensure successful implementation in the company.

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.

	Actions taken in 2019/2020	Outcomes in 2019/2020
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 again failed to be clarified, and we have therefore 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 and speedy clarification effort by HR, employees on sick leave have continued to be relieved of undue pressure related to their periodically reduced working capacity.</p> <p>We are continuing to see widespread satisfaction with the company's active efforts to retain older-aged employees and employees with reduced working capacity.</p> <p>We continue to receive praise and recognition from the job centres and municipalities with which we cooperate on retaining employees suffering from long-term illness.</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, agreements have again been set up for this group of employees this year.</p>

Action planned for 2020/2021

1. We need to continue developing 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.

Occupational health and safety

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

The physical working environment/safety

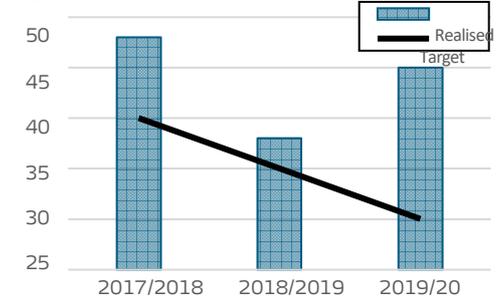
Objective

Our focus on occupational health and safety must be strengthened, and we must reduce the number of occupational accidents. In the 2019/2020 financial year, our target was to reduce our rate of occupational accidents to a maximum of 30 occupational accidents/1 million working hours.

In the 2020/2021 financial year, we will endeavour to further reduce this rate to a maximum of 26 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.

Occupational accident rate – key figures



Note

The occupational accident rate is measured as the number of occupational accidents per 1 million working hours.

	Actions taken in 2019/2020	Outcomes in 2019/2020
1	<p>We systematically register near-miss accidents and observations. In addition, we actively follow up on the causes of the occupational accidents that have occurred, so that we can take corrective action. We continue to have a high focus on the safety behaviour of all employees. In spite of this, we have unfortunately experienced several accidents in the past year, and we have therefore taken further measures to avoid future accidents:</p> <ul style="list-style-type: none"> - In connection with the review of all accidents, a one pager is drawn up which briefly describes what has happened and what the corrective action is. - All accidents are reviewed together with the senior management. - Safety inspections are carried out together with or by the senior management. - Preparation of safety videos 	<p>1.1 Unfortunately, we were unable to achieve our objective for the reduction of the number of occupational accidents in 2019/2020. We have had a rate of 45 occupational accidents/1 million working hours relative to a target of a maximum of 30 occupational accidents/1 million working hours. Regrettably, this is also an increase of 18% relative to the previous year where we experienced a total of 38 occupational accidents/1 million working hours.</p> <p>1.2 Our registration of and efforts targeting near-miss accidents are proceeding satisfactorily.</p>
2	Execution of environmental/safety inspections.	<p>In the period, we have continued our rounds of environmental and safety inspections in all departments, which has helped intensify the focus at all levels. The senior management has participated in a few safety inspections with the aim of contributing positively to a stricter safety culture.</p>
3	Screening of substances in the company with potentially carcinogenic properties, as well as screening for substances added to the REACH Candidate List	We have carried out screening and a chemical workplace assessment of substances in the company. We are still working to clarify which products/substances can be substituted for other products/substances.

Action planned for 2020/2021

1. We continue our systematic registration of near-miss accidents, while maintaining our focus on training employee awareness and behaviour by sharing lessons learned from accidents and near-miss accidents, so we continue to reduce the number of occupational accidents.
2. We will continue our rounds of environmental and safety inspections in all departments to intensify the focus at all levels and make a positive contribution to a safer culture. Several of the security inspections will be attended by the senior management.
3. Based on the screening of substances with potentially carcinogenic properties carried out in 2019/2020, we will risk assess and initiate a prioritised effort to determine whether it is technically possible to substitute products/substances.

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.

	Actions taken in 2019/2020	Outcomes in 2019/2020
1	Implementation of a job satisfaction survey in autumn 2019, with subsequent follow-up.	The job satisfaction survey was conducted in November 2019, and subsequently, in close cooperation with HR, follow-up work has been carried out in the individual departments and teams.
2	Through a joint cooperative effort involving HR and the Health Committee, we will focus on raising awareness of stress symptoms and remedial action.	In the period, we have continued to focus on raising awareness of stress symptoms and remedial action.

Action planned for 2020/2021

1. Implementation of a job satisfaction survey in autumn 2020, with subsequent follow-up.
2. We will continue to focus on raising awareness of stress symptoms and remedial action.

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.

	Actions taken in 2019/2020	Outcomes in 2019/2020
1	<p>Annually recurring health-promoting activities:</p> <ol style="list-style-type: none"> <li data-bbox="284 965 687 987">1. Pedometer competition <li data-bbox="284 1361 624 1384">2. Functional training <li data-bbox="284 1682 735 1738">3. Lectures on various topics within KRAMeT 	<p>Overall for 2019/2020, the number of events has been significantly lower than in previous years. This is mainly due to the COVID-19 outbreak. It has meant that cookery school evenings, lectures and sporting events have not been held as usual and intended. Once conditions allow for this again, we will seek to maintain the same level of activity as practiced in previous years.</p> <ol style="list-style-type: none"> <li data-bbox="920 976 1513 1458">1. A pedometer competition for teams was held in February. Around 75 employees – the highest number of participants in the history of the competition – participated in 15 teams, and about 75% of the participants completed the competition. An average of approx. 275,000 steps/participant was reached, and the recommended 10,000 steps a day were very nearly met. Generally speaking, the pedometer competition is widely supported and it will be repeated in 2020/2021. <li data-bbox="920 1485 1501 1827">2. Functional training was offered in the second half of 2019, where employees had the opportunity to exercise in IAI once a week. During the period, about 20 employees were enrolled in the activity. When the health situation again permits this, we will establish teams for functional training or other physical training (e.g. back, neck, shoulder teams). <li data-bbox="920 1854 1501 2020">3. A lecture on the brain was given in November with about 30 participants, at which Henning Kirk provided advice on how to keep the brain healthy and sharp throughout life.

	<p>4. Hockey tournament</p>	<p>When the situation again permits this, we will also organise lectures in 2020/2021, probably on 'grumbling culture in the workplace' – a lecture which was in the pipeline when COVID-19 broke out.</p> <p>4. A new initiative in 2019/2020 was a hockey tournament in September with about 40 participants. The event was well received and will be repeated when the situation permits this.</p>
2	<p>As a natural part of the company's health efforts, the company's sports clubs encourage activities after work and participation in company-related events.</p> <p>The activities include:</p> <ul style="list-style-type: none"> / Runs: Eventyrløbet (Adventure Run), the DHL Relay Race / Cycling: the 'We Bike to Work' campaign and 'Coast to Coast' (internal event) / Bowling: Company bowling with four teams, approx. 35 people / Fishing: with several annual trips / Company golf 	<p>In these areas, we have been hit hard by COVID-19, as most of these activities involve many participants.</p> <p>Throughout the pandemic, the company has followed the authorities' recommendations for association activities, and we have therefore not participated in any fishing trips, runs, cycling races or other events since March 2020. Only the bowling season was largely unaffected by the situation until March, but there are still three rounds outstanding which are not expected to be played.</p> <p>We generally feel that the social gatherings boost team spirit in our everyday work and build relationships across the organisation, and we will resume these activities when the health situation permits this.</p>

Action planned for 2020/2021

1. 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, back/neck/shoulder teams, functional training, spinning, walk-a-thons, IAI Company Competitions, hockey tournaments, lectures/training on healthy living and cookery school evenings. The activity in 2020/2021 will depend on the guidelines from the health authorities on the handling of COVID-19.

The environment and climate impact

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.

Actions taken in 2019/2020		Outcomes in 2019/2020
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 2020/2021 financial year.</p>
2	<p>Energy optimisation and carbon reduction</p> <p>We have continued 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.</p>	<p>The following actions were implemented in 2019/2020 with the following stated electricity reduction:</p> <p>Absorption dryer in hall 11 phased out = reduction of 80,000 kWh/year LED lighting, Langeskov in hall 22 = reduction of 2,475 kWh/year LED lighting, Vejle over M701 & M702 (halls 1 + 2 + 3) = reduction of 45,000 kWh/year Total reduction = 127,475 kWh/year</p> <p>Reduced electricity consumption converted to reduced carbon emissions of 20 tonnes/year*</p> <p>We have replaced our use of conventional diesel with GTL fuel, resulting in a carbon emissions reduction of 130 tonnes/year**</p> <p>Thus, in 2019/2020, Ib Andresen Industri achieved a total carbon emissions reduction of 150 tonnes/year</p> <p>(*) Based on 157 g CO₂/kWh of electricity consumed in Denmark's power grid in the 2019 calendar year. (**) Based on diesel consumption for Ib Andresen Industri A/S of approx. 40,000 litres/year).</p>

<p>3</p>	<p>Reduction of environmental and climate impact through the use of substitute products</p> <p>We are continuously working to reduce our environmental and climate impact, and we are therefore also looking at the products we use on a daily basis. Specifically, in 2019/2020 we were going to work on phasing out the use of a hand cleaner containing</p>	<p>Unfortunately, we did not manage to realise this specific project in 2019/2020.</p>
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	pieces of plastic (in the form of microplastics) as abrasive. We expected that the product could be substituted for an alternative product where the abrasive was based on corn granules.	
4	The environmentally aware employee	<p>Over the financial year, we have worked to heighten the environmental awareness of our employees.</p> <p>This has taken place, among other things, through our group induction meetings, which our new employees participate in.</p> <p>In addition, the environment forms part of our audit focus in connection with system audits as well as environmental and safety inspections.</p>

Action planned for 2020/2021

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. **Introduction of environmental KPIs**

We have had a visit from an environmental consultancy firm with a view to getting an environmental expert view on the company. They suggested a range of KPIs, which we will work on integrating and communicating in 2020/2021, and which can be used as a tool in relation to developing environmental awareness (e.g. regarding energy consumption, waste and recycling).

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.

In 2020/2021, we will, among other things, conduct an energy campaign where the focus will be on behaviour and energy awareness.