

# Corporate Social Responsibility

## Corporate Social Responsibility at Ib Andresen Industri A/S



**IB ANDRESEN  
INDUSTRI**

STEEL SHAPED FOR GREAT IDEAS

**2021/2022**

*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 2021/2022 Annual Report for Ib Andresen Industri A/S.

August 2022

Chairman of the Board  
**Erik 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. 550,000 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.

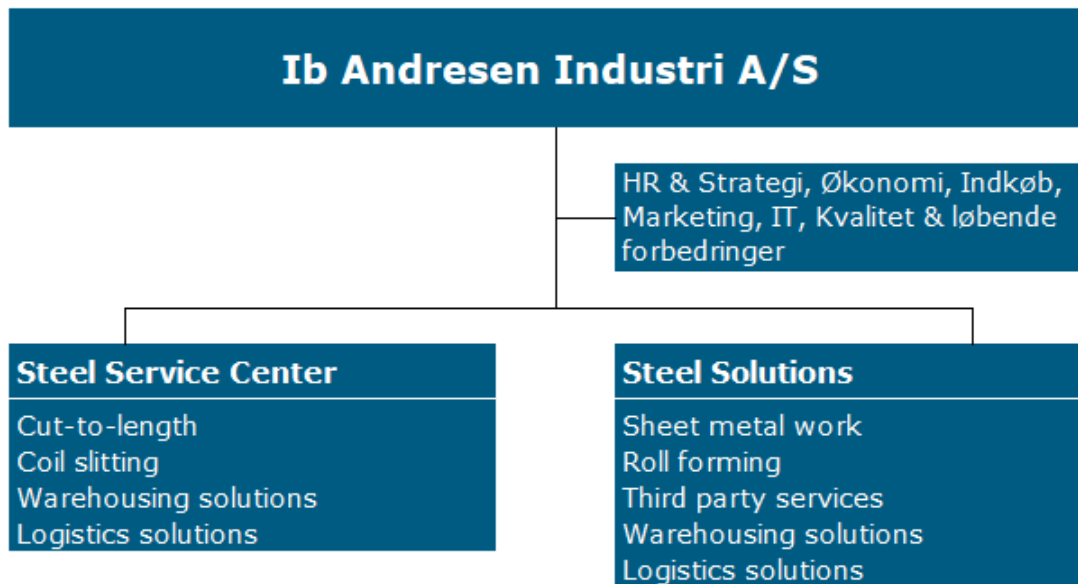
Ib Andresen Industri's workplaces must continue to be attractive, allowing us to attract highly proficient, highly motivated employees."

**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.

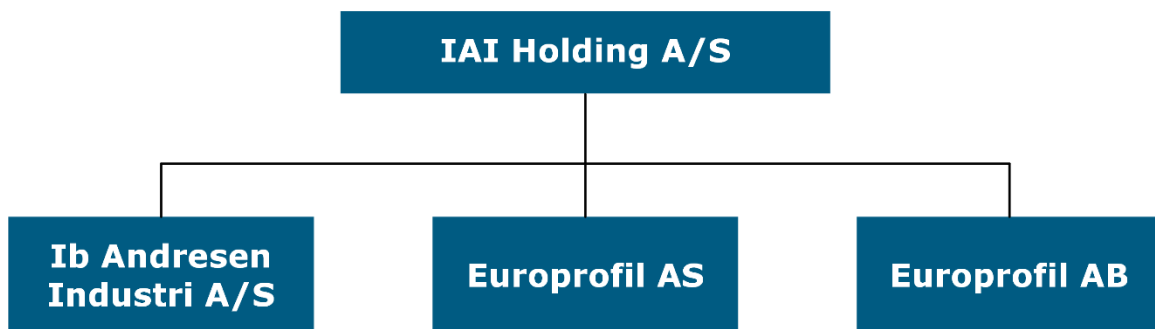
Through active participation in our customers' product development, we seek to contribute to boosting their competitiveness, and we therefore only produce workpieces according to customer specifications.

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 concern and 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	<b>Human rights</b>	Employees	Occupational health and safety	Business connections
/ Discrimination				
/ Work-related accidents and injuries / Mental working environment	<b>Social conditions and labour rights, including diversity</b>			
/ Energy consumption and Carbon emissions / Waste sorting and recycling	<b>The environment, including climate impact</b>	The environment and climate impact		
/ Corruption and bribery	<b>Anti-corruption</b>	Business connections		
/ Events in our supplier chain which are incompatible with our business ethics	<b>Code of Conduct</b>			

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.

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 third of the company's board members elected at the general meeting will be women by no later than 2025.

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 25% 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 third of the company's board members elected at the general meeting will be women by no later than 2025.
2. It is our aim that at least 25% of the company's managers at other managerial levels will be women.

	<b>Actions taken in 2021/2022</b>	<b>Outcomes in 2021/2022</b>
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.	<ol style="list-style-type: none"> <li>1. We have yet to achieve the objective concerning female board members being elected at the general meeting. At present there are five board members elected at the general meeting on the company's Board of Directors: one woman and four men. Over the year, there has been no occasion to change the board's composition of members elected by the annual general meeting.</li> <li>2. In 2021/2022, women constituted 15% of the company's managerial staff at other levels. At the two levels of senior management, the proportion of women is 21% and the proportion of women on the executive board alone is 33%.</li> <li>3. Today, women constitute 11% of the company's employees, and about one fifth of them are hourly-paid employees.</li> </ol>

### Action planned for 2022/2023

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 2021/2022		Outcomes in 2021/2022
1	Information to and training of key employees, primarily in sales and purchasing, concerning our anti-corruption policy.	<ol style="list-style-type: none"> <li>1. In 2021/2022 at Ib Andresen Industri, we had no cases or activities which involved corruption or economic exploitation.</li> <li>2. We have carried out training of and provided information to key staff about our anti-corruption policy: <ul style="list-style-type: none"> <li>▪ at department meetings</li> <li>▪ at a group induction course attended by all new employees. However, we still have a backlog of induction courses due to the COVID-19 pandemic. This backlog will be reduced in 2022/2023.</li> </ul> </li> </ol>
2	Establishment of a whistleblower scheme as at 31 December 2021	The whistleblower scheme has been established as planned. No reports have been made to the scheme after it was established.

### Action planned for 2022/2023

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 climate and environmental policy.

Actions taken in 2021/2022		Outcomes in 2021/2022
1	Finalising 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.	Procedures have been drawn up.
2	Continued implementation of the Code of Conduct at all top 30 suppliers according to new guidelines (point 1).	The procedure has led to the implementation of codes of conduct for the top 30 suppliers.
3	Creating internal transparency concerning suppliers which have been approved according to Ib Andresen Industri's Code of Conduct as well as ISO 14001 and/or an environmental policy.	We will continue to heighten transparency within the organisation about which suppliers have been approved, cf. the Code of Conduct, and about whether the supplier in question is certified to ISO 14001 and/or has an environmental policy.
4	Conducting an annual evaluation of the top 30 suppliers, measured in terms of turnover, to ensure an updated code of conduct at new top-30 suppliers.	Implemented.
5	Intensifying the focus on the environmental aspect at our suppliers, including creation of more transparency regarding their carbon footprint.	Increasing focus is being brought to bear on the environmental aspect, but this is an ongoing process.

**Action planned for 2022/2023**

1. Implementation of the Code of Conduct at all top 60 suppliers according to the described guidelines.
2. Continue creating internal transparency concerning the specific suppliers which are approved according to Ib Andresen Industri’s Code of Conduct, as well as ISO 14001 and/or an environmental policy.
3. Conducting an annual evaluation of the top 60 suppliers, measured in terms of turnover, to ensure an updated code of conduct at new top-60 suppliers.
4. Continue intensifying the focus on the environmental aspect at our suppliers, including heightening transparency regarding their carbon footprint.

**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.

<b>Actions taken in 2021/2022</b>		<b>Outcomes in 2021/2022</b>
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 are presented to all new employees at our group induction courses. However, we still have a backlog of induction courses due to the COVID-19 pandemic. This backlog will be reduced in 2022/2023.

**Action planned for 2022/2023**

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**

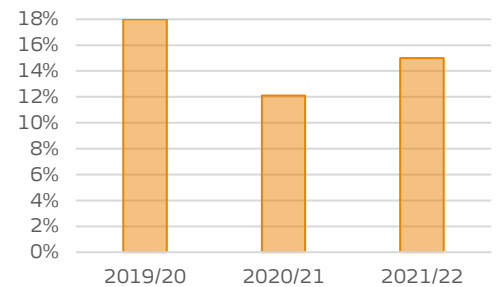
Ib Andresen Industri will wherever possible find suitable methods for retaining our employees for as long as possible, and is happy to work with public authorities committed to advancing other members of society in their working lives by participating in, for example, 'the accommodating labour market', 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 to tighten the bonds between the business community and educational institutions.



Employee life cycle at Ib Andresen Industri.

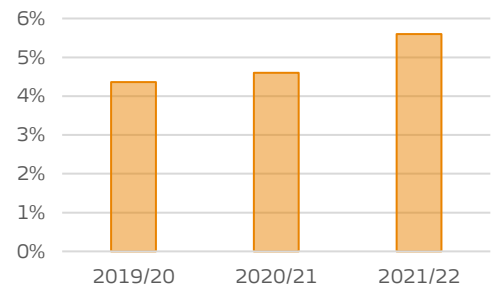
**Staff turnover – key figures**



**Note**

$$\text{Staff turnover} [\%] = \frac{\text{Number of employees having left the company}}{\text{Average number of employees during the period}} \times 100$$

**Sickness absence – key figures**



**Note**

$$\text{Sick leave} [\%] = \frac{\text{Sick hours}}{\text{Basic time}} \times 100$$

Sickness absence includes both short-term and long-term illness.

**Current areas of focus**

1	<p><b>Attraction – Branding</b></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><b>Recruitment/Onboarding</b></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><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>
4	<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. 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.

	<b>Actions taken in 2021/2022</b>	<b>Outcomes in 2021/2022</b>
1	In 2021/2022, we resumed our physical collaboration with educational institutions, thus returning to an almost normal situation in which the COVID-19 pandemic has had little effect on our collaboration during the period.	<p>We regularly receive applications for apprenticeships, internships and project requests. We can see a trend in which special educational fields are overrepresented, so we cannot accommodate everyone’s request, but thoroughly consider the applications.</p> <p>We want to continue ensuring high quality in the agreements we enter into, which is why we thoroughly assess each request and our ability to meet our own and the student’s expectations at the time in question.</p>
2	Continued participation at selected trade fairs, in part to brand the company’s name and to meet prospective candidates face to face.	<p>In 2021/2022, we once again attended educational fairs at SDU, UCL and higher business schools to brand the company.</p> <p>Visits to vocational schools have been stepped up within the educational fields we need. This has yielded good results in terms of being able to recruit skilled apprentices – and find the best ones first! This has resulted in the establishment of four apprenticeships during the period.</p> <p>We experience that students have a deeply felt wish to get in touch with companies earlier and earlier in their school careers. And we can see that more are getting internships or outright jobs earlier in their school careers.</p> <p>We notice a dramatic intensification of the competition to attract students.</p> <p>We did not achieve our wish to be visited by classes from the most relevant educational fields.</p>

	<b>Actions taken in 2021/2022</b>	<b>Outcomes in 2021/2022</b>
3	We have continued our efforts to optimise the use of social media to attract prospective candidates.	<p>The enormous competition in the job market has meant that despite broad, frequent and diverse exposure via social media, advertising in local newspapers and newspapers, via job centres, trade unions, and open-house events, we were unable to meet the need for labour at the pace we had preferred.</p> <p>The number of followers on LinkedIn has increased by 7.8%, equating to a total of 3,638 followers.</p> <p>The number of followers on Facebook has grown by 9.4%.</p>

### **Action planned for 2022/2023**

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. This applies to all levels of our organisation.
2. In relation to the heated up job market, we must find multiple different ways to ensure a continued influx of skilled labour in the struggle to attract good employees.
3. In particular, we need to continue communicating at eye level with the younger generation currently entering the labour market. As we have learned valuable lessons from the employee videos we have produced in the past, this will also form part of our branding strategy in 2022/2023.

## 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.

	<b>Actions taken in 2021/2022</b>	<b>Outcomes in 2021/2022</b>
1	<p>We have had an extremely turbulent year with quite a lot of recruitments in all areas, including hourly-paid and salaried employees alike.</p> <p>At times, it was not possible to find suitable candidates to fill the vacancies.</p> <p>The recruitment level for trainees/apprentices has been upheld.</p>	<p>During the financial year, the filling of successive advertised vacancies at the pace we preferred has been challenging.</p> <p>Like other companies, we have generally been pressured in the struggle to attract labour. Despite this, we had a year with many appointments, to an extent that this has put pressure on those colleagues responsible for induction and training courses, etc.</p> <p>In IT, automation and electrical engineering, we succeeded in recruiting apprentices, but finding suitable candidates to be industrial operators has been challenging. This meant that we met only half of the expected need.</p>
2	<p>Recruitment processes for the employment of both hourly-paid and salaried employees/managers are now managed in a digital HR recruitment system.</p> <p>Due to the extraordinary need for employees, we have adjusted the recruitment process so we could get more people through it.</p> <p>In addition to the traditional recruitment channels, this year we entered into collaboration on the integrating of refugees from two municipalities.</p>	<p>The entire recruitment process is now fully digitised. Streamlining the recruitment process has enabled us to hire 179 employees during the period.</p> <p>The onboarding component has been partly digitised. And one training course has been held for salaried employees to introduce them to the support functions.</p> <p>We set up internships for four refugees and we have now permanently employed two of the interns.</p>
3	<p>Holding of group induction courses.</p>	<p>In the first half of the financial year, we were still prevented from holding physical group induction courses due to the COVID-19 pandemic. At the same time, as we have many new employees, we now have a backlog that we need to catch up on.</p> <p>Despite this, we generally receive positive feedback regarding our entire recruitment and onboarding process when we hold three-month follow-up interviews.</p>

### Action planned for 2022/2023


1. We continue to focus on developing an improved and digitalised onboarding programme for all employee groups.
2. In 2022/2023, we intend to run both physical and digital induction courses for all new employees, so that we can reduce the backlog from 2021/22.

## 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.

	<b>Actions taken in 2021/2022</b>	<b>Outcomes in 2021/2022</b>
1	<p>The extraordinarily large influx of new colleagues has meant that we have been keenly focused on peer training to be able to keep our production processes running.</p> <p>All statutory courses/training programmes and relevant supplementary training have been held.</p> <p>In addition, we continue to work on our team development process.</p>	<p>Peer training is running satisfactorily, but our experienced colleagues are under pressure due to the large influx of new colleagues.</p> <p>Despite the large influx, it was possible to hold individual workshops in our 5 Behaviours project, as well as short skills development processes focused on professional skills enhancement for hourly-paid and salaried employees alike.</p>
2	<p>We currently have 17 active apprenticeships which will continue into the new financial year.</p> <p>Six apprenticeships/traineeships will have been completed by the end of the financial year.</p> <p>We will hire three new apprentices as from August 2022.</p> <p>We participate in local and national education committees and serve as master inspectors for several study programmes.</p>	<p>We are quite pleased by the fact that – according to our assessment by the Employer-based Educational Assistance Programme (AUB) concerning the 'mandatory' number of apprenticeships – we are 12.51 apprentice points above our expected contribution.</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>
3	<p>As part of implementing a new ERP system, we are implementing a new HR system for managing production skill sets.</p>	<p>The implementation rate of the ERP project defines the pace of the HR system's implementation.</p>

## Action planned for 2022/2023

1. We need to implement our qualifications management system (part of an ERP project), and we have developed qualifications profiles for all roles to match our completed role descriptions.
2. We are maintaining our efforts with apprentices/trainees at minimum the same level.

## 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.

	<b>Actions taken in 2021/2022</b>	<b>Outcomes in 2021/2022</b>
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>We continue to see an increase in the number of situations where we must engage in dialogue on the possible retention of employees.</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>
3	<p>During the period, we had extensive working from home due to the COVID-19 pandemic for those employees for whom it is possible to do so in terms of their tasks and/or the need to be present at the workplace.</p>	<p>Working from home has meant that tasks have been performed satisfactorily, thereby benefiting both the employee and the company, as it also allows for reciprocal flexibility.</p>

### Action planned for 2022/2023

1. We are going to prepare a life phase policy in recognition of the fact that there may be different needs depending on where one is in life.
2. We will implement the lessons learnt, such as in relation to working from home.

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

## 1. The physical working environment/safety

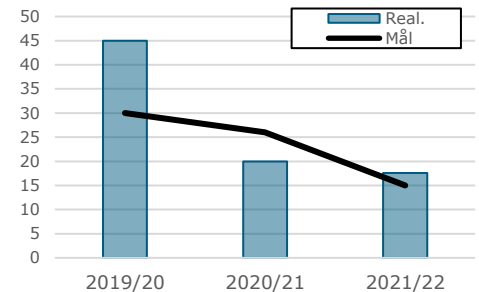
### Objective

Our focus on occupational health and safety must be strengthened, and we must reduce the number of occupational accidents. In the 2021/2022 financial year, our target was to reduce our rate of occupational accidents to a maximum of 15 occupational accidents/1 million working hours.

In the 2022/2023 financial year, we will endeavour to further reduce this rate to a maximum of 10 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

$$\text{Accident frequency} = \frac{\text{No. of occupational accidents}}{\text{Total number of working hours}} \times 1,000,000$$

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

	Actions taken in 2021/2022	Outcomes in 2021/2022
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"> <li>- 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.</li> <li>- All accidents are reviewed together with the senior management.</li> <li>- Safety inspections are carried out together with or by the senior management.</li> <li>- Several safety videos with different themes have been prepared.</li> </ul>	<p>1.1 During the financial year, we achieved the lowest accident rate in the past four years. During the financial year, we had an accident rate of 18 accidents at work/1 million hours worked compared to a target of a maximum of 15 accidents at work/1 million hours worked.</p> <p>1.2 During the financial year, we intensified our focus on registering and resolving near-miss accidents.</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>





**Action planned for 2022/2023**

1. We continue our systematic registration of near-miss accidents. At the same time, we maintain 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.
3. We are launching an initiative called "Safe Talk". This will replace the safety inspections at senior management level, and the goal is to create focus on all aspects of occupational health and safety, the principal component of which is dialogue.

**2. 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.

	<b>Actions taken in 2021/2022</b>	<b>Outcomes in 2021/2022</b>
1	Implementation of a job satisfaction survey in autumn 2021, with subsequent follow-up.	In autumn 2021, we carried out the job satisfaction survey as planned.  Subsequently, efforts were made to follow up on the survey, and initiatives were launched to improve job satisfaction. This was done both across the organisation and locally in the departments.
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 2022/2023**

1. Continue efforts involving the ongoing job-satisfaction initiatives.
2. We will continue to focus on raising awareness of stress symptoms and remedial action.

### 3. 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.

	<b>Actions taken in 2021/2022</b>	<b>Outcomes in 2021/2022</b>
1	<p>Health promotion activities of the <b>Health Committee</b> during the year:</p> <ol style="list-style-type: none"> <li>1. Padel</li> <li>2. Pedometer competitions</li> <li>3. Floorball</li> <li>4. Yoga</li> <li>5. Runs with colleagues</li> </ol>	<ol style="list-style-type: none"> <li>1. As a new initiative, we offered instruction lessons in padel at a local tennis club and the opportunity to subsequently book padel courts with colleagues. The instruction lesson was well supported, but few took advantage of the possibility of booking courts. In 2022/2023, we will see if the initiative can gain wider support, and we have already secured another instruction lesson for this purpose.</li> <li>2. In September 2021 and April/May 2022, we offered participation in the Dansk Firmaidræt's Pedometer Competition, which runs over two weeks. Traditionally, this initiative has the widest support among the events offered (with 40 to 50 participants every time), and it benefits from the fact that it can be done "together" or "individually", also in COVID-19 times. One of the IAI teams even won 1st prize in Dansk Firmaidræt's competition for all registered teams. We will continue to offer participation in pedometer competitions.</li> <li>3. In the autumn of 2021, we offered floorball once a month in the local sports hall. The first event was well supported, but interest subsequently decreased and the event was cancelled.</li> <li>4. We have previously offered neck/shoulder/back sessions, and as an alternative to this, we offered yoga classes at IAI three times at one-month intervals. The first class was well-supported, but this declined afterwards.</li> <li>5. In May, we offered open in-house jogging workouts to warm up for the Eventyrløbet, which has two running routes and one walking route. The event was cancelled due to a lack of interest.</li> </ol> <p><b>Overall for 2021/2022</b>, the number of events was significantly lower than "pre-Covid-19". This is mainly due to the Covid-19 pandemic, during</p>

	<b>Actions taken in 2021/2022</b>	<b>Outcomes in 2021/2022</b>
		<p>which we complied with the recommendations of the health authorities. It has meant that cookery school evenings, lectures and sporting events could not be held to the same extent as previously.</p> <p>Once Covid-19 restrictions were lifted, we experienced a lower interest in these events than previously. We of the Health Committee will look into the reason for this lack of support – changed habits during the Covid-19 era, other priorities in relation to company initiatives, busyness or something completely different.</p>
2	<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> Eventyrløbet (Adventure Run), the DHL Relay Race</li> <li>/ <b>Cycling:</b> The “We Cycle to Work” campaign</li> <li>/ <b>Bowling:</b> Company bowling</li> <li>/ <b>Fishing:</b> Several annual trips</li> <li>/ <b>Company golf</b></li> </ul> <p>In general, we feel that the social gatherings boost team spirit in our everyday work and build relationships across the organisation.</p>

### Action planned for 2022/2023

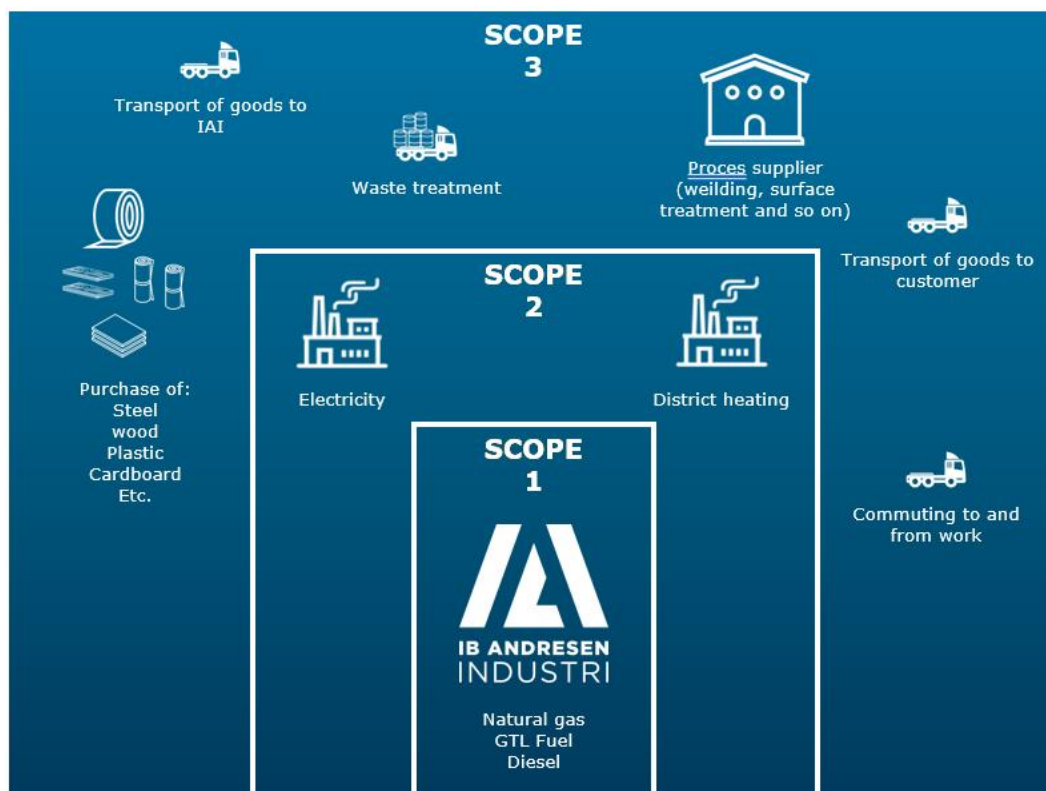
1. Through Ib Andresen Industri’s Sports Association and the Health Committee, we will continue to carry out various health-promoting activities, such as information campaigns, pedometer competitions, back/neck/shoulder teams, yoga, spinning, floor ball, padel, lectures/training on healthy living and cookery school evenings. We hope that the introduction to various social and sporting activities can provide inspiration for a healthy and active life.

## 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.



Ib Andresen Industri uses the specification method defined in the Greenhouse Gas protocol: the Corporate Accounting and Reporting Standard.

The GHG protocol divides all emissions into three scopes:

- / **Scope 1** comprises direct emissions associated with incineration for energy or transport purposes.
- / **Scope 2** comprises indirect emissions associated with energy consumption (electricity and district heating).
- / **Scope 3** comprises indirect emissions associated with the purchase of products, materials, transportation services, services, etc.

The total emissions are the sum of scopes 1, 2 and 3. The illustration above depicts the emissions related to IAI that are included in the different scopes.

### Objective: Carbon reduction, scopes 1 and 2

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

We have the following objectives for our reduction of carbon emissions per tonne of processed steel (Scopes 1 and 2):

- / In the short term:  
5–10% reduction each year compared to the reference year 2018
- / In the long term:  
Reduce carbon emissions by 30% by 2025 compared to 2018  
Reduce carbon emissions by 95% by 2030 compared to 2018

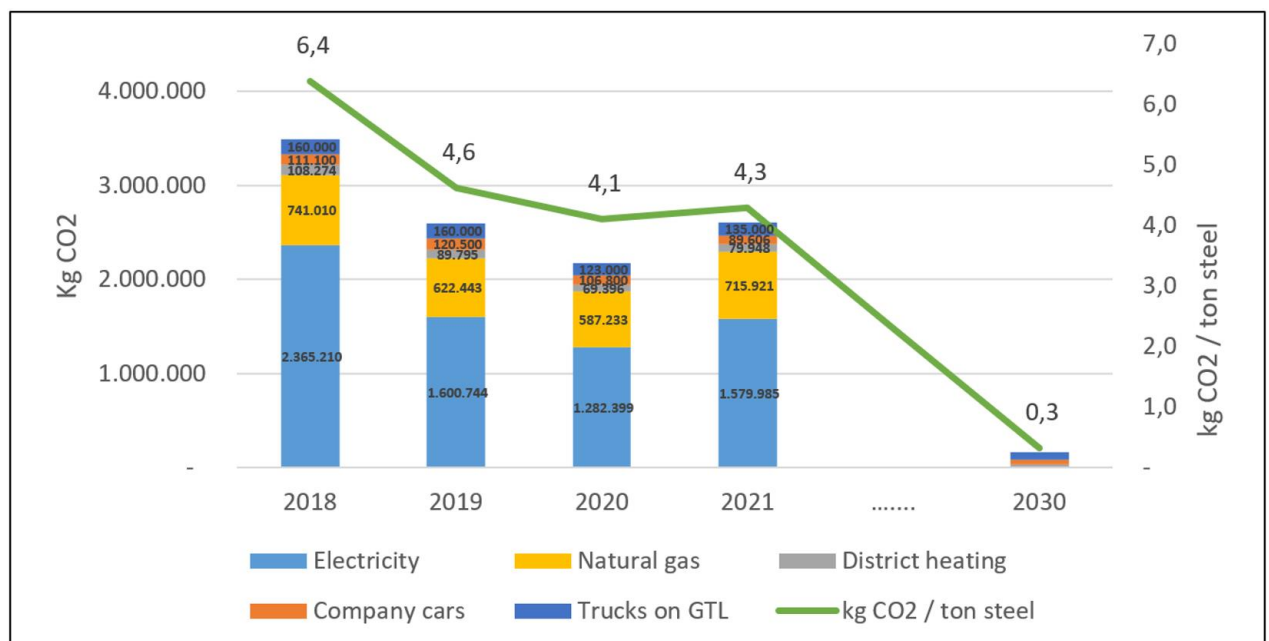
### Total carbon emissions from Scopes 1 and 2 and key figures for kg of CO<sub>2</sub>/tonnes of machined steel

The graph below shows the development of IAI’s carbon emissions.

The increase from 2018 to 2020 is mainly due to two factors. Firstly, we energy-optimised several processes including the replacement of our forklift trucks with electric models and some of our natural gas boilers with heat pumps, and secondly, Danish electricity has become greener (approx. 30% lower emissions per kWh).

The increase from 2020 to 2021 is due to increased production and the fact that one kWh in the Danish electricity grid emitted roughly 14% more CO<sub>2</sub>e. All things considered, however, CO<sub>2</sub>e emissions per tonne of steel machined have declined by approx. 33% compared to 2018, which meets our sub-target of a 30% reduction by 2025.

This is great, but we are continuing our efforts to achieve a 95% reduction by 2030.



The figures in the above graph were calculated on the basis of our consumption (invoice) compared to the carbon emissions from the energy form in question:

- / We used Energinet’s calculation of carbon emissions on an hourly basis for **electricity** (<https://din-deklaration.eloprindelse.dk/>).

- / We used 237 kg of CO<sub>2</sub> per MWh for **natural gas**.
- / We used the product declaration from the utility Kerteminde Forsyning for **district heating**.
- / For our **company cars**, we receive a specification of carbon emissions from our supplier every year.
- / We also received a specification of carbon emissions from **GTL fuel** for our forklift trucks from our supplier every year.

Ib Andresen Industri's total emissions from Scopes 1 and 2 are broken down on the total volume of workpieces produced in the same period, to arrive at the key figure/intensity figure kg CO<sub>2</sub>/tonne of steel.

### **Target: carbon reduction, scope 3**

One of the major carbon emitters in our Scope 3 is steel. In this respect, our sister company has taken a big step towards a greener value chain. They have placed their first order for steel with an approximately 70% lower CO<sub>2</sub>e footprint, which equates to a reduction of 1,400 kg of CO<sub>2</sub>e per tonne of steel. This will hopefully be the first of many orders for steel with a reduced carbon footprint. Our targets:

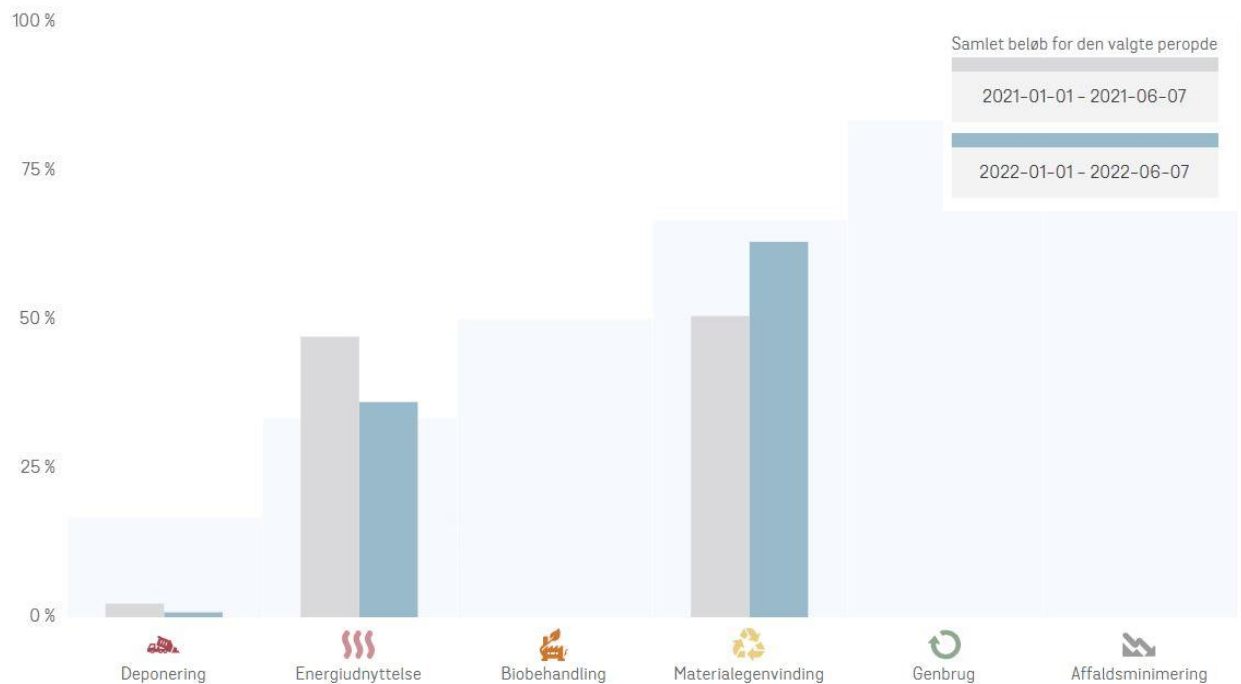
- / **By 2025, at least 20%** of our customers will choose steel solutions with a significantly smaller carbon footprint.
- / **By 2030, at least 50%** of our customers will choose steel solutions with a significantly smaller carbon footprint.

### **Target: 50% reduction of combustible waste by 2025**

Our actions targeting waste wood are starting to show good results. Since February 2022, our wood waste has been recycled into chipboard instead of being incinerated.

This has a major effect on the environmental impact of our waste. The graph below shows that material recycled from our waste (minus scrapped steel) has increased from 50.6% to 63%, which means that 63% of our waste (minus scrapped steel) is now recycled. At the same time, landfill waste fell from 2.3% to 0.8% and energy utilisation from 47.1% to 36.1%.

This is an excellent trend towards our goal of reducing the segment of our waste that becomes utilised as energy by 50% by 2025.



All figures in the above table are based on the collection of data from our waste management supplier.

	<b>Actions taken in 2021/2022</b>	<b>Outcomes in 2021/2022</b>
1	<b>Groundwater protection</b> The project involving the refurbishment of our old truck washing site is completed.	The project was completed at the end of 2021.
2	<b>Energy optimisation and carbon reduction</b> 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.	<b>Heat pumps</b> The natural gas boilers in 5 out of the 12 production halls in Langeskov have now been replaced with heat pumps, which gives a carbon reduction of roughly 200,000 kg of CO <sub>2</sub> . <b>LED</b> Over the past year, we have switched to LED lighting in several of our halls and we will continue to do so.
3	<b>Introduction of environmental KPIs</b>	We have introduced the KPIs described in the text above dealing with the climate impact from Scopes 1, 2, and 3 and the environmental and the climate impact of our waste.
4	<b>The environmentally aware employee</b>	Over the financial year, we have worked to heighten the environmental awareness of our employees.  This has taken place, among other things, through our newsletter and intranet, as well as the induction courses in which our new employees participate. However, several of the

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		induction courses have been postponed due to the COVID-19 pandemic. In addition, the environment forms part of our audit focus in connection with system audits as well as environmental and safety inspections.
5	<b>Reduction of environmental and climate impact through increased recycling of our waste</b> 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 2021/2022 we were going to work on reducing the combustible portion of our waste.	As described above, we have succeeded in reducing the flammable share of our waste from 47.1% to 36.1%. This is done by sending our wood waste to a company that converts it into chipboard.



### **Action planned for 2022/2023**

1. **Groundwater protection**

We will continue to protect the soil against contamination from our production process, such as when we implemented a specific initiative on our own premises to reduce our environmental impact at the washing site. 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. Particularly by focusing on heat pumps and LED lighting.

The focus is on reducing our electricity consumption and carbon emissions.

The purpose is to save energy and reduce our climate impact.

3. **Reduction of combustible waste**

In partnership with our recipient of waste, we will reduce the waste that ends up as combustible through better sorting and increased cooperation with the suppliers who deliver packaging to us.

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 2022/2023, we will, among other things, conduct a sustainability competition where the focus will be on behaviour and climate awareness.