

Corporate Social Responsibility

Corporate Social Responsibility at Ib Andresen Industri A/S



**IB ANDRESEN
INDUSTRI**

STEEL SHAPED FOR GREAT IDEAS

2020/2021

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 2020/2021 Annual Report for Ib Andresen Industri A/S.

August 2021

Chairman of the Board
Erik Andresen

CEO
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.

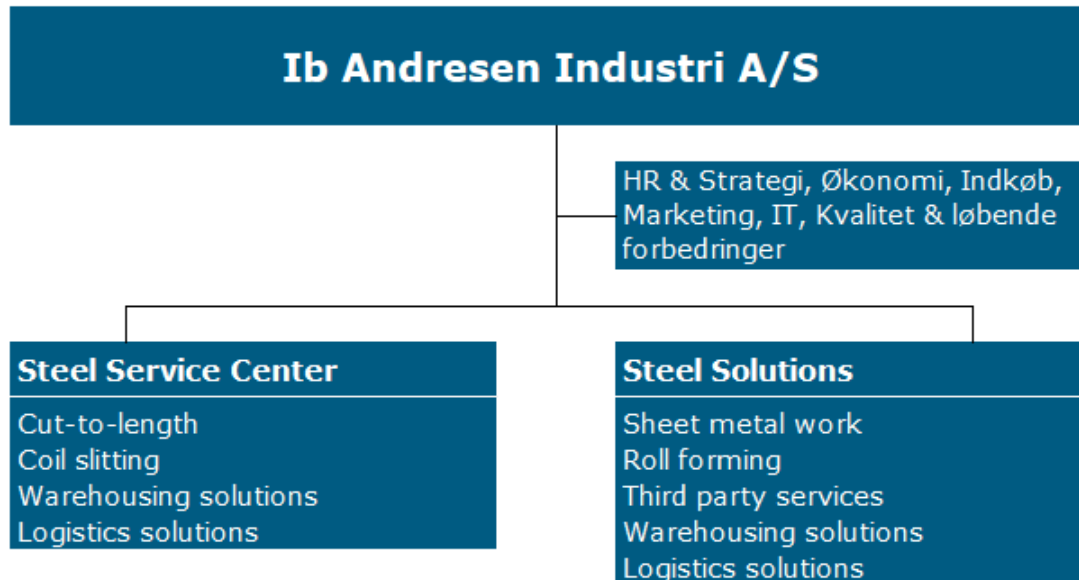
Ib Andresen Industri's workplaces must continue to be attractive, allowing us to attract highly proficient, highly motivated employees."

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.

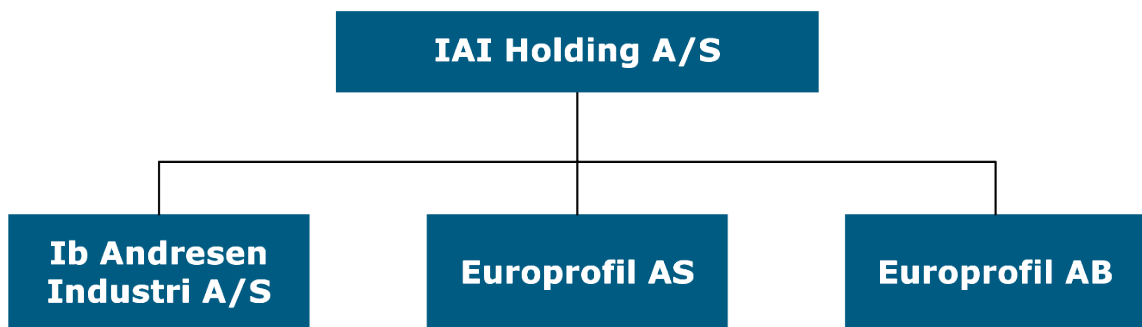
Through active participation in our customers' product development, we seek to contribute to boosting their competitiveness, and we therefore only produce workpieces according to customer specifications.

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 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	Human rights	Employees	Occupational health and safety	Business connections
/ Discrimination				
/ Work-related accidents and injuries / Mental working environment	Social conditions and labour rights, including diversity			
/ 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 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.

	Actions taken in 2020/2021	Outcomes in 2020/2021
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>In the period 2020/2021, it was our aim that at least one sixth of the company's board members elected at the general meeting should be women by no later than 2020.</p> <p>This aim was achieved, and there are currently five board members elected at the general meeting on the company's Board of Directors; one woman and four men.</p> <p>In 2020/2021, 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 the them are hourly-paid employees.</p>

Action planned for 2021/2022

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 2020/2021		Outcomes in 2020/2021
1	Information to and training of key employees, primarily in sales and purchasing, concerning our anti-corruption policy.	1. In 2020/2021 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. However, several of the induction courses have been postponed due to the COVID-19 pandemic. This will be made up for in 2021/2022.

Action planned for 2021/2022

1. Continuing to provide information to and train key employees, primarily in sales and purchasing, concerning our anti-corruption policy.
2. Establishment of a whistleblower scheme as at 31 December 2021

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 2020/2021		Outcomes in 2020/2021
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.	The preparation of guidelines/procedures is still ongoing and is expected to be finalised by the end of Q4 2021. The point is included in the actions planned for 2021/2022.
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.	This target has still not been reached. 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. The work on implementing our Code of Conduct at our top 30 suppliers is expected to be completed by the end of Q4 2021.
3	Continuing to ensure that the steel delivered to Ib Andresen Industri does not contain conflict minerals.	All steel suppliers to Ib Andresen Industri have been asked to complete, sign and return a form, or alternatively send a declaration of conformity. In this context, we have not seen any examples of conflict minerals being delivered to Ib Andresen Industri.

Action planned for 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.
2. Continued implementation of the Code of Conduct at all top 30 suppliers according to new guidelines (point 1).
3. Creating internal transparency concerning suppliers which have been approved according to Ib Andresen Industri's Code of Conduct as well as ISO14001 and/or an environmental policy.
4. Conducting an annual evaluation of top 30 suppliers, measured in terms of turnover, to ensure an updated code of conduct at new top 30 suppliers.
5. Increasing the focus on the environmental aspect at our suppliers, including creation of more 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.

Actions taken in 2020/2021		Outcomes in 2020/2021
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, several of the induction courses have been postponed due to the COVID-19 pandemic. This will be made up for in 2021/2022.

Action planned for 2021/2022

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.

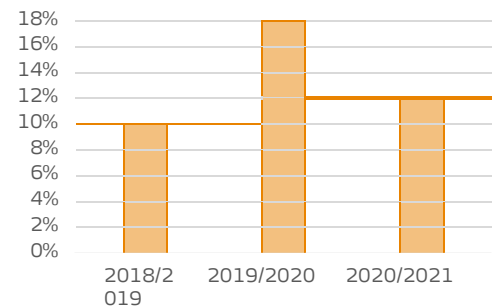
Our CSR efforts

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.



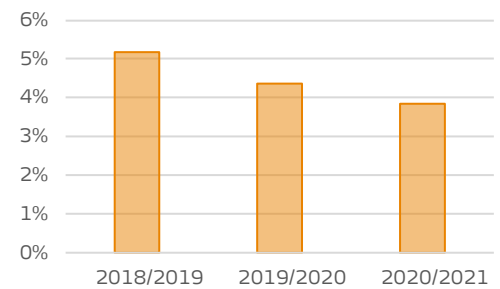
Employee life cycle at Ib Andresen Industri



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

Sickness absence includes both short and long-term illness.

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 2020/2021	Outcomes in 2020/2021
1	In 2020/2021, our normally close collaboration with educational institutions at all levels of the educational system continued to be challenged due to the COVID-19 pandemic, and our assistance in the form of traineeships, final projects and company visits for students has thus been significantly reduced.	<p>We saw a good number of applicants in 2020/2021, but we have been unable to accommodate as many requests as in the past due to the COVID-19 pandemic.</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>
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 2020/2021, our usual participation at selected trade fairs has not been possible due to the COVID-19 pandemic.</p> <p>However, 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 when we are present at trade fairs, 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 also been reduced due to the COVID-19 pandemic.</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 2020/2021, 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 11%, and the number of Facebook followers by 8%.</p> <p>We are attracting significant interest and attention from the younger segment in particular as</p>

	Actions taken in 2020/2021	Outcomes in 2020/2021
		<p>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>

Action planned for 2021/2022

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 particular, we need to continue to communicate at eye level with the younger generation currently entering the labour market. As our experience with the employee videos we have produced in the past is good, this will also form part of our branding strategy in 2021/2022.

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 2020/2021	Outcomes in 2020/2021
1	In the period, we have again been busy recruiting new employees. The recruitment level for trainees/apprentices has been maintained.	We have again succeeded in recruiting the staff resources we need. But we are seeing that it will become a bigger challenge in the future.
2	Recruitment processes for employing both hourly-paid and salaried employees/managers are now managed in a digital HR recruitment system.	The entire recruitment process has now been fully digitalised. The onboarding component has not yet been digitalised.
3	Unfortunately, due to the COVID-19 pandemic, we have not been able to hold induction courses for our new employees.	Despite the fact that we have had to take a different approach to our onboarding due to the COVID-19 pandemic, we are getting positive feedback from our new colleagues. We have also had good experience with producing a video with all the new employees, who were thus introduced to their colleagues digitally as physical appearance in the factory was reduced due to the COVID-19 pandemic.

Action planned for 2021/2022

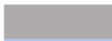


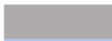


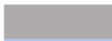


1. We continue to focus on developing an improved and digitalised onboarding programme for all employee groups.
2. As we realise that the COVID-19 pandemic may have had an impact on the onboarding of our new employees, we are planning to hold a one-day onboarding event in autumn/winter 2021 for all the new employees who have joined the company during the COVID-19 pandemic.

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 2020/2021	Outcomes in 2020/2021									
1	<p>Due to the COVID-19 pandemic, our team development efforts through the programme 'The Five Behaviours of a Cohesive Team' have been reduced.</p> <p>However, we have completed a single course for a management group.</p>	<p>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.</p>									
2	<p>We currently have 12 active apprenticeships which will continue into the new financial year.</p> <p>Nine apprenticeships/traineeships will have been completed by the end of the financial year.</p> <p>We will hire six new apprentices as from August 2021.</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 10.57 apprentice points above our expected contribution.</p> <div style="text-align: right;"> <table border="0"> <tr> <td>Target</td> <td>5,23</td> <td></td> </tr> <tr> <td>Current</td> <td>15,8</td> <td></td> </tr> <tr> <td>Difference</td> <td>10,57</td> <td></td> </tr> </table> </div> <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>	Target	5,23		Current	15,8		Difference	10,57	
Target	5,23										
Current	15,8										
Difference	10,57										
3	<p>We have implemented our role descriptions for all roles in the company as part of our management system.</p>	<p>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.</p>									
4	<p>We are awaiting the final implementation of the selected qualifications management system.</p>	<p>We have decided on the qualifications management system that we want to continue to work with.</p>									

Action planned for 2021/2022

1. We need to implement our qualifications management system and 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.

	Actions taken in 2020/2021	Outcomes in 2020/2021
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>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 2021/2022

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 learning we have obtained during the COVID-19 pandemic, for example 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	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

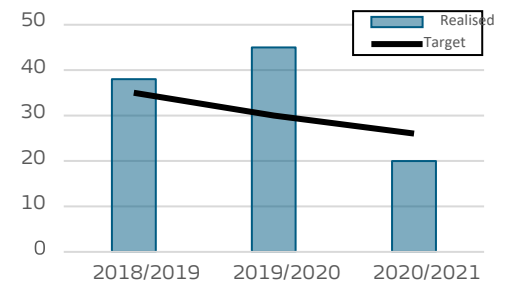
Our focus on occupational health and safety must be strengthened, and we must reduce the number of occupational accidents.

In the 2020/2021 financial year, our target was to reduce our rate of occupational accidents to a maximum of 26 occupational accidents/1 million working hours.

In the 2021/2022 financial year, we will endeavour to further reduce this rate to a maximum of 15 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 2020/2021	Outcomes in 2020/2021
1	<p>We systematically register near-miss accidents and observations.</p> <p>In addition, we actively follow up on the causes of the occupational accidents that have occurred, so that we can take corrective action. We continue to have a high focus on the safety behaviour of all employees.</p> <p>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. - Several safety videos with different themes have been prepared. 	<p>1.1 During the financial year, we have seen a significant reduction in the number of occupational accidents. We have had a rate of 20 occupational accidents/1 million working hours relative to a target of a maximum of 26 occupational accidents/1 million working hours. Through targeted efforts with safety videos, among other things, as well as in-depth follow-up on all accidents, including the preparation of a one pager, we have managed to reduce the number of serious accidents.</p> <p>1.2 Our registration of and efforts targeting near-miss accidents are proceeding satisfactorily.</p>
2	<p>Execution of environmental/safety inspections.</p>	<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 2021/2022

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. Several of the security inspections will be attended by the senior management.

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 2020/2021	Outcomes in 2020/2021
1	Implementation of a job satisfaction survey in autumn 2020, with subsequent follow-up.	Due to the COVID-19 pandemic, we chose to postpone the job satisfaction survey. It will be conducted in autumn 2021.
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 2021/2022

1. Implementation of a job satisfaction survey in autumn 2021, 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 2020/2021	Outcomes in 2020/2021
1	<p>Annually recurring health-promoting activities:</p> <p>1. Back and neck exercises for salaried employees working from home</p> <p>2. Photo competition</p>	<p>Overall for 2020/2021, the number of events has been significantly lower than in previous years. This is mainly due to the COVID-19 pandemic. 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> <p>1. At the beginning of 2021, the majority of our salaried employees were working from home where the sitting arrangement may not be as good as at the office, which may cause sore muscles and joints, particularly in the back and neck. The Health Committee therefore had our regular physiotherapist prepare short video sequences with exercises that were sent out daily to all salaried employees in January. The videos were well received by the salaried employees working from home who have been happy with the various exercises. It has been ensured subsequently that the videos will also be available in future.</p> <p>2. A photo competition was arranged in February which encouraged employees to take a daily walk, and to take a photo along the way within certain themes. This was also well received, and both employees working from home and employees attending work physically had the opportunity to participate.</p>

	Actions taken in 2020/2021	Outcomes in 2020/2021
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 / Fishing: Several annual trips / Company golf 	<p>In these areas, we have again been hit hard by the COVID-19 pandemic, 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.</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 2021/2022

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, lectures/training on healthy living and cookery school evenings.

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.

We have the following objectives for our reduction of carbon emissions per tonne of processed steel:

- In the short term:
5-10% reduction each year compared to reference year 2019
- In the long term:
Reducing carbon emissions by 30% by 2025 compared to 2019
Reducing carbon emissions by 90% by 2030 compared to 2019.

Ratios and progress for kg CO₂/tonne of processed steel

The progress is due to two factors: Firstly, in March 2020 we began to climate compensate our trucks and lorry (approximately 4%). Secondly, Danish electricity has become greener (about 6%), and we have electrified most of our trucks.

IAI	kg CO ₂ /tonne of processed steel
2019	4.5
2020	4.1
Improvement	9.5%

	Actions taken in 2020/2021	Outcomes in 2020/2021
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, but is expected to be completed by the end of 2021.</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.</p> <p>The focus is on reducing our electricity consumption and carbon emissions.</p> <p>The purpose is to save energy and reduce our climate impact.</p>	<p>Electrification of trucks</p> <p>All the trucks which can be electrified have been electrified. Only three trucks remain, which could not be electrified due to their sizes, as well as a lorry driving back and forth between Nyborg and Langeskov.</p> <p>GTL fuel</p> <p>As concerns the three trucks and one lorry which could not be converted to electricity, we have entered into an agreement that ensures us a fuel (GTL) which burns cleaner, resulting in less pollution to the air in the local environment and in lower carbon emissions (about 20%). The remaining carbon emissions are compensated for through tree planting.</p> <p>LED</p> <p>Over the past year, we have switched to LED lighting in several of our halls.</p>
3	<p>Introduction of environmental KPIs</p>	<p>We have not yet fully completed the introduction of the KPIs in the environmental area, but these are expected to be introduced in early autumn 2021.</p>
4	<p>The environmentally aware employee</p>	<p>Over the financial year, we have worked to heighten the environmental awareness of our employees.</p> <p>This has taken place, among other things, through our induction courses, which our new employees participate in. However, several of the induction courses have been postponed due to the COVID-19 pandemic. This will be made up for in 2021/2022.</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>
5	<p>Reduction of environmental and climate impact through increased recycling of our waste</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.</p> <p>Specifically, in 2020/2021 we were going to work on reducing the combustible portion of our waste.</p>	<p>Unfortunately, we did not manage to realise this specific project in 2020/2021.</p> <p>The combustible portion of our waste has increased from 0.79 kg/tonne of processed steel to 1.02 kg/tonne of processed steel.</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. **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 2021/2022, we will, among other things, conduct an energy campaign where the focus will be on behaviour and energy awareness.