

# Corporate Social Responsibility

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



**IB ANDRESEN  
INDUSTRI**

STEEL SHAPED FOR GREAT IDEAS

**2022/2023**

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

**IB ANDRESEN INDUSTRI A/S**  
CVR 35745114  
INDUSTRIVEJ 12-20  
DK-5550 LANGESKOV  
TEL.: +45 6338 2222  
IAI.DK

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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 2022/2023 Annual Report for Ib Andresen Industri A/S.

August 2023

Chairman of the Board  
**Carsten Gerner**

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:**

"Ib Andresen Industri is an international subcontracting company that specialises in the processing of steel and metals in mainly coils, sheet metal and pipes based on vast knowledge and high technology.

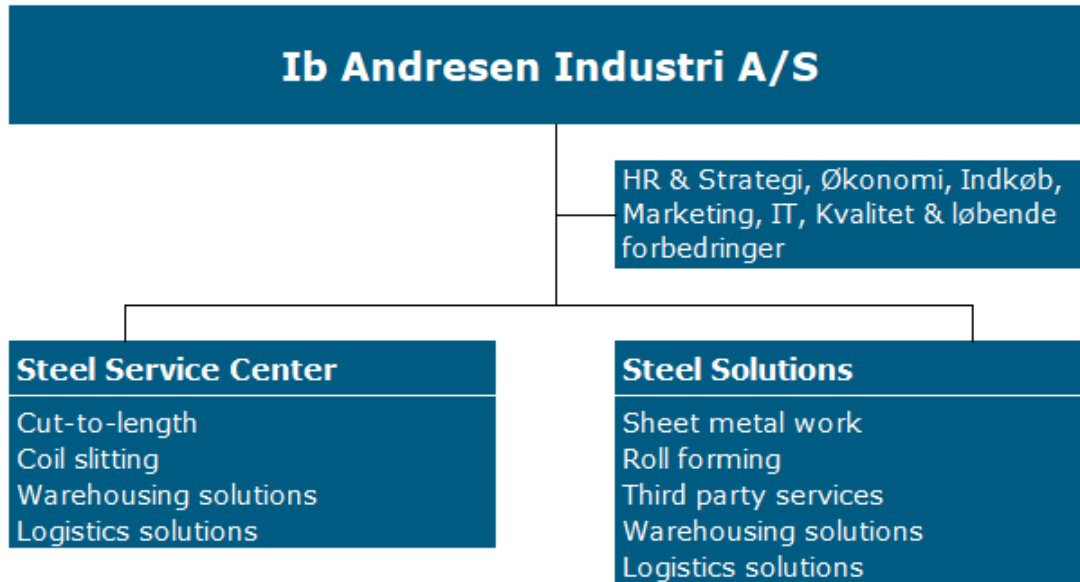
Ib Andresen Industri's workplaces must continue to be attractive, allowing us to attract highly proficient, highly motivated employees."

**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.

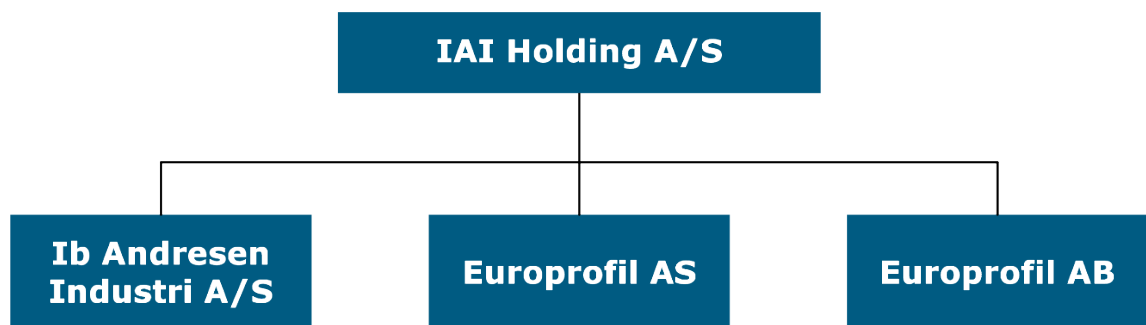
Through active participation in our customers' product development, we seek to contribute to boosting their competitiveness, and we therefore only produce workpieces according to customer specifications.

Ib Andresen Industri's **core competencies** are focused on two main business areas: 'Steel Service Centre' where coils are processed into sheets and slit strips, and 'Steel Solutions' where the services include sheet-metal processing 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 provide the means for developing the 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		
/ Observance of human rights	<b>Human rights</b>	Employees	Occupational health and safety	Business connections
/ Discrimination				
/ Occupational accidents and injuries				
/ Energy consumption and carbon emissions	<b>The environment, including climate impact</b>	The environment and climate impact		
/ Waste sorting and				
/ Corruption and bribery	<b>Anti-corruption</b>			
/ Events in our supplier chain which are incompatible with our business ethics	<b>Code of Conduct</b>	Business connections		

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 the impact on the climate**
- 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 humane working conditions.



## 2a. Diversity (target figures and policy for gender composition pursuant to Section 99b of the Danish Financial Statements Act and Section 139c of the Danish Companies 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 33% 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 metal industry, we are generally a male-dominated organisation, which explains why it is difficult to achieve a 50-50 split between male and female managers.

Nevertheless, it is our policy that we should better reflect general society in this area, and it is our aim that female managers should hold at least 25% of the company's managerial positions at other management levels (first and second level below the executive management) by no later than 2026.

In recruiting new staff, we generally encourage all qualified candidates – irrespective of gender – to apply for our vacancies.

### Five-year overview of the gender composition of the management

<b>Senior management body</b>	<b>2018/20 19</b>	<b>2019/20 20</b>	<b>2020/20 21</b>	<b>2021/20 22</b>	<b>2022/20 23</b>
Total number of members	5	4	5	5	4
Underrepresented gender, %	0%	0%	20%	20%	0%
Target figures, %	17%	17%	17%	33%	33%
Year of target figure achievement	2020	2020	2020	2025	2025
<b>Other management levels</b>	<b>2018/20 19</b>	<b>2019/20 20</b>	<b>2020/20 21</b>	<b>2021/20 22</b>	<b>2022/20 23</b>
Total number of members	16	15	15	14	15
Underrepresented gender, %	25%	20%	20%	21%	20%
Target figures, %	10%	10%	25%	25%	25%
Year of target figure achievement	-	-	-	-	2026

### Objective

1. It is our aim that at least 33% 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 by no later than 2026.

	<b>Actions taken in 2022/2023</b>	<b>Outcomes in 2022/2023</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 company’s objective concerning female board members being elected at the general meeting. There are currently four board members elected at the general meeting on the company’s Board of Directors; all of them men. Over the year, a single board member elected by the annual general meeting resigned. Other than this, the composition of board members elected at the general meeting did not change.</li> <li>2. At other management levels (the two levels below the executive management level), the share of female managers in 2022/2023 was 20%.</li> <li>3. In 2022/2023, female managers totalled 17 % out of all the company’s managers.</li> <li>4. Today, women constitute 14% of the company’s employees, roughly one seventh of whom are hourly-paid employees.</li> </ol>

**Actions planned for 2023/2024**

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. This applies to recruitment at all levels of our organisation.
2. We will draw up guidelines to ensure that managers are continuously and during EDIs focused on individuals with leadership talents and that individuals with leadership talents, regardless of gender, are encouraged to pursue a management career. Each manager must determine continuously and during EDIs how each individual with leadership talents experiences the opportunities and barriers associated with the leadership role and address these by providing individual backing and support.

**3. The environment, including the impact on the climate**

Ib Andresen Industri is an environmentally aware and energy-conscious company. 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 economic exploitation.

Actions taken in 2022/2023		Outcomes in 2022/2023
1	Information to and training of key employees, primarily in sales and purchasing, concerning our anti-corruption policy.	1. In 2022/2023 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"> <li>▪ at department meetings</li> <li>▪ at a group induction course attended by all new employees. We still have a backlog of induction courses, however.</li> </ul>

### Actions planned for 2023/2024

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 2022/2023		Outcomes in 2022/2023
1	Implementation of the Code of Conduct at all top 60 suppliers according to the described guidelines.	We have achieved 60% of our target to implement our Code of Conduct at the top 60 suppliers.
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.	We will continue to heighten transparency within the organisation by specifying 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.  We are also awaiting the implementation of a new ERP system, which has the potential to make us more transparent.
3	Conducting an annual evaluation of the top 60 suppliers, measured in terms of turnover, to ensure an updated code of conduct at newly added top-60 suppliers.	The annual evaluation has been carried out.  During the financial year, no violations of human rights, labour rights or violations of environmental factors were detected at our suppliers.
4	Continue intensifying the focus on the environmental aspect at our suppliers, including heightening transparency regarding their carbon footprint.	We are intensifying our focus on environmental aspects, but this ongoing process is done in close cooperation with our internal environmental organisation.

**Actions planned for 2023/2024**

1. Conducting an annual evaluation of the top 75 suppliers to ensure that they are using an updated code of conduct.
  - 1a. Implementation of the Code of Conduct at all top 75 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. Continue intensifying the focus on the environmental aspect at our suppliers, including heightening transparency regarding their carbon footprint. Intensify focus on examining options for “green” steel with a small 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 2022/2023</b>		<b>Outcomes in 2022/2023</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. We still have a backlog of induction courses, however, but we will catch up on these in 2023/2024.

**Actions planned for 2023/2024**

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 sales reps 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 human resource development**

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 humane working conditions.

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

### **Our CSR efforts**

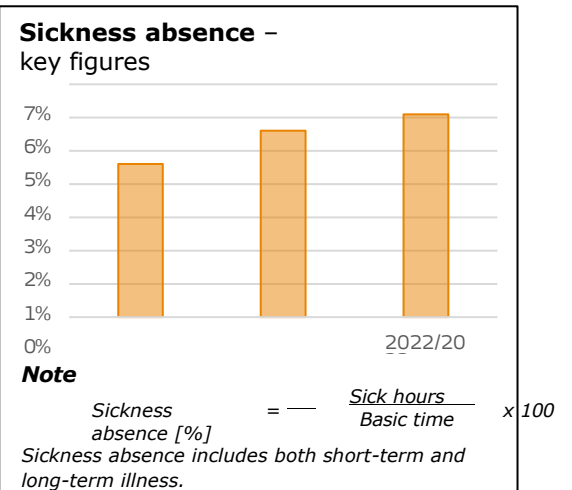
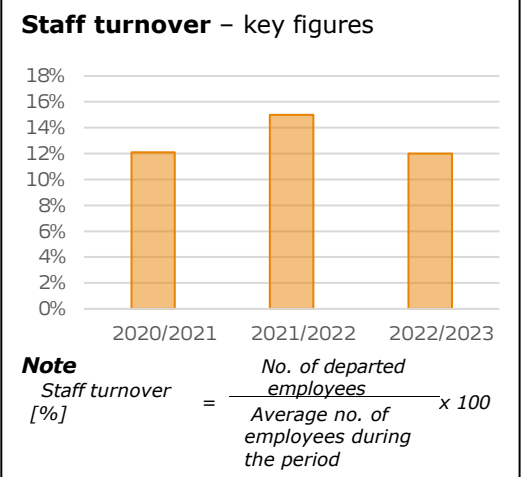
Ib Andresen Industri will wherever possible find suitable methods for retaining our employees for as long as possible, and is happy to work with public authorities committed to advancing other members of society in their working lives by participating in, for example, 'the accommodating labour market',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





Employee life cycle at Ib Andresen Industri



**Current focal areas**

1	<p><b>Attraction – Branding</b></p> <p>Through targeted branding of our company by collaborating with educational establishments 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 2022/2023</b>	<b>Outcomes in 2022/2023</b>
1	<p>In 2022/2023, we continued working on our targeted branding strategy to retain our ability to attract skilled employees in the future as well.</p> <p>This has included continuing our efforts to use social media to attract prospective candidates.</p>	<p>The fiercely competitive job market meant that despite broad, frequent and diverse exposure via social media, advertising in local and national newspapers, via job centres, trade unions, and open-house events, it was difficult to meet the need for labour at the pace we had preferred.</p> <p>The number of LinkedIn followers increased by 11.6%, equating to a total of 4,061 followers.</p> <p>The number of Facebook followers grew by 8.3%.</p> <p>As part of our social media branding, we have benefitted from using videos in which our employees and apprentices described what it is like to work for Ib Andresen Industri.</p>
2	<p>Continued participation at selected trade fairs and cooperation with educational establishments, in part to brand the company's name and to meet prospective candidates face to face.</p>	<p>In 2022/2023, we once again attended study programme fairs, including in Nyborg Municipality, where students from all of the municipality's years 8, 9 and 10 participated.</p> <p>We continue maintaining close contact with vocational schools within the educational fields we need. This cooperation has helped us recruit apprentices, etc.</p> <p>In addition, we have also been visited by several educational establishments from both Denmark and abroad.</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>

**Actions planned for 2023/2024**

1. We must continue working on our employer branding so we can continue to attract highly skilled, enthusiastic employees.
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 2023/2024.

**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 2022/2023</b>	<b>Outcomes in 2022/2023</b>
1	<p>The year 2022/2023 was again characterised by a high level of recruitment within all areas, hourly-paid and salaried employees alike.</p> <p>At times, it was difficult to find suitable candidates to fill the vacant positions.</p>	<p>During the financial year, it was challenging to fill the vacant positions at the pace we preferred.</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>
2	<p>Recruitment processes for the employment of both hourly-paid and salaried employees/managers are managed in a digital HR recruitment system.</p> <p>We are still working to improve and digitise the onboarding process itself.</p>	<p>A few elements of the onboarding process have been digitised, but we still need to complete the implementation to have a fully digitised process.</p>
3	<p>Holding of induction courses.</p>	<p>We still have a backlog in the holding of our induction courses.</p> <p>During the year, we held an induction course primarily attended by salaried employees, where in addition to face-to-face attendance it was possible to participate online.</p> <p>The experience from this course was that face-to-face presence must be given high priority, as this also gives new employees the opportunity to network with other new employees.</p>

**Actions planned for 2023/2024**


1. We continue to focus on developing an improved and digitised onboarding programme for all employee groups.
2. In 2023/2024, we expect to catch up on our backlog of induction courses, and we will relaunch them at the same time.

### 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).

Using the Employee Development Interviews and change processes we have initiated, we will ensure that employees achieve the right level of skills by developing and conducting relevant in-service training for the employees involved.

	<b>Actions taken in 2022/2023</b>	<b>Outcomes in 2022/2023</b>						
1	Through our efforts targeting a new ERP system, we have decided that skill-set management will initially be placed in a solution that is outside the ERP system.	The decision to place skill-set management outside the ERP system was made when the basis for using planning expertise within the ERP system ceased to exist.						
2	<p>We currently have 17 active apprenticeships, and these will continue into the new financial year.</p> <p>During the financial year, 6 apprentices/trainees became fully qualified.</p> <p>During the financial year, we hired 5 new apprentices.</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 15.23 apprentice points above our expected target of 4.96 apprentice points.</p> <p>This means that we are contributing more than expected to the training of apprentices/trainees for the benefit of the business community and society in general.</p>  <table border="1"> <tr> <td>Target</td> <td>4.96</td> </tr> <tr> <td>Current</td> <td>15.23</td> </tr> <tr> <td>Difference</td> <td>10.27</td> </tr> </table>	Target	4.96	Current	15.23	Difference	10.27
Target	4.96							
Current	15.23							
Difference	10.27							

#### Actions planned for 2023/2024

1. We continue our efforts to implement a skills management system, including the preparation of expertise profiles for the company’s various positions.
2. As a minimum, we uphold our apprentice/trainee efforts at 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 2022/2023</b>	<b>Outcomes in 2022/2023</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>Preparation of a life phase policy in recognition of the fact that there may be different needs depending on where one is in life.</p>	<p>Unfortunately, we did not complete our efforts to draw up a life phase policy in 2022/2023. We will continue our efforts to achieve this in 2023/2024, however.</p> <p>We continue to actively use interviews with older employees in our Employee Development Interview system to retain older employees on the job.</p> <p>As a natural consequence of having a relatively large number of older employees, senior agreements were again set up for this group of employees this year.</p>

### Actions planned for 2023/2024

1. We will continue our efforts within the inclusive labour market and still closely cooperate with the municipalities' job centres
2. 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.

## Occupational health and safety

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

## 1. The physical working environment/safety

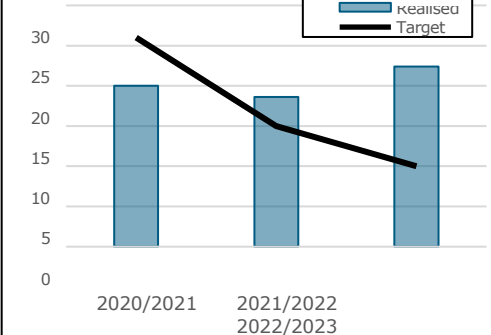
### Objective

Our focus on occupational health and safety must be strengthened, and we must reduce the number of occupational accidents. In the 2022/2023 financial year, our target was to reduce our occupational accident rate to a maximum of 10 occupational accidents/1 million working hours.

In the 2023/2024 financial year, our target is still to reduce our rate of occupational accidents 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



$$\text{Accident rate} = \frac{\text{no. of occupational accidents}}{\text{Total no. of working hours}} \times$$
 The occupational accident rate is measured as the number of

	Actions taken in 2022/2023	Outcomes in 2022/2023
1	We continue our systematic recording of 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 be keenly focused on the safety behaviour of all employees. Despite this, we have unfortunately experienced more accidents over the past year.	<p>1.1 During the financial year, we had an occupational accident rate of 22.4 occupational accidents/1 million hours worked compared to a target of a maximum of 10 occupational accidents/1 million hours worked. Unfortunately, this is an increase compared to the past two years.</p> <p>1.2 During the financial year, we intensified our focus on recording and resolving near-miss accidents.</p>
2	Execution of environmental/safety inspections.	In the period, we 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.

### Actions planned for 2023/2024

1. We have chosen to divide our systematic registration of incidents without injury into two, so that we register both near-misses and observations/risk assessments, as this will enhance our ability to analyse the incidents so that 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. In future, we will include salaried employees' hours in calculating the accident rate. This will enhance our ability to compare our rate to that of other companies, whose benchmarks include the working hours of both hourly paid and salaried employees.
4. In preventing occupational accidents at work, we will depict incidents in the form of short films as a new way of bringing focus to bear on employees' personal risk assessments.



## 2. The psychosocial working environment/well-being

### Objective

We want job dissatisfaction issues and psychosocial strains to be taken seriously and dealt with as soon as possible. We want to create/develop a 'safe space' for conversations and solution-oriented processes for this.

	<b>Actions taken in 2022/2023</b>	<b>Outcomes in 2022/2023</b>
1	Continue efforts involving the ongoing job-satisfaction initiatives.	During the financial year, measures aimed at improving well-being were initiated. These initiatives mainly focused on our hourly-paid workers.
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. In addition, we also offered a 'Peace of Mind' process to a large number of employees. The purpose of 'Peace of Mind' is to teach the individual how to transition from feeling stressed and anxious to a workday free of stress and worries.

### Actions planned for 2023/2024

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 2022/2023</b>	<b>Outcomes in 2022/2023</b>
1	<p>Health promoting activities from <b>the Health Committee</b> during the year:</p> <ol style="list-style-type: none"> <li>1. Step counter competitions</li> <li>2. Padel tennis</li> <li>3. Cookery school</li> <li>4. Floorball tournament</li> <li>5. Mystery Tour (social event)</li> </ol>	<p>1. In September 2022 and April/May 2023, we gave employees the opportunity to participate in <b>Dansk Firmaidræt's Step Counter Competition</b>, which runs over two weeks. Traditionally, this initiative has had the highest participation rate of the events offered (with about 40 or 50 participants each time). 46 employees entered the competition held in September 2022, but the number dropped sharply to 26 in the January/February competition in 2023. Despite the significant decrease, we will continue to offer participation in step counter competitions and hope to mobilise more participants for the next competition.</p> <p>2. In 2022/2023, we offered the booking of a <b>padel tennis</b> court at a local padel club, held a training session with an introduction to the game and rules and held a padel tennis tournament. The training session was well attended, with more bookings of the court than the previous year and many participants in the tournament. We did not enter into an annual agreement for rental of the court for 2023/2024, as we assessed that not enough employees made use of the offer. Even so, we will continue to organise padel tennis tournaments and if the number of interested employees increases, we will reconsider whether to enter into an annual agreement.</p> <p>3. We have organised two <b>cookery school evenings</b> in 2022/2023 (November 2022 and April 2023) where employees from across the organisation got together to cook under the guidance of a chef. Previously, the course had been fully booked every time (16-18 participants), which was also the case in November 2022. The April 2023 event had to be cancelled, however, due to too few participants. We will continue to offer two courses a year (autumn and spring).</p> <p>4. In May, we organised a <b>floorball tournament</b>, but had to cancel it due to a lack of support.</p>

		<p>5. A social event in the form of a <b>Mystery Tour</b> with riddles and a boat trip was held in June 2023, in which 17 employees participated.</p>
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	Actions taken in 2022/2023	Outcomes in 2022/2023
		<p><b>General observations for the year 2022/23:</b> The last six months were generally characterised by how difficult it has been to mobilise support for the events. The possible reasons for this are changed habits after Covid-19, heavier workloads, a different prioritisation of leisure time or a combination of these factors.</p> <p>The Health Committee has noted that support for team activities requiring frequent attendance has declined over time, so the focus over the past year was on establishing one-off events, which will also be the primary focus in 2023/2024.</p> <p>We of the Health Committee will continue to look at the reasons for the lack of support and see how we can mobilise greater support for the events.</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 trips a year</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>

**Actions planned for 2023/2024**

1. Through Ib Andresen Industri's Sports Club and the Health Committee, we will continue to carry out various healthy activities, such as information campaigns, step counter competitions, back/neck/shoulder exercise teams, yoga, spinning, floorball, padel tennis, cookery school evenings and lectures/training on mental and/or physical health. We hope that this introduction to various social and sports activities can provide inspiration for leading a healthy, active life.

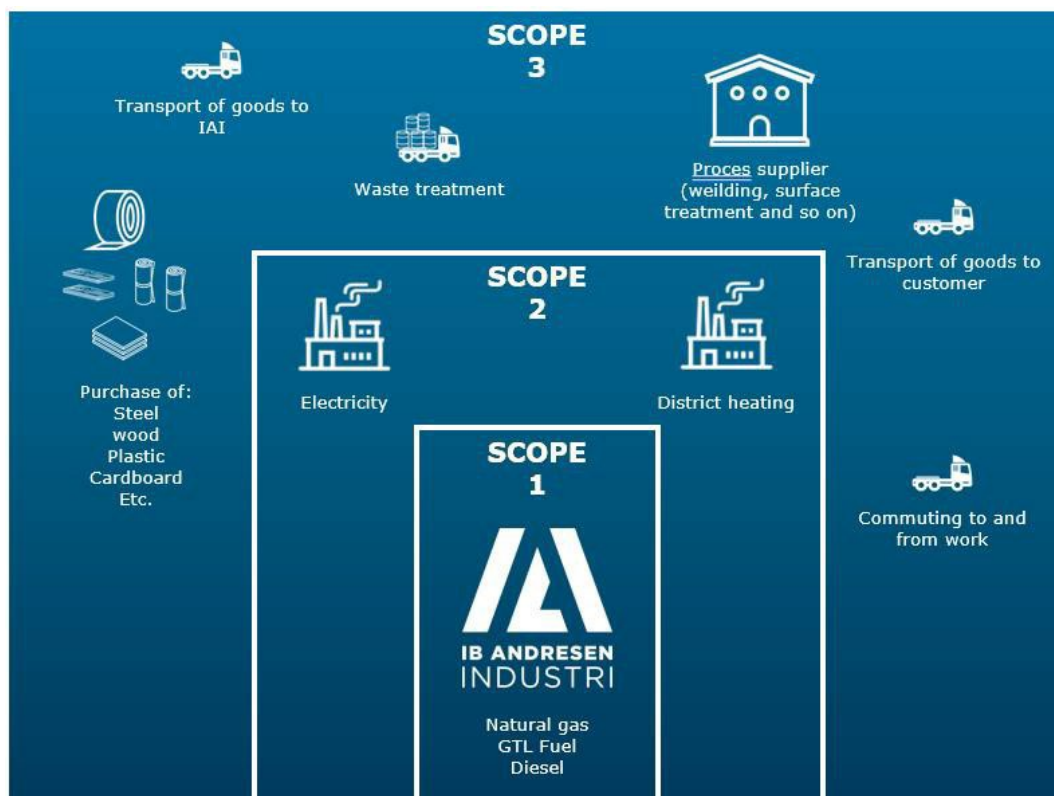
## The environment and the impact on the climate

Ib Andresen Industri is an environmentally aware and energy-conscious company. 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):

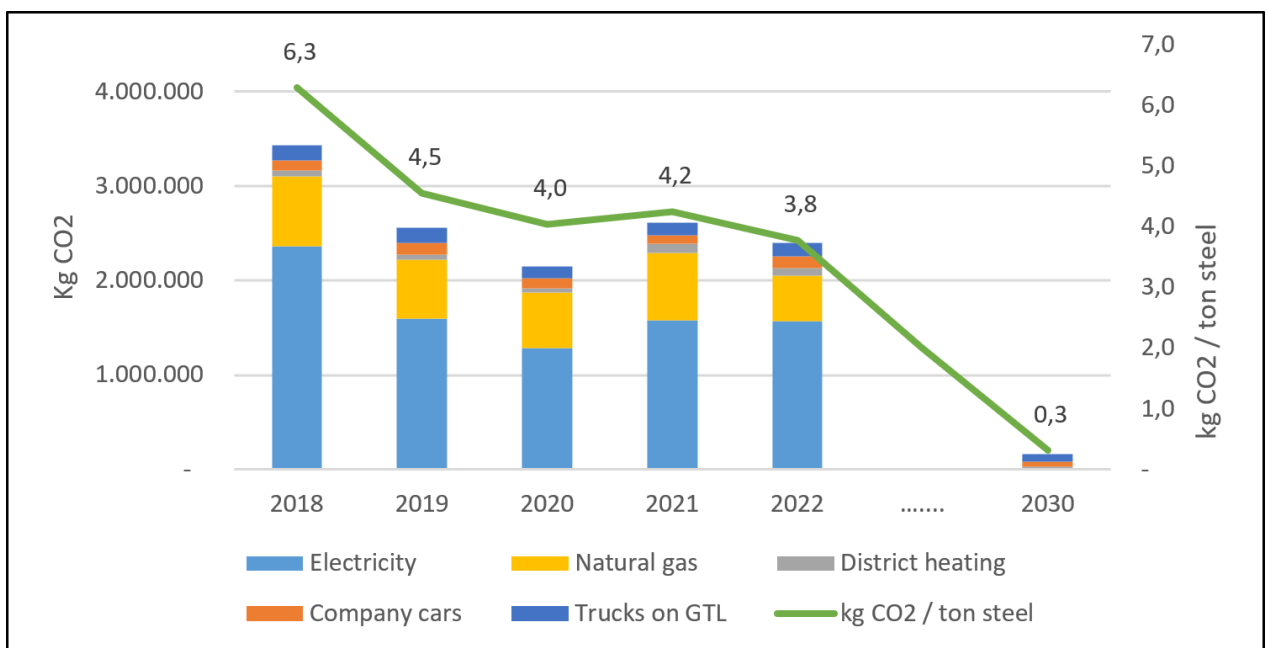
- / In the short term:  
5–10% reduction each year compared to the reference year 2018
- / In the long term:  
Reduce carbon emissions by 30% by 2025 compared to 2018. Reduce carbon emissions by 95% in 2030 compared to 2018

### Total carbon emissions from scopes 1 and 2 and key figures for kg of carbon emissions/tonne of machined steel

The graph below shows the development of IAI’s carbon emissions from our consumption of energy.

The reason carbon emissions declined from 2021 to 2022 was mainly because we replaced a number of natural gas fired boilers with heat pumps. This is clearly depicted by the yellow bar showing carbon emissions from natural gas consumption. The graph’s green line shows that IAI now emits only 3.8 kg of CO<sub>2</sub> per tonne of machined steel. This is a reduction of 39.7% since 2018.

Although this is great, 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 type of energy concerned:

- / 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 relating to 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 by 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

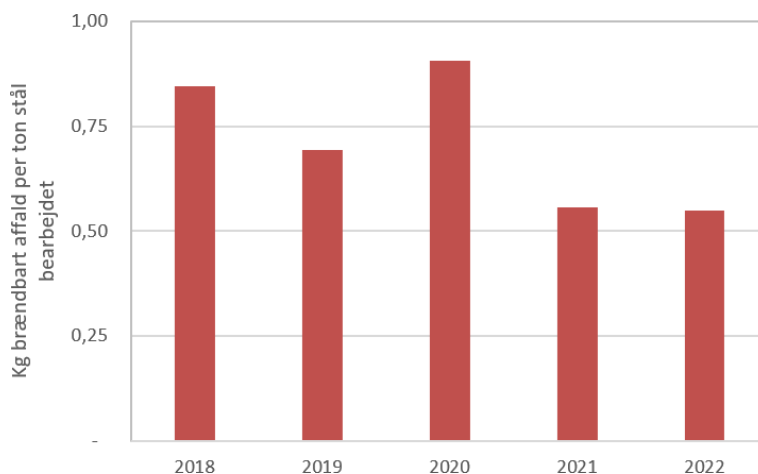
One of the major carbon emitters in our scope 3 is steel. But last year, several of our steel suppliers offered our customers steel with a smaller carbon footprint. There are several different ways to reduce the carbon footprint from the production of steel, with the two biggest trends we are seeing right now being 1) steel produced from 100% scrap metal; and 2) a greater use of green energy sources in the production of new steel. In the years ahead, the supply of steel with a smaller carbon footprint will increase, which will greatly enhance our ability to achieve our goal.

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

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

Since 2020, we have focused on minimising the amount of waste that is either incinerated or ends up in a landfill. The trend in both categories has been good. The trend for incinerated waste is clearly depicted in the graph below, showing a 39.3% reduction from 2020 to 2022.

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



*\*All figures in the above table are based on data collected by our waste management supplier.*

	<b>Actions taken in 2022/2023</b>	<b>Outcomes in 2022/2023</b>
1	<p><b>Groundwater protection</b></p> <p>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.</p>	<p>The project was completed at the end of 2022.</p>
2	<p><b>Energy optimisation and carbon reduction</b></p> <p>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 impact on the climate.</p>	<p><b>Heat pumps</b></p> <p>The natural gas boilers in 7 out of the 12 production halls in Langeskov have now been replaced with heat pumps.</p> <p><b>LED</b></p> <p>Over the past year, we have switched to LED lighting in roughly 80% of our halls, and we will continue this changeover process.</p>
3	<p><b>Reduction of combustible waste</b></p> <p>In partnership with our recipient of waste, we will reduce waste that ends up as combustible through better sorting and intensify cooperation with suppliers who supply us with packaging.</p>	<p>As described above, we achieved a 39.3% reduction in the amount of waste that is incinerated from 2020 to 2022.</p>
4	<p><b>The environmentally aware employee</b></p> <p>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.</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 newsletter and intranet, as well as the induction courses in which our new employees participate.</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> <p>We never held a sustainability competition, as high energy prices brought natural focus to bear on saving energy, and the new law on separating office waste brought natural focus to bear on waste, so we no longer needed a competition to ensure focus on this area.</p>



### **Actions planned for 2023/2024**

**1. Intensified focus on customers and suppliers**

We will focus on how to make our supply chain more sustainable, but also on any challenges encountered by our suppliers and customers as the EU's new CSRD rules enter into force. Generally, focus has intensified across the supply chain.

**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 impact on the climate.

**3. Reduction of combustible waste**

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

**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 raise our employees' environmental awareness.

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