



Social partnership agreement

(Name of contractor) and Give Steel A/S
Steel structure for (project)



**Realised
social sustainability**
regarding the steel supply

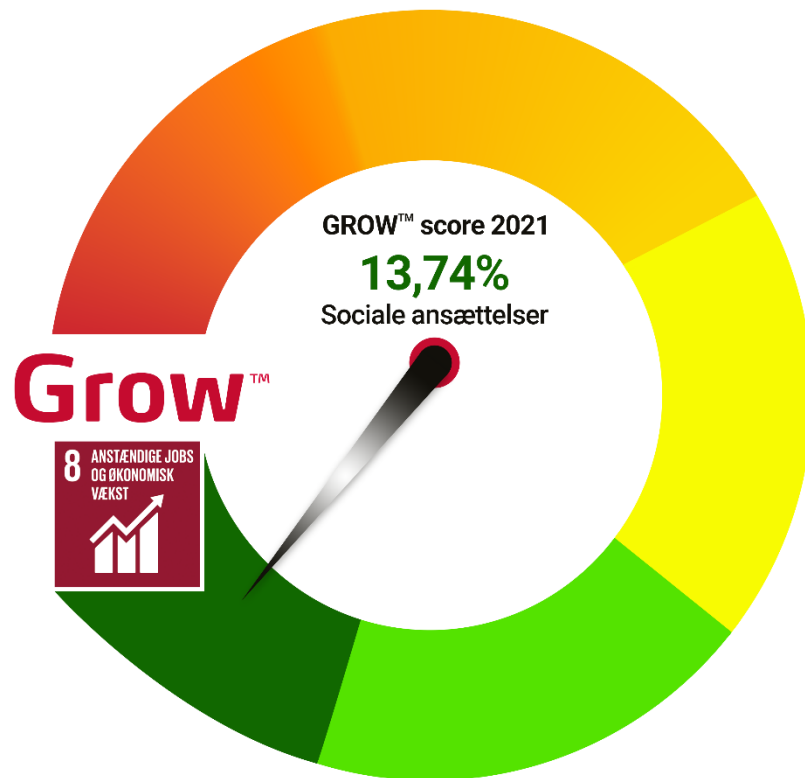


Figure 1: The diagram shows the factual social value of the project according to the ambition of at least 10% CSR hours in the production of the steel supply for the project (example)

Social partnership agreement regarding the steel supply for the project

Introduction to the social partnership agreement

The social partnership agreement documents how and to which degree Give Steel as a supplier contributes to the social sustainability of the construction project.

It will thus be possible to apply for social DGNB points within section 1.2 of the DGNB system: The innovation area for "Alternatively binding social partnerships" under the section: Pro 1.4: "Sustainability in contract tendering"

Thus, social sustainability is documented in the project for obtaining DGNB points for "Alternative binding social efforts focusing on employment, education, integration, retention on the labour market, etc.". In overall terms, the social element weighs 1.9% of the total DGNB score. The calculation is based on social employment in the project.

Give Steel is pleased to contribute to other social efforts. There is a possibility of obtaining 50 DGNB points per effort – including such as education events in welding trailer that can be lent to building sites.

Project:	Xx
Contractor:	xx
Steel supplier:	Give Steel A/S

The social value of the steel supply until date: XX/XX-XXXX

Project: example

Order sum	DKK [REDACTED]
Social sustainability, social hours in a production environment	397 hours
Percentage, social hours in a production environment	13.74%
The social value* of the steel supply	DKK 56,258*

*According to GROW's calculator of social sustainability, Give Steel's supply contributes to the project with the above social value.

Calculation method

The calculation method **The Social Sustainability Calculator** is found at www.socialbaeredygtighedsberegner.dk

Get the certificate on the social bottom line



**INDBERETTET SAMFUNDSMÆSSIG VÆRDI I
DEN SOCIALE BÆREDYGTIGHEDSBeregner**

PROJEKT NAVN
HAR MED SOCIALE ANSÆTTELSE I PROJEKTET PROJEKT NAVN, SKABT FØLGENDE VÆRDI FOR SAMFUNDET:

SOCIAL BUNDLINJE

STAT REGION KOMMUNE

I ALT PR. ÅR
KR.
KR.
KR.

TIMER I PROJEKT
LÆRLINGE
FLEXJOB
JOB MED LØNTILSKUD
SMÅJOBS
ØVRIGE CSR
CSR TIMER I PROCENT

TIMER

0,00%

8 ANSTANDIGE JOBS OG ØKONOMISK VÆKST

DEN SOCIALE BÆREDYGTIGHEDSBeregner ESTIMERER DEN MINIMUMSGEVINST, SOM VIRKSOMHEDEN BIDRAGER TIL SAMFUNDET MED, NÅR I ANSÆTTER PERSONER FRA KANTEN AF ARBEJDSMARKEDET. BEREKNINGEN ER GODKENDT AF REVISIONSFIRMAET DELOITTE.

PROJEKT NAVN 01-01-2024 - 01-03-2024

DEN SOCIALE BEREKNING KAN BRUGES SOM DOKUMENTATION UNDER EUS CSR OG ESRS S1: EGEN ARBEJDSSTYRKE SAMT S3: LOKAL PÅVIRKNING, HVIS VIRKSOMHEDEN DEFINERER DEN SOCIALE INDSATS SOM VÆRDENDGIVENDE. DESUDEN KAN DEN SOCIALE BEREKNING VÆRE ET ELEMENT I VÆSENTLIGHEDSANALYSEN UNDER ESRS 2: STRATEGY AND BUSINESS MODEL.

Den Sociale Bæredygtighedsberegner™

Facts about The Social Sustainability Calculator

The calculator has been validated by Deloitte and prepared based on the Danish Authority of Social Services and Housing's figures for the societal savings to be obtained when ex-prisoners, long-term unemployed persons, etc. get a job. The calculator estimates the effects for the short-term public economy by calculating reduced costs for social benefits and increased revenue from taxation, calculated based on average general views concerning salaries, benefits and taxes for a single person with straightforward economy, without tax relief and capital income.

The calculator also includes a number of derived effects for the public economy in the shape of reduced societal costs for crime, treatment of drug and abuse as well as mental illness based on average calculations of target group citizens.

Deloitte calculates **The Social Sustainability Calculator** according to the Danish Business Authority's framework for calculators of social value, as an "AB2 calculator" that is defined by including direct (A) and indirect (B) presumed economic effects, and where causal connections can be indirectly identified (2).

Project calculator of the social value of the steel structure

Date/period 01.11.2022, Project: *Example*

Hours spent in the project	2890
General hours	2493
CSR hours in the project	
Apprentices	353
Flex jobs	0
Internships	0
Other CSR	44
CSR hours as a percentage	13.74%
The project's generation of tax revenue for society	DKK 25,528
Saved social expenses, related to the project	DKK 21,203
Saved expenses; social challenges related to the project	DKK 9,527
The social value of the steel construction	DKK 56,258

Figure 2: Statement of CSR hours spent on the project until today.

The social value of the steel construction has been calculated with GROW's calculator.

The project calculator is based on to The Social Sustainability Calculator, which was developed by GROW.
www.socialbaeredygtighedsberegner.dk

Read more about The Social Sustainability Calculator at GROW's website: www.wegrowpeople.dk

GrowTM

Social hours in the project

Distribution of hours as a percentage

Project example

Figure 3

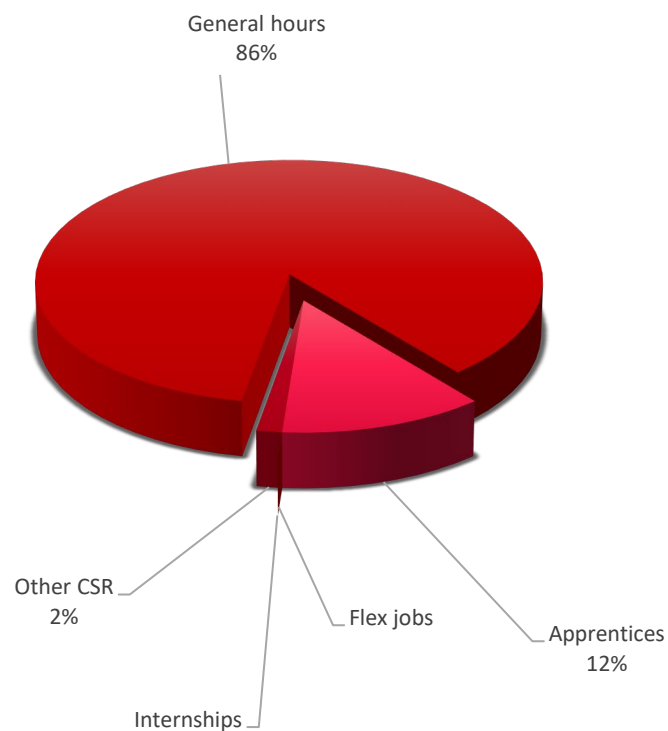
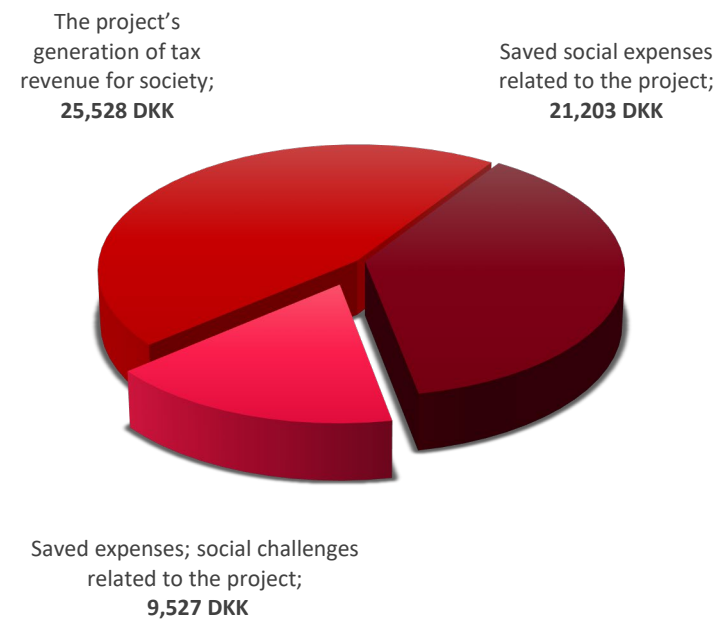


Figure 3: The diagram (left) shows the distribution of the social hours as a percentage of the project in relation to general hours.

Figure 4: The diagram (left) shows the societal gains that can be obtained in DKK when people from the edge of the labour market get into jobs.

Distribution of social value in DKK

Figure 4



Target group of the social initiatives

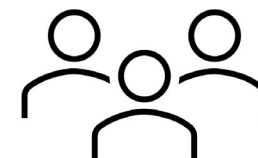
The social initiative is concentrated on skills development for those particularly challenged with a focus on young persons under 25.

That will typically be young people having a background in abuse and crime. Young people with social challenges at school/home, resource weak or criminal family conditions, diagnoses such as ADHD, Asperger's syndrome, autism or disability that require extra resources. These young people typically have no education and have often been on welfare for a long period and disengaged from the education system.

The purpose of the initiative is to motivate towards an education which may result in financial independence.

A typical persona of the target group

- Mid 20s
- Unmarried and without family
- Ex-drug abuser and criminal
- School-leaving examination from 10th grade
- Unemployment benefit claimant
- No previous experience as a smith



Contents of the social initiatives in the project

- **Voluntary agreement** on employment and education.
The target is to obtain 10% social hours in the supply from Give Steel A/S to the project.

- **Description of targets for job creation**

Give Steel's target is to get 50 trainee/apprentice places in 2023 within the social target group.

To this should be added other CSR-related employments in which everybody will not be ready to get an education from the first day.

Give Steel works according to the social bottom line. The number of apprentices and CSR-related appointments must follow the company's revenue. See Give Steel's social bottom line at the end of the document.

- **Recruitment:**

Recruitment of the target group takes place via:

- The municipality
- Vocational and production schools
- High:five
- The Prison and Probation Service
- Own welding trailer/AMU training and
- Direct contacts to Give Steel
- Employee network
- Exhibitions

Give Steel does not hire for job experience but works with the candidate model – three months of employment as an unskilled worker at the minimum wage, and a subsequent offer for a job as an apprentice.

Method

We acknowledge that people are different. We therefore meet our employees with trust and offer them a decent job and an education, see United Nations sustainable development goal 8 on decent work.

The underlying motive for the social initiative is to:

- Give them a chance for an education and a good working life.
- Give them something to get up to in the morning, relations, skills and self-esteem.
- Contribute to prevention of crime and welfare dependency.
- Retain jobs and inclusion in togetherness in the workplace.
- Act actively on the local community's socio-economic challenges.

We challenge municipalities, schools and the Prison and Probation Service by asking questions and maintaining focus – also when it becomes difficult. That is our way to strengthen young people on the edge and build their professional and personal skills to their benefit for the rest of their lives.

We Grow People course of events

- Experience as a smith and a certificate via the welding trailer
- Candidate – three months of normal employment
- Stay-on interviews during the entire employment
- Training agreement
- Stay-on interviews during the entire education focusing on low self-esteem and theory/school
- Ongoing dialogue with external stakeholders such as municipality, school, etc.

The candidate model

At Give Steel, we rarely turn down applicants. Irrespective of what they have been involved in, we owe them a meeting including an interview.

The procedure is as follows:

- Receipt of application, call or CV.
- Telephone interview with the managing director (often).
- Meeting with the managing director.
- Contract for three months' employment as an unskilled worker at the minimum wage.
- Instructor and safety instructor receive the candidate on the first day of work after a successful onboarding procedure.
- Instructor and foreman are particularly attentive to the employee at the beginning and cooperate on measures that can make the employee succeed. That may e.g. be reduced working hours for a period, help finding living quarters, psychological help, etc.
- When we see a potential new apprentice in the employee, we offer them a training agreement and make a plan with our employee.
- The vocational school is contacted, and SPS (special needs education) grants are applied for if deemed necessary.

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Stay-on efforts

The attached mentor provides ongoing support for both trainees and apprentices/employees and employers:

- **Onboarding** (Onboarding Process Plan/OPP)
 - OPP is decisive for new trainees/apprentices, as that makes a difference in relation to productivity, performance, commitment and retention. Our onboarding is divided into four stages:
 - Interview/recruitment
 - Contract
 - Information/introduction
 - Follow-up
- Follow-up meetings according to OPP
 - Performance
 - Work/school
 - Satisfaction
 - Skills/challenges professionally and socially

Basic principles:

- Praise and acknowledgement creating self-confidence
- Red flags – warnings and action plans
- Notification of illness reported directly to manager
- Strengthen social teamwork by having the young people be together
- Personal and professional development
- Mentor schemes at school and in the company
- Home visits
- Dialogue with the municipality, abuse consultants and other specialists, etc.
- Digital community via an internal APP
- Social commitments, e.g. related to racing car driver Frederik Vesti

Roles and responsibilities



*Anette Maria Christensen
Chief Sustainability Officer*



*Kristian Eliseholm
Foreman of the apprentice
department*

Documentation of social numbers in the project

Documentation type is agreed between the parties.

Documentation may be in the form of:

- Employment contract/training agreement
- Training and education plan
- Registration of hours in the project

Organisation of the initiatives

Roles and responsibilities for carrying out and operating the social initiatives.

Responsible for the carrying out and operation of the social initiatives is (Name), who is an auditor and is in charge of the following:

- Obtaining actual social figures in cooperation with the mentor
- Procedural description in cooperation with the project manager
- Information in relation to all parties at Give Steel attaching to this agreement
- Update of CSR list in cooperation with the mentor
- Registration of apprentice hours in cooperation with the foreman of the project
- Statistics and reporting to the project manager or contractor

Roles and responsibilities

Reporting of social sustainability in the project

- Description of assignments and fields of responsibility for the parties of the interdisciplinary partnership work.

Project execution at Give Steel is:

- **Kristian Eliseholm:** Foreman/day-to-day manager of the apprentices
- **Henriette Leth:** Mentor of apprentices and other CSR-related employments
- **(Name):** Auditor/reporting to contractor and/or GS project manager
- **Henrik Vendelbo Mønster:** Project manager at Give Steel

Reporting to the contractor's contact person takes place via (Name).

Here, documentation and overview of the project's social value are gathered, which is reported to either the contractor or the project manager at Give Steel.

It is the contractor's job to carry the documentation further to the project owner or adviser, so that it can be included as a justification for the DGNB certification of the building.

Requirements for the mentor/instructor

- The mentor/instructor is responsible for preparing a strategy for recruiting the target group in cooperation with the job centre, vocational schools, production schools, High:five, the Prison and Probation Service, welding trailer, etc. and is responsible for creating actual internships/job offers through close contact to the central players of the project. Further, there is cooperation with job and business consultants in the relevant municipalities.
- Participation at job fairs
- Dialogue with job consultants on starting candidate procedures. The procedure is then a personal interview with the managing director and the mentor/instructor and an employment contract at a salary, and thus not an internship. Our philosophy is "Salary and employment create commitments". The young person makes a realistic working hour schedule with the mentor/instructor, who also follows up on the well-being of the young person.

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Roles and responsibilities

Procedure and reporting form related to the project

(Name) is the responsible player (project manager) for the initiatives and documents results obtained at least once a year to the project owner and the contractors. The reporting form is agreed between the parties but will most often comprise an hourly timesheet of the hours consumed in the project among CSR employees.

- **Reporting form:**
Time sheet and CSR status are sent to the contractor.
- **Frequency:**
As requested, for example monthly or according to agreed milestones.

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Operation and finances

Earmarking of financial funds for carrying out operation of the social initiatives must be included in the employment contract.

Salary		
Financial provision, mentor hours and reporting*		
Mentor	Per month	5 hours
Instructor	Per month	5 hours
Foreman	Per month	50 hours
Auditor/reporting	Per month	3 hours

**Standard hourly rate DKK 850 exclusive of VAT*



General external partners

Cooperation with vocational schools/FGU (preparatory basic education)

- Mentor/instructor is in regular contact with the vocational schools as we cooperate about the apprentices that we have. Through this cooperation, we agree on any visits at Give Steel – both main course apprentices and basic course apprentices. If we are visited by basic course apprentices, we have the option of making a training agreement with those who do not yet have a contract.
- Our welding trailer pays visits to FGU schools. In that connection, we invite teachers and students for a tour at Give Steel where they are received by the managing director, get a guided tour by the foreman and training information by the mentor/instructor. We inform them of the candidate model.

Cooperation with High:five and the Prison and Probation Service

- This cooperation can be established through High:five and Give Steel where Give Steel visits the prisons with the welding trailer. High:five provides the contact between a non-abusing inmate and Give Steel. The mentor/instructor from Give Steel and the consultant from High:five hold subsequent meetings on and with the inmate. The mentor/instructor is the coordinator of the training, and in that connection cooperates with the Prison and Probation Service about leave.

Financing and grants

AUB – the employers' education contribution

AUB pays refund of wages and salaries as well as transportation costs to the apprentices' school attendance. AUB also provides wage subsidies when apprentices are hired who have lost their apprenticeship through no fault of their own.

SVU – the State Educational Support for Adults

Is granted to employees over 25 years or a business when the employee takes further training during working hours and who applies for education at elementary or high school level.

VEU – Adult education and continuing training

Compensation for lost salary and transportation costs when the employee participates in vocational training, such as AMU courses (labour market training courses).

IKUF – the Industry Competence Development Fund

Grants for training for employees in the industry. Is applied for together with VEU or SVU. Also grants for training of adult apprentices (in addition to the grant from the municipality).

The municipality

Grants for adult apprentices (over 25 years): DKK 30 per working hour.

Co-financed hours from central players such as job centre, vocational schools, municipalities, etc. in the project in question: DKK 0,-

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FACTS

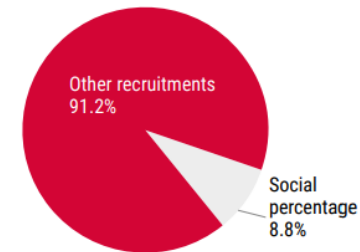
Give Steel's social bottom line 2023

Social bottom line	In total per year	DKK 15,291,901*
Employees Average headcount, group level		605
CSR-related employments including apprentices, total headcount		53
Apprentices	As at 31.12.2023	26
Social value per employment/average		DKK 288,526
Social percentage		8.8%

* The social bottom line has been calculated according to The Social Sustainability Calculator, which was developed by GROW. Find our calculator at wegrowpeople.dk

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Social percentage



Apprentices and CSR related recruitments

Figure 5: Apprentices form the majority of our CSR-related employments.

About Give Steel

Give Steel is a leading supplier of EPD-certified steel structures in North and Central Europe and among Denmark's largest suppliers of materials for the construction industry. The company has more than 600 employees and has departments in five locations in three countries. The main domicile of the company and production are located in Brande; Sales and Technology at Søren Frichs Parken in Aarhus, and the department for BIM and Structural Design in Poland.

Give Steel's steel structures are used in construction projects in both the public and private sectors, including data and logistics centres, sports arenas, buildings for industrial and business purposes and in environmentally certified construction projects.

On the reference list are, among others, Light house in Aarhus, KB Hallen and Ilulissat Icefjord Centre in Greenland.

Give Steel has made its mark relating to ESG reporting, committed to the Science Based Target initiative (SBTi), and overall has a strong sustainability strategy.

Internationally, the company has received awards for several construction designs and has received several CSR awards for its stance on social responsibility and its ambition that: "WeGrowPeople", which is also the hub of employee development.