

GIVE STEEL AND THE UN'S GLOBAL GOALS

The Full Guide



Give Steel

Our perspective on the global goals

Give Steel optimises steel structures so as to reduce CO₂ emissions and, as far as possible, reduce construction waste.

Our optimisation work has impacted steel structures throughout Northern Europe and has helped to optimise the consumption of resources in construction projects, which otherwise represent a significant proportion of total global CO₂ emissions.

Our conduct and strategy are based on our stance on ten of the UN's 17 ambitious global goals for

sustainability, which have required that all UN member states contribute towards making the world more sustainable. These goals aim to reduce inequality and ensure responsible conduct and growth.

Of the ten global goals that we are able to relate to, Give Steel is focusing on goals 4, 8 and 12, which concern education, jobs and economic growth, as well as responsibility in consumption and production.

The 10 Global Goals that Give Steel relates to:

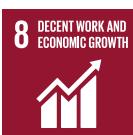


How Give Steel focuses on three global goals



GOAL 4: Quality Education

Dialogue with schools and universities and introduction of the steel industry's options within production, sustainability and digitalisation.



GOAL 8: Decent Work and Economic Growth

Efficient production with the aid of modern technology and increased digitalisation.



GOAL 12: Responsible Consumption and Production

Minimising the consumption of raw materials, environmentally appropriate chemical management, recycling and reducing waste.

Give Steel also supports the following seven global goals



GOAL 3: Good Health and Well-Being

We prevent workplace accidents by having a safe workplace. We support a healthy lifestyle through internal initiatives, from canteen to sports events in the employee association.



GOAL 5: Gender Equality

We aim to employ more women within the company, including female engineers and managers.



GOAL 7: Affordable and Clean Energy

We are working on a continuous basis to optimise energy consumption, to ensure that we reduce electrical consumption per DKK of turnover.



GOAL 9: Industry, Innovation and Infrastructure

We increase employment through growth. Our processes have an innovative approach in order to minimise waste. (optimisation of construction and transport).



GOAL 10: Reduced Inequalities

We make a positive contribution to the integration of our foreign employees into Denmark.



GOAL 11: Sustainable Cities and Communities

We optimise our structures so as to reduce overall CO₂ emissions per resident, to produce a positive footprint in the towns in which we have a local presence.



GOAL 17: Partnerships

We accrue expertise towards increasingly sustainable development by collaborating with selected organisations.

Give Steel relates to a total of ten global goals



Give Steel has launched a large number of initiatives to support the UN global goals.

These initiatives are either ongoing procedures or projects that we have launched. These initiatives can be directed internally or externally. These are part of the three tracks of our strategy for sustainability: social, economic and climate. These initiatives all support in one way or another one of the UN global goals, as shown here.

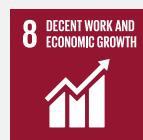
OUR FOCUS

With a view to ensuring the effective implementation of the global goals into our business strategy, we are focusing on three global goals in particular:



GOAL 4: Quality Education

Dialogue with schools and universities and introduction of the steel industry's options within production, sustainability and digitalisation



GOAL 8: Decent Work and Economic Growth

Efficient production with the aid of modern technology and increased digitalisation



GOAL 12: Responsible consumption and production

Minimising the consumption of raw materials, environmentally appropriate chemical management, recycling and reducing waste

GLOBAL GOAL 4:**QUALITY EDUCATION**

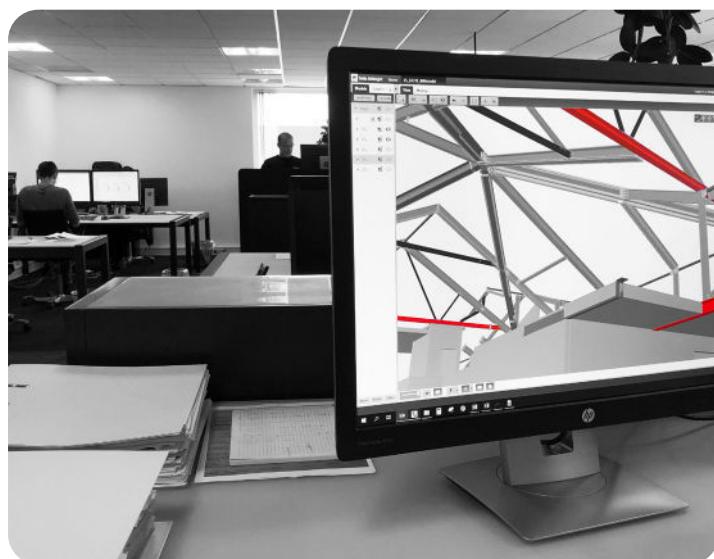
Education and training are important. Denmark is a knowledge-based society. All growth in Denmark is based on knowledge. At Give Steel, we believe that knowledge can help people to grow, throughout their whole lifetime. We therefore take a focused approach to Global Goal 4.4, which concerns quality education.

4.4 Partnerships with municipalities and schools

Give Steel has an ongoing collaboration with Ikast-Brande Municipality and the local vocational school to participate in tuition in the local community. Through a process of dialogue with the schools, we are able to show young people that a future in the steel industry and the construction industry in general also involves important skills in both sustainability and digitalisation.

Closer to reality

We want to build bridges between education and the business community, contributing insights that will bring young people closer to reality, from state school students on internships to engineering students who want a more practical insight into working as an engineer. Through insight, learning and training, we aim to educate the next generation by teaching them what a normal working day at Give Steel is like, both in the engineering office and out on construction sites.



4 QUALITY EDUCATION

**SUMMARY**

- GS Academy: We give engineering students a practical understanding of the engineering profession, bringing them closer to its realities.
- We give state school students insights into manufacturing and industry.
- We teach from our mobile trailer, which visits schools and prisons, for example.

**UN SUSTAINABLE DEVELOPMENT GOAL 4:
Quality Education**

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

OUR GOAL, UN SUSTAINABLE DEVELOPMENT GOAL 4

Give Steel uses the heading “WE GROW PEOPLE” to define three sub-goals that support the fourth goal, that of quality education.

In 2020, we embarked on partnerships with 1-2 universities to build bridges between training and the reality that young engineers will encounter after they qualify.

Before 2023, Give Steel will have provided inspiration for three teams of engineering students through our GS Academy concept, that offers Danish engineering students more practical insights into the engineering profession.

2020 will see the production of our mobile trailer, which will be the backdrop for professional inspiration and teaching at schools and prisons, etc.

We Grow People

GLOBAL GOAL 8:**DECENT JOBS AND ECONOMIC GROWTH**

The creation of new workplaces is a natural component of our development. Decent jobs and economic growth are therefore closely linked with the internationalisation of our company and with its development over recent years.

8.2 Optimised design and production

Our economic growth is based on our continuous focus on improvements. This applies both to the structural design itself and to its production. We focus on how modern technology can improve our performance and ensure that we take responsibility towards the environment.

8.4 More young people in employment

Helping to introduce young people to a long life on the labour market is very important to us. By applying a strong work ethic, steely determination and visible everyday results, we help them to grow, as professionals and personally. This sometimes involves hard work at our end, but it is a responsibility we take very seriously, one that lies at the heart of our DNA. This is how we are able to contribute to reducing the proportion of young people who are not in employment or education.

8.6 Utilisation of resources through structural optimisation

Give Steel is always trying to optimise our steel structures, our workflows and our processes. This also means trying to find technological opportunities that will improve our optimisations and help to conserve the environment. With the aid of digital and technological upgrades, we are able to make more accurate calculations to optimise material usage, production time and transportation. This reduces the amount of resources that we waste, as well as any unnecessary CO₂ emissions. We recycle where possible and try to extract the maximum potential from the resources we use. Our production is undergoing a transformative process towards a climate-conscious approach, in which we are focusing on recycling, investment in robots and the use of water-based paints.

8.8 Equal rights and a good working environment

All Give Steel employees have equal rights and are paid in accordance with collective agreements. A safe and stable working environment that recognises employees for their endeavours is a must. We believe in the value of giving people a chance. This is why we have partnered with High:five, an organisation that helps former criminals to integrate into the labour market.

**SUMMARY**

- We create decent employment for young people with social problems, giving them a chance to enter the labour market.
- We give people with criminal records the opportunity to return to the labour market.
- We generate economic growth for our company by increasing exports and focusing on construction optimisation.
- We use technological upgrades in materials and an innovative approach to construction design to produce CO₂-optimised solutions and achieve greater economic productivity throughout the entire project phase.

**UN Sustainable Development Goal 8:
Decent work and economic growth**

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.

8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

OUR GOAL, UN SUSTAINABLE DEVELOPMENT GOAL 8

This Global Goal focuses on long-lasting growth and sustainability and ensuring that everyone is able to work under decent conditions. Exports and sustainable growth are prerequisites for Give Steel's further development.

Construction optimisation is a strategic focus area, thus assuring our ability to retain and develop these competencies within the company. We achieve this by mentor training new employees, developing the skills of the engineers we have recruited and knowledge sharing between all our employees.

Our goal is that all new engineers should have this ability.

We aim to recruit additional apprentices. Our 2020 objective is to have 25 trainee smiths and two smith fitters, two automated process technicians and a nutritional assistant.

We aim to reduce wasted resources and thus any unnecessary CO₂ footprint at our various premises and construction sites.

GLOBAL GOAL 12:

RESPONSIBLE CONSUMPTION AND PRODUCTION

Corporate responsibility is one of Give Steel's core values. This applies both to our production processes and our behaviours; our general conduct towards each other, our customers and our partners.

This also applies to our waste management and recycling options. Targets 12.4, 12.5 and 12.6 are therefore highly compatible with our own values.

12.4 and 12.5 Environmentally responsible management

We recycle what we can and work in a responsible manner. Recycling and properly handling liquids, waste and materials that represent a threat to our climate is a matter of course. A large part of our production is performed by electrically-powered machinery. We are also involved in a process of development towards making our production even more CO₂-friendly. One example of this is our implementation of the use of water-based paints as a new standard. We are constantly working to optimise our work processes and encourage others to try to find ways they can optimise for both efficiency and the environment.

We focus on areas where we are able to act in a more environmentally conscious manner in our production and assembly. Optimisation is the focal point of our design phase. The more steel we save, the more we can reduce our CO₂ emissions. A well thought out and properly optimised structural design also reduces CO₂ consumption during transportation, to minimise the construction project's overall climate footprint. With regard to transport, we expect our suppliers and logistics partners to demonstrate the same responsibility towards the environment and each other.

12.6 Our 3-track sustainability strategy

aims to increase reporting of our sustainable corporate conduct. As part of our transformation process we are also looking into options for reporting our "three-point bottom line": social, environmental and economic.

**SUMMARY**

We manufacture in a responsible manner, focusing on:

1. Safety
2. Consumption of resources
3. Management of chemicals
4. Use of water-based paints
5. Waste management for recycling
6. Minimised production time
7. Electrically-powered machinery
8. Effective transport

**UN SUSTAINABLE DEVELOPMENT GOAL 12:
Responsible consumption and production**

12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

OUR GOAL, UN SUSTAINABLE DEVELOPMENT GOAL 12

Our growth and focus on sustainability both require that we, in our capacity as employer and collectively as employees, are focused on reducing our everyday CO₂ footprint. This applies to both our production and administration, and to the numerous construction sites in Denmark and abroad where we operate.

New technologies allow us to streamline our production installation work thus reducing our per-project CO₂ consumption.

We use water-based paints to future-proof our painting hall for a more sustainable future.

Our figures and sustainability reporting should be integrated into our annual evaluations. This includes our figures for our development on all three of our bottom lines: economy, the environment and social.

We also work for



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GOAL 17: Partnerships

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GLOBAL GOAL 3:

HEALTH AND WELL-BEING

Global Goal 3 aims to ensure a healthy life for all and to promote global well-being. At Give Steel, we also work on health and well-being in order to promote a good working environment. A safe workplace is crucial and requires complete focus on safety, both in production and on construction sites so that we can prevent accidents at work.

3.5 Preventing drug abuse: We prevent drug abuse by employing young people with social problems and are able to perform drug testing in our production facility.

3.6 Fewer traffic accidents: We contribute to safer driving on Danish roads by focusing on traffic safety, as defined in our Code of Conduct.

3.8 Health coverage: We offer health insurance for all our employees.



3 GOOD HEALTH AND WELL-BEING



SUMMARY

- We prevent workplace accidents by actively promoting safety at work.
- We prevent drug abuse through drug testing and employment.
- We contribute to safer driving on Danish roads.
- We offer health insurance for all our employees.

UN SUSTAINABLE DEVELOPMENT GOAL 3: GOOD HEALTH AND WELL BEING

3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.

3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

GLOBAL GOAL 5:

GENDER EQUALITY

4.5 More women in industry

We believe that a successful and well-functioning workplace is based on equality: equality across gender as well as race and sexuality. This is why we fully support Global Goal 5, which enforces the rights of women and girls and their opportunities within the steel industry and in the construction industry in general. We aim to employ more women in the company, which also includes women with managerial and senior roles.

We employ women in all job functions and are experiencing positive developments in the recruitment of more female engineers.

5 GENDER EQUALITY



SUMMARY

- We employ more women in industry, including female engineers and managers.

UN SUSTAINABLE DEVELOPMENT GOAL 5: Gender Equality

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.



GLOBAL GOAL 7:

SUSTAINABLE ENERGY

Global Goal 7 focuses on sustainable and modern energy. Give Steel uses sustainable energy as far as possible. We prefer to use electrically-powered machinery and tools in our production. Our annual electricity consumption corresponds approximately to the annual electricity production from a single wind turbine, set up in the municipality of Brande.

Verdensmål 7.3 is a declaration of intent that the global rate for improvements in energy efficiency needs to be doubled. Give Steel has a continuous focus on energy optimisation in all our processes and one of our dedicated goals is to minimise electricity consumption per DKK of turnover.

7 AFFORDABLE AND CLEAN ENERGY



SUMMARY

- By focusing on energy optimisation in all our processes, we aim to reduce the electricity consumption per DKK of turnover.

UN SUSTAINABLE DEVELOPMENT GOAL 7: AFFORDABLE AND CLEAN ENERGY

7.3 By 2030, double the global rate of improvement in energy efficiency.



GLOBAL GOAL 9:

INDUSTRY, INNOVATION AND INFRASTRUCTURE

A large proportion of sustainable growth is rooted in innovation. Continued sustainable growth is therefore dependant on innovation by individual companies. Give Steel has always taken pride in doing things in our own way. Our approach to Global Goal 9 focuses in particular on targets 9.2 and 9.5, which concern increasing the industry's share in employment rates and general upgrading of technological capacity.

9.2 Increased employment through growth strategy

Our ambitious growth strategy with its particular focus on increased exports allows us to increase employment as our company develops.

9.5 Technological capacity and innovative thinking

The optimisation of structures is our core competence. Through well-considered structural design, we are able to reduce wasted resources and unnecessary CO₂ emissions, both in production and transportation.

We work continuously to optimise our processes and tools, applying modern technologies that are able to streamline every stage of our production process. We analyse and streamline our design and production processes to ensure effective and responsible management throughout.

Our quality team focuses both on the end product, as well as on processes and procedures.

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



ELABORATION

- Our growth strategy allows us to increase employment rates in the industry.
- Optimisation of our structure designs allows us to reduce CO₂ emissions from production and transport.
- We use modern technologies to streamline our production processes.
- Our optimisations allow us to think innovatively during the design phase.

UN SUSTAINABLE DEVELOPMENT GOAL 9: Industry, innovation and infrastructure

9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.

9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

GLOBAL GOAL 10:

REDUCED INEQUALITIES

Inequality is a global issue and global goal 10 aims to reduce inequalities in and between countries.

Better integration

Because social responsibility plays a large role in Give Steel's DNA, it has also been a natural process for us to employ immigrants in our production. As a workplace, we make a positive contribution to the integration of these people to Denmark, giving them a new start, a rich daily life and good abilities in the Danish language.

10 REDUCED INEQUALITIES



SUMMARY

- We make a positive contribution to the integration of our Danish-based employees.

UN SUSTAINABLE DEVELOPMENT GOAL 10: REDUCED INEQUALITIES

10.7 Facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies.



GLOBAL GOAL 11:

SUSTAINABLE TOWNS AND LOCAL COMMUNITIES

Global Goal 11 relates to the impact a company has on its local community.

11.a Supporting our local areas through local footprints

Give Steel thinks it is important to help make a difference in the towns where we are based.

We actively participate in partnerships with local and regional schools and educational institutions. Our partnership with High:five, who help people with previous criminal convictions to get into the labour market is another example of our local anchoring.

Our growth allows us to help strengthen our local communities at local level, by providing attractive jobs. This applies in both Brønde and Aarhus as well as in countries where we have sales or engineering offices. By creating more jobs and maintaining production in Brønde, we support Ikast-Brønde as a local area for business.

Our sponsorship strategy is based on a desire to make a decisive difference in our local environment.

11.6 Reduced CO₂ per capita

Our optimised steel structures help to reduce the total per capita CO₂ footprint of the construction industry in the northern European export markets in which we operate. This creates communities that are more sustainable.



SUMMARY

- We leave a positive footprint in the towns where we are based.
- We have optimised our design structures to minimise total CO₂ footprint per capita.

UN SUSTAINABLE DEVELOPMENT GOAL 11: Sustainable cities and communities

11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management

11.a Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning.



GLOBAL GOAL 17:

PARTNERSHIP FOR ACTION

We need to revitalise global partnerships towards sustainable development and increase the resources that will allow us to achieve these objectives.

Knowledge through organisations and memberships

Knowledge is essential if we are to improve things. This is why Give Steel is attempting to engage in relationships and partnerships with organisations who can help us towards a more sustainable profile. For the 2020 financial year, we have allocated increased resources to meaningful networks and organisations through which we will be able to acquire knowledge and inspiration, which will allow us to become more sustainable.

17 PARTNERSHIPS
FOR THE GOALS



SUMMARY

- We accrue expertise towards increasingly sustainable development by collaborating with selected organisations.

UN SUSTAINABLE DEVELOPMENT GOAL 17: PARTNERSHIPS FOR THE GOALS

17.16: The global partnership for sustainable development must be strengthened and supplemented by partnerships with many different stakeholders in the mobilisation and sharing of knowledge, expertise, technology and financial resources to support all countries in achieving the Sustainable Development Goals, and developing countries in particular.





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