
Corporate social responsibility report
2016





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This report is the statutory corporate social responsibility report for Kamstrup 2016.

See §99a in Årsregnskabsloven.

Statement from CEO

Advancing sustainable development serves as our inspiration to create innovative and cutting edge solutions, which drive our customers' businesses forward. Our relentless quest to develop solutions, which create progress for others, is helping customers all over the world to optimize their efficiency, identify new opportunities for growth and promote greater environmental responsibility. By anticipating our customers' challenges, we are creating environmentally friendly technologies, which enable them to run a better business and inspire smarter, more responsible, solutions for the communities they serve.

Striving for a better water and energy future

Climate change and the long-term availability of fossil fuels are subjects of worldwide concern. Both of these issues are driving the development of more efficient energy systems, including distributed local power supply and storage, and smart grids for electricity distribution. Smart energy metering solutions are a vital part of this development.

Water scarcity and the sustainable management of water resources have, and will continue to be, a driving force behind our innovation. According to the UN, water use has been growing at more than twice the rate of the population increase over the last century. Our water meters, with their leakage and low flow detection, can contribute to the sustainable use of the world's water resources.

To save energy and water you need to understand how you are consuming it, and that in turn is only possible if you have accurate and reliable data. This is the essence of our intelligent metering solutions. Data from the meters is transferred to user-friendly systems that keep customers informed about how much energy they consume over different periods and across different energy sources.

Throughout all of our endeavours, we actively encourage and support ethical behaviour by all of our stakeholders. We have a zero tolerance stance against corruption of any kind, each of our employees around the world follows strict guidelines to ensure our values, and reputation are upheld at all times. Kamstrup is dedicated to protecting human rights and naturally takes a firm stance against child labour or any practices, which could impinge upon those rights. We take great pride in the high quality working conditions, we provide for our valued employees.

Not prepared to rest on our laurels, we use the reporting associated with the UN Global Compact to regularly identify and assess areas, which require extra focus. Constant development through parallel initiatives is how we create growth, and also how we improve our social and environmental performance; in this way, the UN Global Compact helps take us to the next level.




Per Asmussen, CEO

Responsible solutions in every step

At each step in the value chain of Kamstrup, we focus on ensuring sustainable solutions. We are aware that there are environmental impacts connected to our chain of activities, and we strategically work to reduce the impacts caused by the production, transport, use and end-of-life treatment of our products and services. Furthermore, we comply with relevant occupational health and safety legislations and aim at being a company with a high level of health, safety and well-being among our employees.

We work actively to reduce our environmental impact by reducing the use of energy and water as well as substances in our wastewater. Likewise, we aim to increase recycling of our waste. However, we cannot keep track of and reduce our environmental impacts without considering the entire supply chain. Therefore, we also have a number of environmental as well as ethical requirements for our suppliers, as stated in this document.

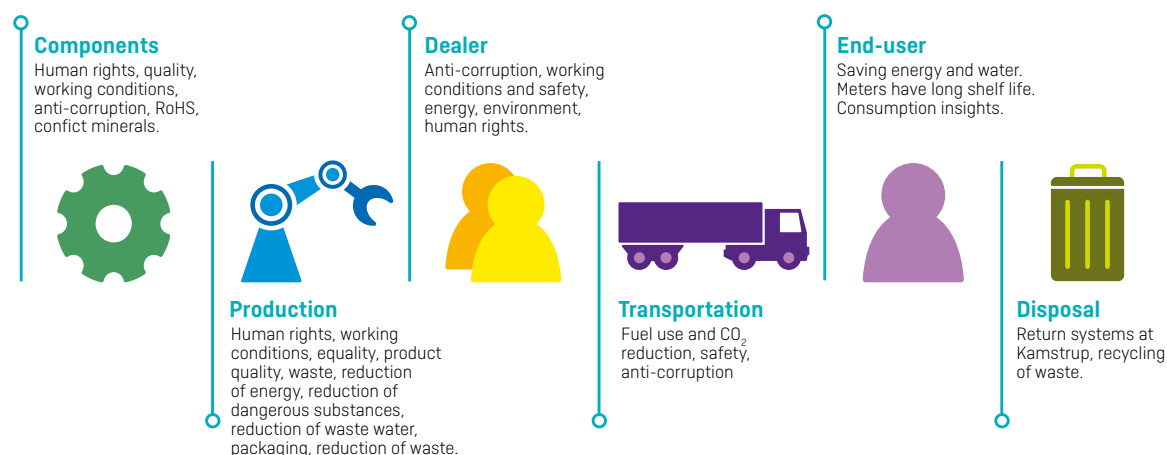
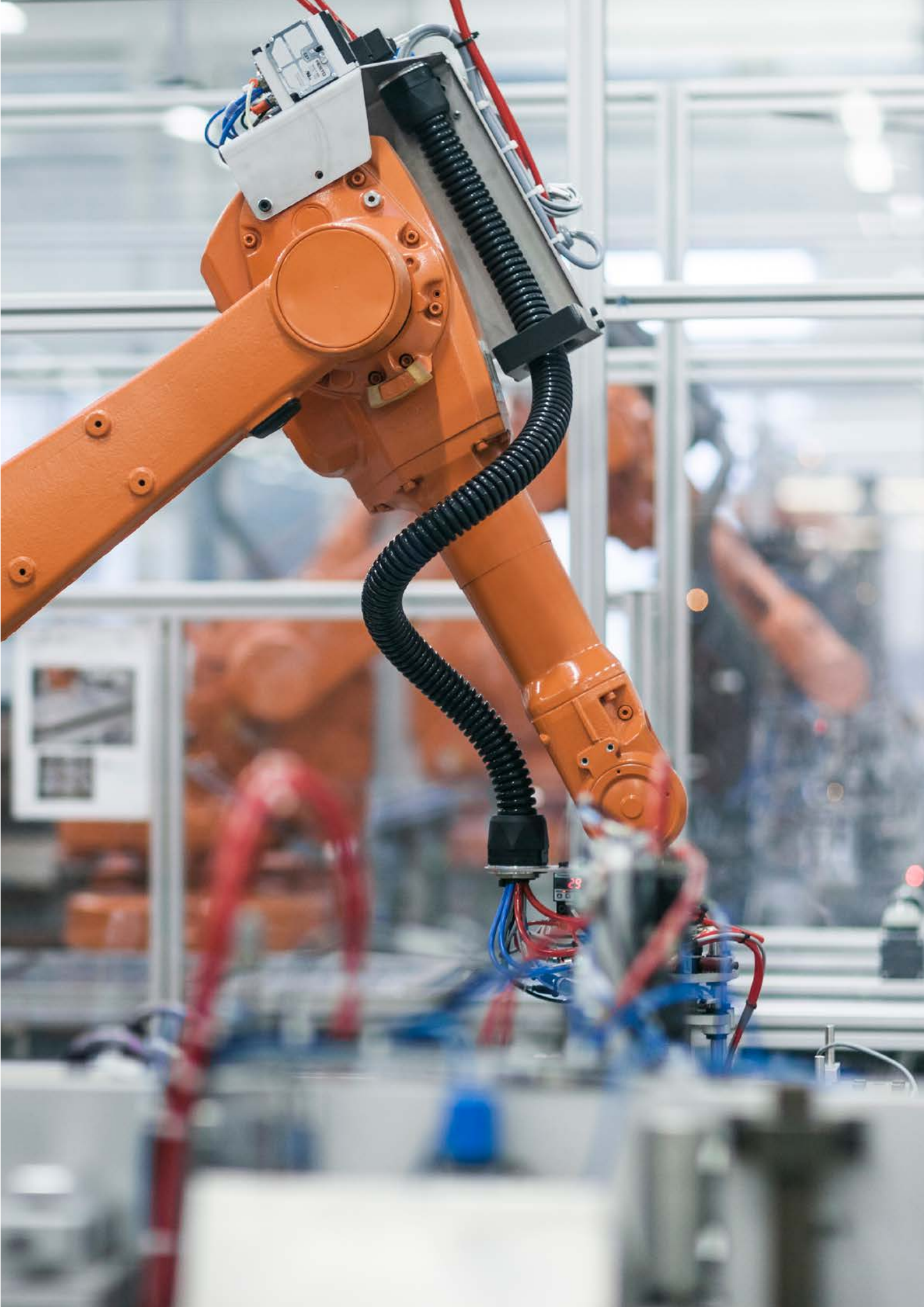


Fig. 1: Kamstrup business model



Climate and environment

Environmental commitments

Within Kamstrup, we have developed an environmental management system, which ensures that we comply with national and local environmental legislation across all areas, from product development to recycling of used meters. Among other things, this system obliges us to audit our legislative compliance every year.

Environmental policy

Beyond the requirements of Danish law, we also have an environmental and occupational health and safety policy stating that we want to affect the environment as little as possible. At Kamstrup, we work actively to reduce our environmental impact by reducing the use of energy and water as well as substances in our wastewater. Likewise, we aim to increase recycling of our waste.

We will:

- Prevent pollution, damages and accidents, as well as work related illness in association with the company's activities and products.
- Manage environmental related risks, where applicable.
- Use energy, water and raw materials with care.
- Be aware of relevant legislation and ensure compliance.
- Set up targets for continuous improvements.
- Educate and motivate the employees to actively participate in environmental and occupational health and safety work.
- Communicate openly about environmental and occupational health and safety matters, internally as well as externally.
- Use subcontractors that act in an environmentally responsible manner.
- Ensure that contractors in Kamstrup's areas comply with relevant legislation and rules of Kamstrup.

Certification

Kamstrup's headquarters have been ISO 14001 certified since 1997.

Our subsidiaries in Norway and Sweden and branches in Germany, Finland, Switzerland, and the Netherlands are also ISO 14001 certified.

ISO 14001 specifies the requirements for an environmental management system, which enables an organisation to develop and conform to appropriate environmental policies and procedures. The standard does not itself state specific environmental performance criteria, but instead shows how the organisation can set its own environmental goals, taking into account the law and those aspects of environmental protection, which it can influence.

In other words, we have received this certification for working towards shrinking the environmental footprint of our business and reducing pollution and waste from our production.

During 2017, we will implement the ISO 14001:2015 standard ending with our recertification in December 2017. During the implementation process, we will among others focus on a risk based approach to our business and possibilities as well as identify and analyse the requirements of our stakeholders.

The following sections explain in more details how we aim to reduce our environmental impact.

Description of our environmental processes

At our production facilities in Stilling we have identified the major environmental impacts as being consumption of water, electricity and heat as well as water waste management and sorting and handling of waste. We have processes in place to handle these impacts, i.e. our energy group works proactively on limiting consumption of water and energy. We analyse our wastewater annually in order to follow and act on the trend in substances in the water. Finally, our production works at optimising waste sorting and handling.

We have procedures and instructions in place where needed in order to handle our major environmental impacts.

In our production at our headquarters, we do have a few operations able of causing air pollution. However, thanks to extraction systems and exhaust filters, the actual emissions from these operations are below measurable levels. Kamstrup also complies with regulations regarding impacts of noise, smell and visualisation. We receive no complaints about any of these nuisances.

Our maintenance database ensures that the systems we rely on to control air pollution are regularly checked and maintained.

In our Corporate Social Responsibility policy, we stress that: *"We shall be mindful of global environmental concerns and strive to make a positive impact on the environment at every opportunity"*. Subsequently, we point out our intention to use energy, water and raw materials with care.

Energy consumption (headquarters)

Kamstrup is constantly looking for possibilities to reduce energy consumption at the headquarter in Stilling. The graph below shows a small drop in heat consumption for 2016 although we have inaugurated a new administration building. Electricity usage for 2016 is slightly higher per produced meter which can be explained by increased electricity used outside production. Energy levels are close to 2015.

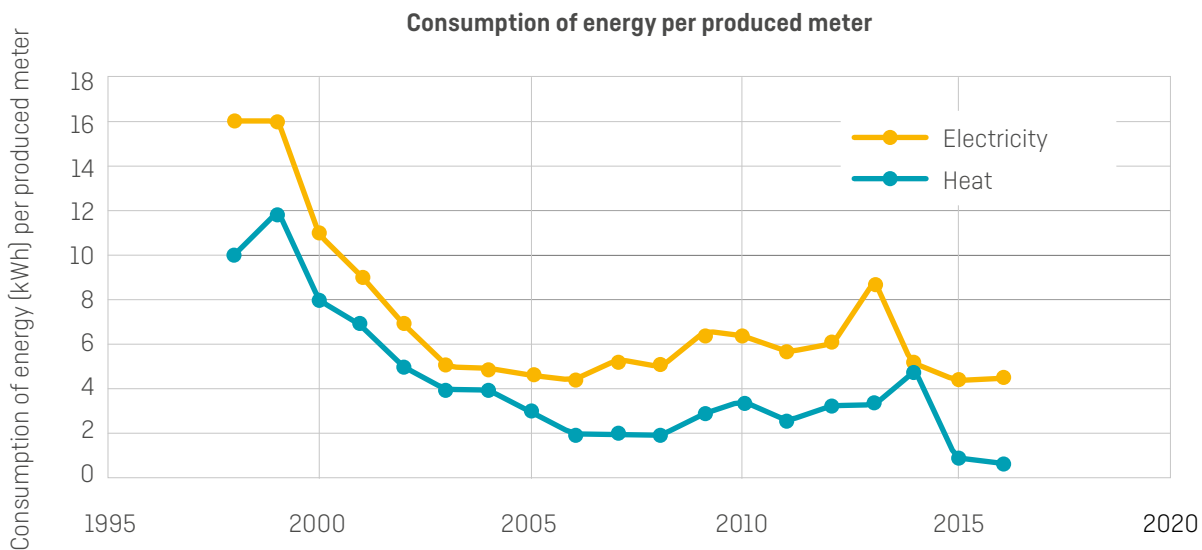


Fig. 2: Energy consumption per meter produced from 1998-2016

Water consumption (headquarters)

In our production facilities, we use water for calibrating meters and ensure reuse of this water. However, during 2016 we have increased our water usage due to increased requirements for calibration of our meters. Likewise, we have used water for constructing our new building. Drinking water and sanitary purposes make up another part of our water consumption. Most of our washrooms now have taps with sensors and variable-flush cisterns. The graph below shows the water consumption per employee from 1998-2016.

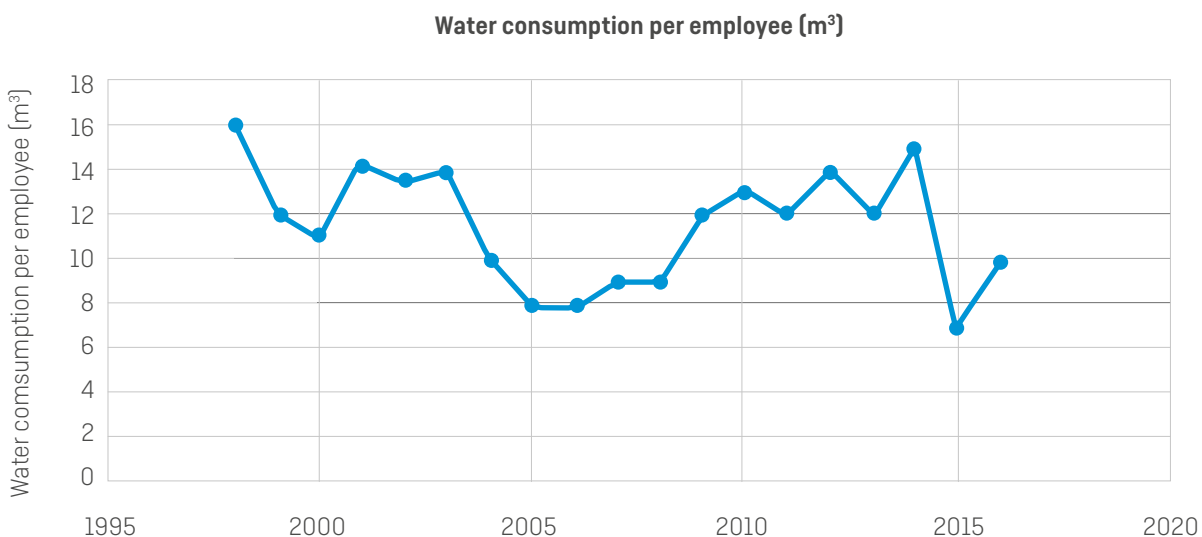


Fig. 3: Water consumption per employee from 1998-2016

Transportation

In the logistic chain of transporting goods, we continually work to optimise our shipping operations within the import/export of goods and to improve our energy efficiency.

Since our export shipments to customers mainly are delivered in smaller lots and customers often are in need of the products shortly after production, we primarily optimise our import affairs.

Within Denmark, vans are our primary means of transportation. For overseas transportations, we use transportation by sea whenever possible, because it is a lot less environmentally damaging compared to air transport, as well as less costly. Everybody involved in the logistics chain of importing goods is aware of the need to plan our orders of raw materials and deliveries of goods in order to avoid urgent deliveries requiring air transport to the greatest extend possible.

Transportation is one of the factors we take into account when calculating the carbon footprint of our products – i.e. the total amount of greenhouse gases, measured as tonnes of CO₂ equivalent, associated with a product through its entire life cycle.

This led to the following result for 2016:

Waste in %	2010	2011	2012	2013	2014	2015	2016
Recycling	36	49	52	61	50	74,5	68,7
Incineration	63	50	47	38	49	25,0	31,0
Deposit	1	1	1	1	1	0,5	0,3

The total amount of waste in 2015 was 541 ton. In 2016, this increased to 568 ton primarily due to the increase in production of meters.

The waste data are derived from reports of our waste receivers.

Recycling, incineration and deposit production

Kamstrup comply with the legal requirements for production waste. We have the necessary permits for transport, storage, recycling and disposal of hazardous waste, and we only use licensed contractors.

We are working towards implementing extra initiatives to optimise our waste management. This includes increased sorting in waste fractions in order to re-use more waste and to minimise the pick-up frequency to save fuel and money. To fulfil this initiative, we have employed a person to work on waste optimisation only.

Every year we compile statistics for recycling, incineration and deposit covering all the materials used at our headquarters in Denmark. The figures show a small drop in the amount of recyclable waste from 2015 to 2016. The waste sent to incineration is handled at incineration plants that uses heat to generate electricity and district heating. In 2017, we focus on recycling certain fractions discharged through incineration today.

Products

Our CSR policy states: *"When practically possible, all products and packaging shall be recyclable"*.

All our products are recyclable. By co-operation with one of our waste partners, lithium batteries are also recycled. We dispose of lithium batteries at an authorised facility and ask our customers to do the same.

Most of our customers are European with their own laws covering recycling. However, we also offer to recycle any products returned to us by our customers. Recommendations for the disposal of worn-out products are always included in our technical manuals and product catalogues.

Packaging

Packaging is one of our focus areas. We always aim to use as little packaging material as we can and to make it as recyclable as possible. Our choice of packaging is continuously updated, and we always consult packaging experts when designing new packaging.

Our electricity meters are packaged mainly in recycled cardboard, which can be recycled again after use. For heat and cooling meters, we also use expanded polystyrene packaging, which can be recycled in most countries.

The majority of our water meters are packaged in polyethylene terephthalate (Amorf PET). For some products in our water meter portfolio, we are using reusing cardboard in combination with expanded polystyrene.

We enclose technical manuals and product catalogues whenever the product standards require it. However, we only enclose the specific language version needed for each customer, and we aim to cut the amount of printed material by providing electronic documentation via our website.

Environmentally friendly technologies

By using and showing energy consumption clearly and accurately, our products encourage end-users to manage their use of resources and protect the environment. Furthermore, our system solutions for energy metering do much more than just measure: they provide remote reading, and thereby minimise the use of vehicles; they enable detailed analysis of consumption patterns, through which end-users can explore ways to reduce their energy consumption; and they reveal leaks wasting valuable resources.

Product development

Environmental considerations shall be central to our product development and to how we plan our production with the purpose of reducing any harmful impact on the environment, internally as well as externally. During product development, our technology and purchasing departments cooperate to find the best materials and components possible, considering their environmental impacts. We also collaborate with universities and other research institutes when selecting materials.

During product development, our policy is to:

- use as few different materials as possible, and give preference to materials that can be recycled or reused.
- avoid dangerous or poisonous substances/materials (both in product and in production processes).
- be aware of the RoHS directive and the substances that the directive prohibits in electronic products.

We do our best to recycle our products. All the materials we use can be recycled. Through cooperation with our waste dealer, lithium batteries are also recycled.

At Kamstrup, we are careful to comply with all the EU directives and other regulations applying to us.

RoHs – Restriction of Hazardous substances

RoHs is a directive limiting the use of certain hazardous substances in electrical and electronic equipment. In order to keep on complying with the RoHs directive, lead-free soldering was implemented in our PCB production during first quarter of 2014.

WEEE – Waste Electrical and Electronic Equipment

The WEEE directive deals with the producer's responsibility for the disposal of waste from electrical and electronic products. Based on guidelines from the Danish Environmental Agency and Frequently Asked Questions on RoHs & WEEE issued by the EU, we have determined that Kamstrup's products do not generally fall within the scope of WEEE.

The only exception is a few of our modules, for which we are registered with the Danish agency DPA-System and will file appropriate reports as these modules are sold.

REACH – Registration, Evaluation and Authorisation of Chemicals

Kamstrup does not import substances, preparations or articles covered by the REACH regulation. We closely monitor the "Candidate List of Substances of Very High Concern".

Since the Candidate List is a dynamic document, we regularly read the official, and updated list on ECHA's (European Chemicals Agency) [website](#).

Battery directive

The Battery directive regulates the manufacture and disposal of batteries in the EU, with the aim of improving the environmental performance of batteries and accumulators. We comply with the Battery directive.

Environmental targets

We set up our own environmental action programme each year for the company.

In 2016 our environmental goals were:

- reduction of heat consumption per heated m² in 2016 compared to 2015.
- reduction of electricity consumption per produced meter in 2016 with 10% compared to 2015.
- increase the amount of waste for recycling to 80 % in 2016.

We have reduced our heat consumption per heated m² compared to 2015. However, two of our goals were not achieved as we have increased our electricity consumption per produced meter in 2016 and have recycled 69 % of our waste; consequently, our goal on waste is not achieved. In general, our waste fractions for incineration have increased compared to our fractions for recycling.

Energy groups

In order to reduce energy consumption throughout the buildings at our head office in Stilling, a third-party energy review was finished in early 2016. Kamstrup has established an energy group meeting every quarter to identify and implement actions to reduce Kamstrup's energy use.

Supplier environmental requirements

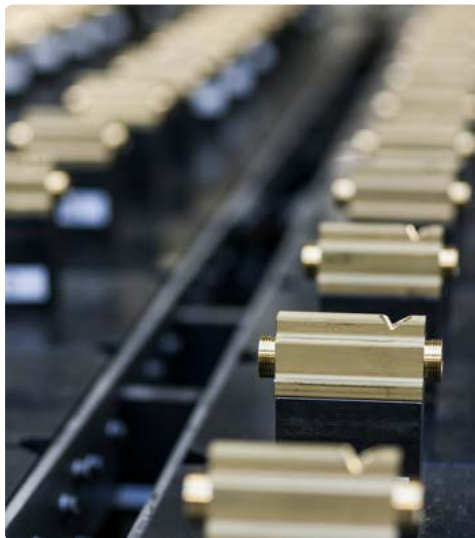
We have designed and issued a leaflet outlining Kamstrup's Supplier Environmental Requirements. This is available at our website kamstrup.com

Future focus areas

Driven by consumers' needs and values, we will continue to develop energy and water conserving meter solutions.

Besides this, we will continue to identify processes:

- with a potential of reducing energy and implementing actions where relevant.
- where waste can be sorted and recycled.



Supply management

During recent years, Kamstrup has intensified and systematised its efforts within CSR and supplier management, focusing on the purchase of materials, semi-finished products, subcontracted activities and deliverables included in Kamstrup's product range.

CSR Supplier Information

With reference to our [CSR policy](#), we have developed the document Supplier Information including a CSR Supplier Statement covering the themes: environment, anti-corruption, human rights and labour issues, reach and conflict minerals.

Please see the statement in the fact box.

Supplier categorisation

Kamstrup's suppliers are categorised as shown in the scheme below. Horizontally, the categorisation is named Business Importance, which is based on the supplier's importance in proportion to the Kamstrup's business; vertically, it is named CSR Risk, which is based on country profiles provided by the Danish Ministry of Business and Growth.

Where	Priority
Europe	2
North America	2
South America	3
Africa	5
Southwest Asia	4
Central Asia	4
North Asia	4
East Asia	4
South Asia	4
Southeast Asia	4
Oceania	2

CSR supplier statements

Our suppliers sign a document confirming that the company:

- makes sure it is not complicit in human rights abuses
- does not use any form of forced or compulsory labour
- does not use child labour
- does not discriminate in respect of employment and occupation
- complies with all relevant environmental and occupational health and safety laws
- works against corruption in all its forms, including extortion and bribery
- only delivers products in compliance with the RoHS II directive and is aware of the legal requirement that possibly prohibited materials and materials subject to declaration must, without prior request, be communicated to Kamstrup.
- only delivers products not containing: Substances listed in the REACH Candidate List of Substances of Very High Concern for Authorisation – ECHA, as published on the echa.europa.eu website "Conflict minerals" as defined in Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act and also urge it's sub suppliers to observe the above principles.

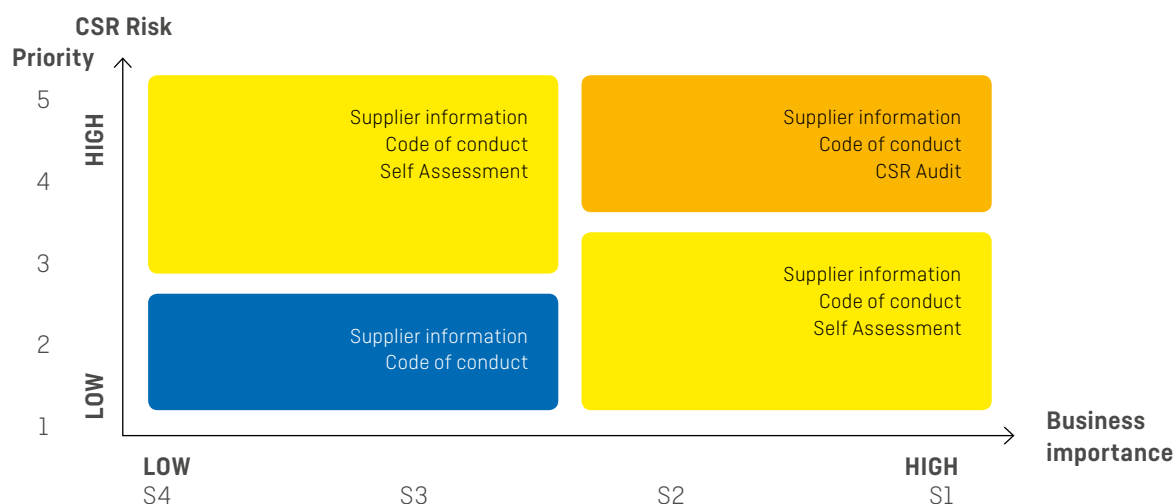


Fig. 4: Supplier categorisation scheme

As described in the prioritisation scheme, only suppliers with CSR Risk 1-2 as well as Business Importance S3-S4 can be approved by signing the CSR Supplier Information document.

Suppliers within the yellow area in the supplier categorisation scheme must fill in a Kamstrup self-assessment report containing various questions within human rights, environment, health and safety etc. The report is subsequently evaluated by Kamstrup's purchasing departments, and if unsatisfactory or insufficient, a CSR audit will be carried out. If the self-assessment report is deemed satisfactory, the supplier will be approved by the responsible Kamstrup purchaser.

If the CSR Risk is higher than 3, and the supplier is placed under S1 or S2 within Business Importance, a CSR audit must be conducted.

If there is any doubt about a supplier's general CSR performance, a CSR audit can be carried out irrespective of geographical position and strategic importance.

The results of the CSR audit are evaluated on the same level and by the same people as findings from quality audits and our segregation of duties thereby ensure that any purchaser cannot implement a new supplier singlehandedly.

After an audit, a corrective action plan containing the findings from the audit will be sent to the supplier. The findings are categorised by importance by Kamstrup and the supplier is expected to return an action plan for correcting the findings within reasonable deadlines based on the severity of the findings.



Auditing effectuated by experts

As clarified in the prioritisation scheme, a CSR audit must be effectuated by all Chinese suppliers within category S1 & S2. Thus, we have entered into collaboration with an international company situated in London and specialised in CSR auditing. This company holds local Chinese offices, which carry out CSR.

Audits for Kamstrup resulting in workplace conditions assessment reports are followed by action plans and evaluation of action plans, if necessary. If a supplier does not possess the ability or will to collaborate on an action plan concentrating on improving the CSR performance, Kamstrup will seek an alternative business partner.

A CSR audit effectuated by an external company serves to obtain a professional and objective evaluation according to local law and practice. The first Chinese audits took place mid 2012 and the results until end of 2016 have been evaluated as satisfactory.

All audits performed by an external auditing company are coordinated by Kamstrup's purchasing departments. During the audits, a Kamstrup employee acts as an observing party and coordinator between participating parties before, during and after audits – this also includes follow-up audits.

Anti-corruption

Kamstrup runs a business without corruption. Corruption is immoral, illegal and punishable, and it can hurt our positive image as a loyal and trustable business partner. In addition, we would risk losing projects and superior employees.

For that reason, all our businesses work against all forms of corruption, including extortion and bribery. Our [CSR policy](#), which also covers anti-corruption, says: *"...none of Kamstrup's employees may receive or give gifts, loans, payments or other remuneration which may incite dishonesty or illegal acts, or which may be seen as an attempt to influence the objectivity of commercial decisions"*. Our CEO Per Asmussen stresses: *"If we are offered entering into corrupt agreements, the answer is always NO"*. Our intolerance for corruption is well known to everyone within Kamstrup, who may face this issue.

All new employees are introduced to our policy about anti-corruption, and during sales seminars in 2016 employees have also been informed about our practices. Likewise, our sourcing and sales people will be trained in anti-bribery in 2017. Furthermore, country managers and sales managers have signed a document stating that they comply with principles like anti-corruption in Global Compact.

In addition, we have in 2016 introduced a whistle-blower scheme describing the steps an employee should take if noticing misconduct in the way their colleagues or managers carry out their work. Misconducts can include criminal actions, submission of misleading information to authorities, serious breaches of safety standards and so on and must be reported to ones manager. All reports will be treated seriously and the objective basis of the reports will be comprehensively investigated. As a result, all decisions stemming from this procedure will be treated in accordance with sound business ethics.

Future focus areas

We will continue our strong stand on this issue and generate internal knowledge about the topic.

Working conditions

We always comply with relevant occupational health and safety legislations. To make sure of this, we use a standard occupational health and safety management system (OHSAS 18001).

Environmental and occupational health and safety policy

Our Environmental and Occupational Health and Safety Policy says:

"Kamstrup aims at being a company with a high level of health, safety and well-being among the employees. Kamstrup will prevent pollution, damages, work-related illnesses and accidents related to the company's activities and products".

Our dedication to a healthy work environment is ensured, among other ways, through a certified occupational health management system at the company headquarters.

CSR policy

In our CSR policy, we state:

"At Kamstrup... we shall contribute to create working conditions that comply with these principles [principles 3, 4, 5 and 6 in the UN Global Compact] and observe applicable legislation and regulations. All employees shall be given the opportunity to develop skills required to handle their tasks and for future career options".

We work in a decentralised environment where each employee must make use of and develop his or her skills, take responsibility and action whenever needed. Kamstrup's management stands behind the actions of its employees.

Certification

Kamstrup's headquarters has been OHSAS 18001 certified since December 2007. OHSAS ("Occupational Health and Safety Assessment Series") 18001 is an international specification for occupational health and safety management systems.

In spring 2008, the Danish Working Environment Authority categorized us in its highest standard, which is only given to companies who make a special effort to create a good working environment.

The latest recertification audit from Danish Standards took place on November 1-3, 2016. One non-conformance was found and corrected right away. There were also eight remarks, eight recommendations and eight positive appraisal remarks.

The majority of the action plans have been completed satisfactorily and the ones remaining were evaluated as less important. Therefore, we still hold the OHSAS 18001 certification.

Working environment committee

The purpose of the working environment committee is to ensure safety and a good working environment. All the employees elect a working environment representative for each unit and the management elects a representative as well. Frequent checks ensure high working environment standards.

In 2016, the mental working environment is still as important as the physical.

In order to comply with this increased focus, we have carried out a number of employee satisfaction surveys focusing on the mental working environment.

Works council

The works council encourages co-operation across the organisation for the benefit of individual employees and the company as a whole. Among the members of the works council are the shop stewards, who represent the employees in negotiations with management.

Collective agreements

Kamstrup in Denmark is a member of the organisation DI (Danish Industry). Through DI, Kamstrup has a collective agreement with employees represented by the Central Organisation of Industrial Employees in Denmark (CO-industri).

Safety

Our production processes are planned in a way that there is no special risk of environmental harm from unforeseen incidents.

An occupational health and safety action plan is made each year. Our action plans for 2016 and results are shown below:

- Improve psychological work environment so Kamstrup receives no results below average at next questionnaire for offensive behaviour.
Result: Offensive behaviour is decreasing in Kamstrup. Results are not comparable with average.
- Zero accidents measured as accidents with minimum one lost work day and registration of 100 near misses.
Result: Goal not achieved. Seven lost work days and 50 near misses.
- Integration of risk assessment when implementation of new equipment.
Result: Goal achieved. There is a close dialog with the QEHS manager and a risk assessment is part of the process.
- Involvement of employees in the work environment processes through education and information about responsibilities.
Result: Goal achieved. All groups of employees are to some extent involved in the work environment issues.

Dangerous substances

Kamstrup has never had a fire or an explosion. Oil, chemical waste and flammable liquids are stored in special safe rooms and lockers. Used lithium batteries are stored in a dry place and shipped to licensed contractors.

By the end of 2016, we are still mapping all of the chemicals used in the production.

The purpose is mainly to replace as many materials as possible with an environmental healthier product. Besides, we want our colleagues to be exposed to the chemicals as little as possible and thereby ensure healthier working conditions.

An instruction booklet is handed out to all external personnel, who carry out any kind of work at Kamstrup's locations in Stilling.

Safety assessment

The purpose of the safety assessment is to systematically prevent and eliminate unsuitable indoor climates, noise and stress. During the yearly evaluation, we make risk assessments in our production and have thereby, among others things, reduced heavy lifting, pushing and pulling significantly.

Workplace assessment

The workplace assessment is about both physical safety and the mental work environment, and it is effectuated every third year. However, if we suspect a deviation from our safety and well-being, which cannot be corrected within 14 days, a workplace assessment must and will be executed at once. Also all new machines and new processes are subject to a workplace assessment.

Accidents

We are still registering all accidents. Both LTI's and near miss accidents. By means of this registration, it is easier for us to take preventive action and thus identify and reduce the risk of future accidents.

Total of work accidents 2009–2016

	Accidents	Near-accidents
2009	4	5
2010	6	6
2011	3	1
2012	3	1
2013	13 [6 with absence]	6
2014	6	7
2015	8 [4 with absence]	22*
2016	7 [with absence]	50*

**During the last years we have increased our focus on registration of near-accidents.*

Empowerment through employee development

A skilled and well-educated workforce is essential to Kamstrup. All new employees go through a tailored induction program when they join the company. Every established employee has a personalised education and training plan that is reviewed regularly.

At least once a year all employees have a personal development review with his or her manager. This meeting is an opportunity to discuss the job, relationships with other employees and progress towards targets, and to plan future development in the employee's career, education and training. Hourly-paid employees take part in group development dialogues instead.

Anyone leaving the company is offered a resignation dialogue with a manager and participation in a resignation questionnaire.

Job rotation

Job rotation is welcome in Kamstrup, as our CEO Per Asmussen has explained:

"Job rotation is revitalizing. Learning keeps us young and mentally agile. Quite often, there is more new to learn in a new job than there is in the old job – and often more fun too. Kamstrup needs to be a dynamic company with wide opportunities for career development. Changes in responsibility function and geography should all be possible. This is one of the ways to ensure that Kamstrup is a challenging and attractive place to work."

It is important for us to be open about this. Seeking a job in a different department is not a breach of loyalty to an employee's present manager. It is a token of loyalty to Kamstrup, and a new job is a token of loyalty from Kamstrup to the employee.

Every manager must support job rotation across the company, and all jobs are advertised on the Intranet. A good manager is one who is developing employees to make valuable contributions in other departments. The only valid objection to a particular job rotation rests on the issue of timing: sometimes a job shift must be timed to suit the needs of an ongoing project.

Employee satisfaction

Since 2010, we have carried out yearly employee satisfaction surveys. The survey includes employees in Denmark, Sweden, Norway, Germany, Austria and Switzerland.

The results of the 2016 survey were overall satisfactory and only a few focus areas were identified.

Length of service

We have a low turnover of staff. End of 2016, the average length of service at Kamstrup was approximately 7 years. More than 50 employees have worked for Kamstrup for more than 20 years.

Redundancies

During 2016, we established more than 100 new positions and we expect to continue our growth in 2017.

Health insurance and pensions

As required by current legislation, all employees are covered by occupational injury insurance. The company pays for accident insurance.

Employees covered by collective agreements have a compulsory retirement pension scheme.

Fitness and diet

Good health means happier, more productive employees and a better working environment. We therefore support health-promoting activities and support employees who wish to change their lifestyles. We have our own Fitness and Health centre and offer health check, physiotherapy, massage, chiropractic and acupuncture, spinning, gym, yoga, fysipilates and combat fitness. We also have in-house dentist clinic and a hairdresser.

Future focus areas

Our future success lies in the continuous development of our employees and our organization as a whole. In 2017, we will continue focusing on:

- Psychological work environment.
- Zero accidents.
- Risk assessment.
- Employee involvement and development.

The ten principles of UN global compact

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2

The elimination of all forms of forced labour. Businesses should make sure that they are not complicit in human rights abuses.

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective.

Principle 4

The elimination of all forms of forced and compulsory labour.

Principle 5

The effective abolition of child labour.

Principle 6

The elimination of discrimination in respect of employment and occupation.

Principle 7

Businesses should support a precautionary approach to environmental challenges.

Principle 8

Undertake initiatives to promote greater environmental responsibility.

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

Principle 10

Business should work against all forms of corruption, including extortion and bribery.

Think forward

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