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DS GRUPPEN STAFF MAGAZINE



Career Day with Chili Klaus – Intern Campaign 2024

AND DON'T MISS...

- Aiming to Improve Young People's Mental Health
- Doubling of Young "Skilled Hands" in Production
- The Uncrowned BREEAM Champion of DS Flexhal

...and much more!



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Contents..

3 Editorial - Morten Kaad
4 Chili Klaus Spiced up DS Gruppen's Career Day
6 DS Gruppen Adds Flavour to Future Careers
8 Photo Reportage: DS Career Day
10 This Is What the Students Think of DS Gruppen
12 Aiming to Improve Young People's Mental Health
16 Doubling of Young "Skilled Hands" in Production
18 Father Figure is Dedicated to "Laying Foundations"
22 The Uncrowned BREEAM Champion of DS Flexhal
28 A Beautiful Construction with Respect for the Past
30 Concrete Elevated from Standard to Extraordinary
34 Special Structures for Dansk Salt A/S Project
36 Off to a Good Start at T. Hansen in Middelfart
39 EKKO Competition
40 Staff Benefits







Read EKKO online:
Scan the QR code.

NOTE: Based on EKKO's survey, we will no longer feature "short news" in the magazine. However, you can **follow DS Gruppen's companies on social media,** where you will always find plenty of up-to-date news.



EDITORIAL: Editor-in-Chief
MORTEN KAAD, Co-CEO, DS Gruppen and CEO of DS Stålkonstruktion

PHOTO: FIE BAUMANN

Handing Over the Reins

It's time for handing over the reins at EKKO. Former responsible editor Kent Hejn Kristensen has handed over the baton, also in terms of the employee magazine. I want to take this opportunity to once again thank Kent for his work, effort, dedication, and leadership over the past 22 years.

Reaching New Heights

As a group, we have concluded a remarkable financial year, with revenue and earnings reaching new heights. With skilled employees, fantastic engagement, and a strong strategy in place, we have managed to exceed expectations. Thank you all for your efforts. The audit was not completed at the time of writing, so you will hear more about the specific results after the summer holidays.

Looking Forward with Optimism!

Although the new financial year will likely not surpass the one just concluded, we look to the future with optimism. We are confident that the upcoming year will be highly successful. Naturally, we note that it has become more challenging to do business in our Scandinavian markets compared to the past few years and that new winds are blowing across all our markets. This also applies to our "parent" and "sister" companies abroad. When challenges arise, we know we can overcome them together. Let's share our success stories and spread positivity in our daily lives. Good quotes can never be repeated too often, so remember, "when the winds of change blow, some people build walls, while others build windmills."

The coming year will bring a number of initiatives to further develop. As you can also read in this magazine, we have put extra focus on young people, their well-being, and wellness. We also aim to move closer to becoming "Denmark's best workplace in the industry."

DS Gruppen's Shared Services

We are constantly working to improve our green agenda with environmental and sustainability initiatives. In preparation for our next strategy and growth journey in DS and GOLDBECK, we are building the necessary "shared service functions" to support the upcoming development. Regarding IT, we decided a long time ago to consolidate all IT into one group function. The first major effort to bring us all into the same "IT universe" is now bearing fruit. The final implementation will take place immediately after the summer holidays. Marketing is already established as a group function, and it is clear that we have received a strong boost and support across DS Gruppen. HR is the newest addition, and a common ESG function is just around the corner. These cross-functional services will contribute to consistency across the companies and support the group and individual companies in their development.

Recharge Your Batteries During the Holidays

The summer holidays are approaching rapidly. It's time to recharge your batteries. The holiday offers complete freedom to determine your own pace and activities. In any case, I urge you all to relax and enjoy your holiday. It's a good time to dial down on social media and take a break. I am sure you will notice a difference. I wish you all a wonderful summer!

EKKO in Transition

The keen reader will notice that there have been changes to our employee magazine. At the beginning of the year, the marketing department conducted a survey about the use of the magazine and your wishes for EKKO in the future. As a result, the magazine now has fewer pages, is published in both Danish and English, and includes articles about colleagues, the group's strategy and development, as well as articles from the various companies.

Look forward to exploring the new format of EKKO – and happy reading! ■

Chili Klaus Spiced up DS Gruppen's Career Day

When students took over Samsøvej on 9th April 2024, they received tours and presentations from DS Gruppen's companies. The extra spice of the day was entertainment from Chili Klaus, who has taken an unconventional path to his dream career, and who understands the importance of "the whole person".

TEXT: OLINE ERFURTH ESKEBJERG
PHOTO: FIE BAUMANN

Chili Klaus is a busy man, and when he visited DS Gruppen on Samsøvej on 9th April 2024, his schedule was tight. In fact, he went straight from a live computer interview on TV2 News to a presentation about career paths and seizing opportunities for students in the construction industry.

"I can't actually remember what I said to TV2 News, but I'm glad I was allowed to borrow Tina's office as a studio," says Chili Klaus (whose real name is Claus Pilgaard) as we discuss the career day afterwards.

Spotlight on the Youth

The occasion for the visit was a joint DS career day, where students from construction education programmes could come and learn more about the opportunities for internships and careers in the various DS companies.

Although Chili Klaus is busy, his comment about the interview also highlights his ability to adapt when needed. After the interview, he took the canteen stage with funny anecdotes, hot chilies, and engaging questions, fully focusing on the students.

"I really thought it was the young people who were the focus that day. I actually spoke to a lot of them. I much prefer asking questions to talking myself, so it was mostly their stories we talked about, and that's always exciting," says the chili connoisseur.

From Musical Prospect to Chili Celebrity

On the career day, Chili Klaus' role was to entertain the students, bringing a smile to their faces. But he was also there to convey that a career path doesn't have to look one specific way, as many might feel.

It can be very difficult for young people today to decide on a career path. All doors are open, and many may be anxious about making the right choices. But even if you start down one path, you can still choose another later on, and this was one of the key messages Chili Klaus shared on the career day. It's all about seizing opportunities and trusting yourself and your passion.

"Find something you truly want to do and –forget about money. If you have to take the bus every day to a job that might pay well but is incredibly shitty, then life will be incredibly shitty," says Chili Klaus candidly.

Claus Pilgaard himself started at the music conservatory when he first chose an educational path, so he knows all about the importance of working hard


STETSON

”I like that DS focuses on ’the whole person’ without making too much of a show of it. I try to do the same, so fortunately, we resemble each other.



For the career day on April 9, 2024, Chili Klaus shared anecdotes from his professional life, emphasising the importance of seizing opportunities as they arise.

to achieve a result. But later, it wasn’t his own hard work that held the greatest value for him.

”When I later changed paths and became Chili Klaus, I began to think that good and talented colleagues are the most important. It’s a bit like a band – if one person hasn’t practiced or is playing terribly, it all sounds awful. Collaboration, openness, and attentiveness, with the occasional solo, is the perfect job description for me,” he says.

He also has a good piece of advice for how to achieve the work life you want:

”Young people often have a hunger to learn something new, and you’ve already got part of the recipe for ’happiness’ if you can maintain that hunger into adulthood.”

”The Whole Person” in Focus

When DS Marketing reached out to Chili Klaus earlier in the year to create a collaboration, it took some time to figure out the common ground. Chili Klaus mentioned on the career day that he thought DS Gruppen was ”a bit crazy” for offering chili tastings to guests on their first visit. Nevertheless, he agreed to the collaboration because he saw a connection with the new intern recruitment campaign and his own approach to life.

”The easiest thing is to keep doing what you’ve always done. The hard thing is to do something different. It doesn’t have to be a 180-degree turn, just a slight change in direction.”

Chili Klaus has built much of his career on inviting celebrities for chili tastings, creating a different kind of conversation. He has often found that chilies can help break down barriers between people.

”I’ve often wondered why that might be? Maybe it’s because all the formalities and self-importance quickly dissolve, and we can laugh together,” he says.

For Chili Klaus, it’s important to do good for young people who are struggling. This was also a decisive factor in the collaboration. For several years, he has been donating chocolate chili balls to psychiatric wards across the country. These spicy treats are intended to divert attention away from internal thoughts and towards the external surroundings. He doesn’t advertise this on social media, and it’s not about the marketing value for him – and this is a quality he appreciates when choosing collaborators.

”I like that DS focuses on ’the whole person’ without making too much of a show of it. I try to do the same, so fortunately, we resemble each other.”

The collaboration has also led to several meetings with our colleagues on Samsøvej, and Chili Klaus has appreciated the invitation to events such as the career day.

”I think you’re sweet, open-minded, and curious, and you have a great sense of humour,” Chili Klaus says with a smile. ▪

DS Gruppen **Adds Flavour to Future Careers**

In spring 2024, DS Marketing ran a joint intern campaign under the slogan "Spice up your career". The target audience for the campaign was students in construction-related educational programmes, such as construction managers and civil engineers. Our stands at various internship fairs were well attended, and we handed out tote bags, water bottles, and chili balls to the students.

The culmination of the spring intern campaign was the career day with Chili Klaus, where students came to learn more about how DS Gruppen's companies operate. They had the opportunity to choose the day's content, including visits to the productions at DS Elcobyg and DS Stålkonstruktion, as well as presentations from various departments within DS Elcobyg, DS Stålkonstruktion, and DS Flexhal. In the middle of the day, Chili Klaus arrived to entertain guests and colleagues with anecdotes, his path to his dream career, and a chili tasting for the bravest attendees. Afterwards, the students had the chance to network with our colleagues.

Thank you for Your Help

Many internal resources from DS Gruppen's companies participated in the fairs and career day, and neither the campaign nor the career day would have been possible without you! Therefore, DS Marketing would like to extend a big thank you to all of you who helped share your experiences and spread the good word! ▪





FIE BAUMANN





MATHILDE HAUGSTRUP FROM ANDERSEN



OLINE ERFURTH ESKEBJERG



See more pictures from the career day: **Scan the QR code**

During the campaign, there have been more than **25 applications from interns** across DS Gruppen's companies. **On the career day** alone, there were **9 concrete expressions of interest** from students wanting internships with DS Gruppen.



















This Is What **the Students Think** of **DS Gruppen**

TEXT: OLINE ERFURTH ESKEBJERG · PHOTO: FIE BAUMANN



Nicolai

Reinhold Nielsen, 29 years,
Bachelor of Architectural Technology and Construction Management,
3rd semester

What do you think of the day?
I think the day has been really good. We've been on company visits before, and we agree that here at DS, it seems like there's more organisation, it's more professional, and it also seems more exciting than the places we've visited before.

What made you say yes to tasting a chili?
Well, Chili Klaus is very "inviting". He's good at pulling you in, and since I'm already here, when else would I get the opportunity? And it's no secret that it's also a way to get noticed. It's something people remember.

Could you imagine doing an internship at DS Gruppen?
Absolutely!



Asta

Pedersen, 27 years,
Bachelor of Architectural Technology and Construction Management,
3rd semester

What do you think of the day?
I think it's been exciting. It's nice that there are companies willing to show us what they can offer. It can be difficult when you're in school to figure out what the opportunities actually are because it's a small bubble, and the world outside is so big, and it's a really broad education. I feel like I've gained insight into what I can use my education for when I graduate.

What do you think of the presentation with Chili Klaus?
I think it was a fun addition, but I'm more looking to get professional insights from this day.

What is your impression of DS Gruppen and the four companies?
It seems like it's a good workplace, and that's also super important when you're looking for both an internship and a job later on, that it's a nice place to be.



It's hard to invite **Chili Klaus** without hosting a **chili tasting,** and fortunately, there were several **brave** colleagues and guests who dared to take a chance and taste the **"spicy goods".**

We've had a chat with some of the students who visited Samsøvej for a "spicy" career day, featuring professional presentations, production tours, and a visit from Chili Klaus, to learn more about what they think of DS Gruppen.



Kasper

Stubberup, 39 years,
Bachelor of Architectural Technology and Construction Management,
3rd semester

What do you think of the day?
I think it's a cool event. It gives a good insight into what's happening in DS Gruppen. When you hear about DS, you only think of steel, and I think most people don't really know how big and extensive DS actually is, and how many things DS Gruppen consists of. It's been an eye-opener.

Could you imagine doing an internship at DS Gruppen?
Yes, absolutely. It seems like a big and professional group, and the tasks seem exciting. The logistics can of course be a challenge because I live in Støvring.

You won the chili tasting – was it fun to participate?
It was hot! But it was a cool experience, and you don't get that chance every day, so I had to try. It's a fun gimmick to invite Chili Klaus, and I also think it's been a draw. I think it's really fun.



Maria

Schmidt, 23 years,
Bachelor of Architectural Technology and Construction Management,
3rd semester

What do you think of the day?
I think it's been good that we've come over to the production halls and seen step-by-step how the production progresses. It gives a better understanding than if we just had it told, for example, through a PowerPoint. It's really good to see it for yourself, I think.

What is your impression of DS Gruppen?
It seems like you work together in many different ways, also across countries. I think that's cool, that it's not just national, but that it also extends wider.

Could you imagine doing an internship at DS Gruppen?
Yes, I could, but the challenge is that it's too far away. I live in Sæby, so I think it's a bit far to drive to Hobro every day. But I think it's really exciting that there are several different options, that there are both steel and concrete. So it's not just one thing you specifically focus on, but it opens up the possibilities a lot.







Visit to Julemærkehjemmet in Hobro, from left: Manager Lise Claesson , Deputy Manager Lene Gamrath and Head of Marketing Tina Woods.

NEW SPONSORSHIP STRATEGY MAKES A POSITIVE DIFFERENCE

Aiming to Improve Young People's Mental Health

In the marketing department, we work with a wide range of marketing disciplines. In December 2023, we developed a new sponsorship strategy that addresses the challenge of "young people's mental health and well-being". We want a future where young people are more resilient, have higher self-esteem, and thrive in the job market and life ahead. DS is committed to contributing to this vision with the strategy we are currently rolling out.

TEXT: TINA WOODS, HEAD OF MARKETING
PHOTO: FIE BAUMANN

Statistics from Denmark show that over 30 percent of young people have low self-esteem or experience daily symptoms of poor well-being and mental challenges. This primarily concerns "Generation Z" (born in 1995 and onwards). These digital natives have grown up during a period of high uncertainty, social changes, rapid development, and the Covid-19 pandemic, which may contribute to the growing challenges faced by this generation[1]. Fortunately, many are also characterised by youthful enthusiasm and are full of dreams and strengths.

New Sponsorship Strategy in DS

By 2030, up to 75 percent of the workforce will consist of young people born from 1980 onwards[2]. We are highly dependent on having a well-functioning workforce and strong customers in the market. At DS Gruppen, we have a particular social responsibility due to our industry and size, and our sponsorship strategy is therefore focused on improving young people's mental health and well-being.

We have chosen to support and collaborate with organisations who we believe are making an effective effort and supporting this cause.

Special Focus on Children and Young People

We contribute to **Børns Vilkår**, the organisation behind **BørneTelefonen** and **HØRT**. Volunteers are ready to chat and talk with children and young people about everything from family, friends, and relationships to more serious issues like neglect, abuse, self-harm, and suicidal thoughts. In 2023, their volunteer counsellors had a total of 63,529 conversations with children and young people, and the number appears to be rising.

Similarly, we support and collaborate with **HeadSpace**, who also offers volunteer counselling aimed at young people. The collaboration includes DS Gruppen and HeadSpace conducting a series of workshops at vocational schools to introduce students to HeadSpace and the support available through its counselling services.

Apprentice Coordinator Nuun Ebert Nielsen actively participates in the work with HeadSpace, exposing us to young people at vocational schools

1. *Source: https://www.sst.dk/da/nyheder/2022/Det-gaar-den-forkerte-vej-med-unges-sundhed*
2. *Source: https://anitalettink.com/futureofwork*


VEN



There was also an opportunity to meet some of the children at Julemærkehjemmet.

and showing that we are inclusive and provide opportunities for everyone.

Julemærkehjemmene help children experiencing bullying, loneliness, or other problems. Each year, 1,000 children can stay at a Julemærkehjem, where they build bonds with others in similar situations. They experience a structured schedule, healthy food, and exercise, while also gaining mental tools to continue a healthy lifestyle and maintain the self-esteem they build during their 10-week stay. Julemærkehjemmene are 100 percent dependent on donations for operations, which is why DS Gruppen is a corporate sponsor, contributing to the running of Julemærkehjemmene in Denmark.

We have also entered into a financial partnership with **Fonden Bindeleddet,** a nationwide organisation primarily functioning as a mentoring programme for young people who have had a rough start in life. Here, they get a second chance and a mentor to help them start afresh and transition into adulthood. In the long term, we plan to expand this collaboration and potentially hire suitable young people involved with Fonden Bindeleddet.

Main Sponsor of Hobro IK

DS can celebrate 25 years as the main sponsor of **Hobro IK** soon. The sponsorship covers football teams at all levels, up to the first team. We are delighted with the many communities in the club and the sporting foundation that contributes to a good social life and lifelong friendships. Hobro IK also has a special talent programme that considers the young players' mental health and security during their contract period.

We also benefit from Hobro IK's business network, and our employees have the opportunity to attend matches for free with a pool of tickets available for each game.

Other Sponsorships

For several years, we have sponsored various activities, athletes, and associations. This year, we chose to support **AMBU-festen** in Hobro, one of Denmark's oldest town festivals. The festival's proceeds are distributed among the many local associations, thus benefiting many in the local community surrounding our businesses in Hobro.

Furthermore, we traditionally donate to **Knæk Cancer,** which might seem outside our usual category. However, we consider our employees, their relatives, and everyone else affected by the disease. We all know someone...

Why Is It Important to Have a Strategy for Our Sponsorships?

Every week, we are contacted by organisations, individuals, and associations, all with good causes and purposes seeking sponsorships and support. We have chosen to budget our efforts – unfortunately, we cannot support everyone. Additionally, it is resource-intensive to manage too many sponsorship agreements. Therefore, we have decided to follow a set sponsorship strategy at DS Gruppen. In the coming years, the theme "Young People's Mental Health and Well-being" will be the focus, and our sponsorship agreements and collaborations will primarily be based on this foundation. ■



"With the new strategy, we have a healthy focus on what DS Gruppen sponsors and why. The sponsorship funds and resources we use to improve young people's mental health and well-being create value – not only for the young recipients but also for DS Gruppen and our employees."

Tina Woods,
Head of Marketing, DS Gruppen



"I am truly proud that we are making a difference among the young. We are warmly received when we visit vocational schools with HeadSpace. And I am sure that the work we contribute to is genuinely effective."

Nuun Ebert Nielsen,
Apprentice Coordinator, DS Stålkonstruktion





"As a photographer, I have attended many events with HeadSpace, apprentices, and interns, and it is always life-affirming to look into the eyes of Denmark's youth. However, it is equally heartbreaking that up to 30 percent of those I see through my lens are struggling. Therefore, I am truly pleased to work in a company that supports initiatives for our young people."

Fie Baumann,
Photographer, DS Gruppen.

DS Gruppen and HeadSpace held the first workshop at Tradium in Randers on 17 May 2024, where the apprentice coordinator from DS Stålkonstruktion, Nuun Ebert Nielsen, represented DS. We were also fortunate to meet our own apprentice, Victor Lykke Christensen, proudly wearing his DS T-shirt, flanked by his schoolmates.

Doubling of Young "Skilled Hands" in Production

In 2023, DS Stålkonstruktion hired a coordinator, Nuun Ebert Nielsen, partly to take care of our apprentices in production and partly to help recruit new apprentices. Nuun and her apprentice team have participated in several trade fairs aimed at young people seeking apprenticeships in the metalworking industry during the spring.

TEXT AND PHOTO: FIE BAUMANN

Autumn 2023 saw DS Stålkonstruktion embark on a new journey, focusing on apprentices in production. Nuun Ebert Nielsen was hired as an apprentice coordinator to take care of our young people and to recruit new apprentices.

"Skilled Hands" Wanted

At the beginning of the year, Nuun approached DS Marketing with a desire to raise awareness about DS Stålkonstruktion as an apprenticeship provider. This sparked a targeted apprentice recruitment campaign.

"We started with the 'Skilled Hands' fair in Randers in March 2024 and have since participated in several relevant initiatives to find apprentices for DS, as well as establishing a good collaboration with local vocational schools," says Nuun.

First Female Blacksmith Apprentice

"It's fantastic to work with our young people on a daily basis. They have also been a great help in the campaign, posing for photos and participating in trade fairs. And, it must be said, our collective effort has paid off. When I started, we had five apprentices – now we have twelve, and remarkably, we have signed a contract with our first female blacksmith apprentice," Nuun cheers.

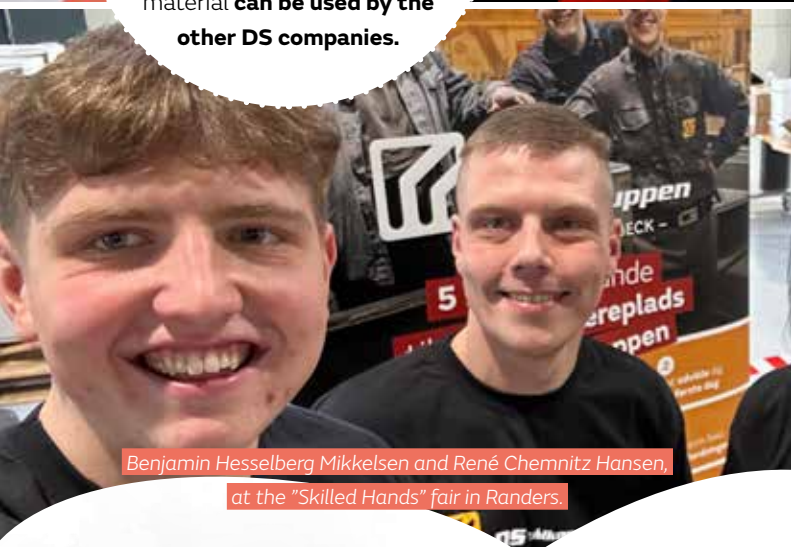
Should Have Done It Sooner

Claus Rathmann Barnewitz, Production Director at DS Stålkonstruktion, says the hiring of an apprentice coordinator has been a great success.

"There are many questions for a young person who encounters the job market for the first time. Nuun helps with the transition from school to the job market and ensures that our apprentices have a good experience. She supports and guides them both before, during their education, and at the transition to becoming skilled employees, so they not only receive the best possible professional training in the industry, but also personally. With DS Gruppen's companies, we have a unique opportunity to tailor an education that is hard to find elsewhere. The apprentice coordinator plays an important role in planning the programme, so for each apprentice, it becomes an exciting journey with a wide range of disciplines, ensuring continued interest in the trade after completing the apprenticeship. The only thing we regret about setting up the apprentice coordinator role is that we didn't start sooner," says Claus. ■

Apprentice Coordinator Nuun Ebert Nielsen, foreman René Chemnitz Hansen, HR Coordinator Camilla Ørtoft Ottsen, and apprentice Rasmus Damgaard at the job fair in Mariagerfjord.

During the spring, DS Stålkonstruktion has run a targeted **recruitment campaign for metalworking apprentices.** The apprentice campaign has been developed at the group level, and the material **can be used by the other DS companies.**



Benjamin Hesselberg Mikkelsen and René Chemnitz Hansen, at the "Skilled Hands" fair in Randers.



Mark Hedemann Nielsen with a brand-new apprentice contract. DS Stålkonstruktion welcomes Mark at the end of June 2024.





Father Figure is Dedicated to “Laying Foundations”

Bjarne K. Andersen, foreman at DS Elcobyg’s production, is dedicated to helping young people find their way.
With fire in his soul and his heart in the right place, he plays a crucial role in ”laying foundations” for young individuals, helping them transition into the workforce and guiding them towards a more meaningful path.

TEXT AND PHOTO: FIE BAUMANN

With the risk of giving Bjarne K. Andersen a ”nickname,” “father figure” is the first thing that comes to mind when speaking with the production foreman at DS Elcobyg. Bjarne is passionate about giving young people a solid start in adulthood. He himself expresses a desire to be an ”extra father” to the young EGU students he employs in production.

Bjarne has extended his wings over young individuals who have not yet found their niche – those who have stumbled through countless ”educational steps” and oceans of opportunities that haven’t quite matched up. So ”father figure” is meant in the most respectful way. It’s inspiring to meet a passionate individual who is dedicated to helping young people find their place in life.

Uncertainty and Discontent

As you can read in the article on page 12, up to 30 percent of our young people experience discontent. There could be many reasons for this. Perhaps it starts in our public schools, where the race for top grades is born, where ”practical” subjects are absent from the curriculum, or where the rhetoric states that one is not ”education-ready” after 9th grade if they don’t have the grades for a college education. Hmmm, what are they ready for then? Lifelong support? What if they are tired of school or just unsure?

Bjarne K. Andersen and DS Elcobyg might have a solution...

From Classroom to Concrete

Many local young people who haven’t yet found their educational direction, some with several attempts under their belt, end up at FGU Himmerland in Hobro. Here, they can take an ”FGU,” which is a flexible basic education for individuals under 25 who do not have a secondary education and are not employed.

They can also take an ”EGU,” a two-year education involving practical work experience, where the young person gains skills and competencies for unskilled employment or a vocational education. It is *these* young people that Bjarne takes under his wing at DS Elcobyg.

”EGU advisor Susanne Christensen contacts me when, for example, she has a young man who isn’t thriving at FGU and needs to try his hand at practical work. Then I take him (so far, I haven’t had female applicants) for a trial period of a couple of weeks. If it works





out, we hire him. Right now, Anton and Sebastian are in the program; they've been at DS Elcobyg for one and a half years, and Christoffer has just started his trial period," Bjarne explains.

"The young people design their own two-year education in collaboration with FGU. For instance, they can get licenses for trucks, cranes, forklifts, or mobile cranes, which opens opportunities for them. We hire these young people not because we need cheap labour – we don't. We hire them because they prove themselves, and because it's our social responsibility. They need to go out into the 'grown-up world' where they can be trained to work for the next 50 years. They shouldn't be parked in a school system with other young people facing the same challenges as themselves, where they haven't succeeded so far. We need to give them the belief that they can succeed," says Bjarne.

There's Only Room for One CEO

"I understand that it's tough for young people today. We put 30 students in a class, expecting them all to do the same, but they can't. We shouldn't pressure them to go to school; you only need one CEO in a company. There should be room for everyone, and young people should be praised for what they can do, and what they want. There's also no room for 10 goalkeepers on a football team. We shouldn't give them false hopes or dreams they can't achieve but find a niche where they can succeed."

Bjarne Loves to "Crack Codes"

"I haven't acquired any special skills for working with young people," says Bjarne. "It's about understanding people; you have to get to know your new colleague. Is he tough or vulnerable? We must never generalise; individuals should be treated individually. It's not a program, and I absolutely love 'cracking the code' to get beneath the surface. Actually, it's easier with young people; us 'oldies' have picked up some habits. We can be difficult to teach new tricks. It's good to bring in young people – even for the older ones – we should accommodate all types; it creates the best working environment," emphasises Bjarne.

"Most who come here adapt quite quickly. Some need more time. We've had young people dealing with drug abuse or similar challenges. Contrary to what many believe, very few have had issues with attendance. But if they don't show up in the morning, I might give them a call. They need to know that their presence matters. Of course, we've had young people who didn't fit in, but after a return to the school bench, most come back and then get another chance. I'm not a pushover; I can get angry, but I don't hold grudges."

Bjarne K. Andersen

- 59 years old
- Employed at DS Elcobyg since 1987
- Foreman at the production

The First Student has been at DS Elcobyg for Ten Years

"There'll always be colleagues who disagree with giving young people extra leeway, but if society doesn't get them functioning – no matter how hard they try – then we'll have to support them. It's our social responsibility to give young people a chance, and I'm pleased that most of our colleagues miss our young coworkers and ask for them when they're not at work.

"You have to believe in them before you get involved; otherwise, you shouldn't bother. And you should see development in both the young person and the company. I work for DS Elcobyg – not for the municipality. As my boss Carsten Sørensen Kronborg says, I can't save the whole world. But if I can help just one young person at DS Elcobyg or at other companies, I'm happy. For example, I've helped young people out of addiction; I'm proud of that, but my greatest reward is seeing a young man find direction in life – it also makes his family proud.

"It's almost ten years since I took the first one from the production school. He's still here; he's 26 today. I'm a father myself, and it's important to me that my three children do something they enjoy – just like I want to inspire other young people, to do," concludes Bjarne. ■

ANTON MADSEN

"I came from FGU and now have an EGU, where I'll work here for two years, with the opportunity of additional courses. I've obtained licenses for truck, crane, and forklift and will also get certifications for hazardous goods and telescopic loader. It's great to have so many opportunities.

I'm a concrete worker; I do reinforcement and iron for moulds. I like that the work is varied. Bjarne, John, and everyone in Hall 5 are very nice.

I tried auto mechanic training in Aalborg and Randers, but it wasn't exciting, and Covid19 affected everything. Then I got the chance here at DS Elcobyg via FGU, and after 14 days of internship, I got an EGU. I've been here for almost a year and am very satisfied. I'll finish in June 2025."





SEBASTIAN WITT LUND

"I've been working here for a year and a half. I'm happy to be here. My plan was to become a carpenter, but now I'm considering if this might be my future. I cast and level concrete.

Bjarne is a good mentor who helps me, especially after I've been away, if I work slower. He's good at giving me a 'kick.' My supervisor, Vahid, also provides good support and help. We have good colleagues who are easy to talk to.

I worked at Jem & Fix for about two years but got fired. After that, I went to the production school. It was fine at first, but I wanted to earn more money. Having a good employer motivates me to do my best."

CHRISTOFFER BORBJERG NIELSEN

"I've been at the production school for two years and just started my internship. It's a good place with good colleagues. I wanted to be a blacksmith, but there was too much school. Now I'm considering if this could be an option instead. It's a whole different world.

I went straight from primary school to a mechanic education, but it didn't go well. Then I started at the production school and tried being a blacksmith, but that didn't go well either. I ended up here through the production school.

It's awesome to make something that's needed and not just thrown away. I'm working with Hansen to start off with, and it's really good."



Saúl Díez Lozano is a construction manager at DS Flexhal and a specialist in sustainability certifications.

The Uncrowned BREEAM Champion of DS Flexhal

With his insider expertise, analytical acumen, and motivation to work with sustainability, Saúl Díez Lozano plays a crucial role in achieving the BREEAM Excellent certification of Prinsessen.

TEXT: MATHILDE HAUGSTRUP FROM ANDERSEN
PHOTO: FIE BAUMANN

Few people would have imagined the biotechnology engineer from Mexico ending up in the construction industry. But today Saúl Díez Lozano is construction manager at DS Flexhal, where he works daily with the sustainability standards that clients now demand more than ever. Saúl's interest in sustainability began during his early career as a newly graduated engineer, and it was during his specialisation in this field that he was introduced to the construction industry and the sustainability standards DGNB and BREEAM, which he now expertly manages.

Prinsessen has been Handed Over

In early March, Project Director Jeppe Ramskov Jeppesen and the rest of the team of DS Flexhal handed over Prinsessen. The logistics building for Taulov Dry Port is named after its location in Prinsessens Kvarter in Fredericia. A project where DS Flexhal aims for a BREEAM Excellent certification. However, even though the project has been handed over, Saúl's work on the certification is far from finished. The process extends well into the future. The next step is to compile the final documentation and calculations into a comprehensive report, which will be sent off to BRE for approval in a few months.

While DGNB is the most common benchmark for sustainability in construction in Denmark and Scandinavia, BREEAM is a British certification and more widely used internationally. The certification is owned by BRE, which is headquartered in the UK. From his previous job at the company, Saúl has a thorough understanding of its processes, which, combined with his passion for sustainability, makes him an expert in what it takes to achieve a BREEAM certification.

A Crucial Role from Start to Finish

Saúl is involved in DGNB and BREEAM projects from conception to execution. He describes his role as a sort of facilitator. His primary focus is on assisting, advising, and answering questions from his colleagues, a duty that extends from the moment the project lands at DS Flexhal to when the documentation is sent off to BRE. Saúl values the collaboration between everyone involved in the construction projects, with the execution phase being particularly exciting for him as he spends much of his time on the construction site. Knowledge sharing is his forte, and





Quick Facts on Saúl

- Age 33.
- He lives with his partner Ida and their dog Odin in Sønder Onsild, just outside Hobro.
- Saúl grew up in Mexico City, while his girlfriend is from Aalborg.
- He holds an engineering degree in biotechnology with a specialisation in sustainability and has worked for DS Flexhal since 2023.
- Recently, Saúl has been trying out cold water swimming.

”At one point, my girlfriend saw a job listing from DS Flexhal, and it caught my attention. It wasn’t and still isn’t very common to build with BREEAM in Denmark. I thought: Here’s a good opportunity to get a job where I can get some colleagues instead of sitting at home.”

he finds great satisfaction in sharing his expertise and experience with both contractors and subcontractors.

”What’s exciting about the execution phase is seeing how buildings come to life and how quickly it happens. However, the planning stage is where the whole foundation of a project is established. So, that part is also very important,” the construction manager says.

Saúl has been part of the construction project in Prinsessens Kvarter in Fredericia and the expected BREEAM certification since January 2023.

From Mexico City to Sønder Onsild

Saúl Díez Lozano lives with his girlfriend in Sønder Onsild, southwest of Hobro and just a short drive from the DS Flexhal office. While his girlfriend is from Aalborg, Saúl himself grew up in a city of a slightly different scale. He is originally from Mexico City, where he studied biotechnology engineering until 2013. From there, he moved to the UK and pursued a master’s degree in sustainability at the University of Leeds. This was where his interest towards the construction industry and BREEAM developed. The sustainability studies led Saúl into the construction world, and he worked for five years at BRE as an auditor.

With Brexit, Saúl and his girlfriend moved from Leeds to northern Jutland. Here, Saúl worked as a sustainability consultant and, contrary to his love for collaborating with different people, he worked exclusively from his home office. That was until he got his job at DS Flexhal in 2023.

“At one point, my girlfriend saw a job listing from DS Flexhal mentioning BREEAM, and it caught my attention. It wasn’t and still isn’t very common to build with BREEAM in Denmark. I thought: Here’s a goo d opportunity to get a job where I can get some colleagues instead of sitting at home,” Saúl explains.

With a wry smile he adds: “And so, I got the job.”

Flexhal’s Secret Weapon

Saúl started working at BRE in 2017, and since then, the company has grown steadily in line with the demand for BREEAM certification and the EU’s stricter requirements for sustainability

documentation. At BRE, Saúl worked on achieving the BREEAM certifications, which he now collects documentation for and applies for at DS Flexhal. In that way, he has been on the receiving end of the reports he is now involved in submitting.

"First, I worked as an auditor, reviewing documentation and determining if it was correct. Then I did consultancy work, advising companies and developers who wanted to achieve the certification," Saúl says.

"Now, I'm responsible for actually implementing the measures and documentation needed to achieve BREEAM certification," he adds.

Through his various positions working with BREEAM, Saúl has gained insight into the significant difference between approving documentation and having to carry out and collect all the underlying calculations. It is this insider knowledge that makes Saúl an invaluable asset for DS Flexhal.

Biodiversity Ensures Good Points

DS Flexhal's logistics construction for Taulov Dry Port in Fredericia is set to be certified with BREEAM Excellent, the second-highest level on the BREEAM scale. An important part of achieving this certification is the building's surroundings and its impact on them. For instance, there are high requirements to make a noticeable difference in supporting and improving biodiversity around the construction.

"Biodiversity is of the highest priority in the BREEAM point system. Therefore, DS Flexhal has worked together with a biologist who has assessed the construction site and recommended several good measures in order to improve biodiversity on the site," Saúl explains.

These measures include preserving as many young trees and shrubs as possible. If cutting them down could not be prevented, they were kept in piles, creating habitats for insects, amphibians, and small mammals.

Energy Efficient and Future-Proof

Another essential consideration in the certification process is the energy consumption of the building. By optimising the energy efficiency of a building, significant savings can be made on the carbon accounting. At Prinsessen, the approximately 35,000 square meter roof is prepared for the installation of solar panels. In relation to the working environment and energy savings the indoor climate of the building has also been considered.

"The ventilation system is optimised, and we have chosen solar glass to prevent overheating. We have also focused on making smart and healthy choices for materials such as glue, insulation, paint, and sealants," Saúl explains.

The project in Prinsessens Kvarter also emphasises a future-proof water

"Biodiversity is of the highest priority in the BREEAM point system. Therefore, DS Flexhal has worked together with a biologist who has assessed the construction site and recommended several good measures in order to improve biodiversity on the site."





Construction Manager Saúl Díez Lozano and Project Director Jeppe Ramskov Jeppesen in action at Prinsessen. Photo: DS Flexhal

management strategy, considering more frequent rainfall in the future. It is also prioritised to use products covered by environmental management systems such as ISO14001 and BES6001, while all wood is FSC or PEFC certified.

As an example, the buildings' distinctive blue mineral wool panels are covered by the BES6001 certification, which indicates that social, economic, and environmental factors are considered throughout the production process. As a result, these panels performs favourably in the BREEAM calculations.

> ”The team working on Prinsessen has been really great. Especially considering that many of them, including subcontractors, have never worked with BREEAM before. It's always a challenge to work in a new way, but people have been really good at collaborating and helping each other.”

The Hard Works Begins Now

Saúl looks forward to continuing his work on Prinsessen and obtaining the BREEAM certification. Many months might pass from a project is delivered until all the documentation for the certification is collected.

“It's a long process, and there are of course some challenges along the way. BREEAM's manual is international, meaning it isn't tailored to Danish conditions. It's not always possible to solve things exactly as stated in the manual, even though we achieve the same result, and in that regard, BRE can be a bit rigid,” Saúl explains.

When BRE responds to the submitted material, it is likely that DS Flexhal has to make various corrections or collect new documentation. Saúl's work on the project will therefore continue for some time, and he is happy to spend more time on the construction site with his colleagues.

“The team working on Prinsessen has been really great. Especially considering that many of them, including subcontractors, have never worked with BREEAM before. It's always a challenge to work in a new way, but people have been really good at collaborating and helping each other,” he says.

Another Certification Is On Its Way

The construction manager remains busy. There are other certifications to achieve and therefore more documentation to collect. Saúl is also working on DS Flexhal's logistics construction for T. Hansen in Middelfart.

In February, DS Flexhal broke ground on T. Hansen's 68,708 square metre warehouse and office building. As with Prinsessen in Fredericia, Project Director Jeppe Ramskov Jeppesen is leading the project. He, Saúl, and the rest of the DS Flexhal team aim to have this building certified with DGNB Silver.

In this project, the solar panel system will play a key role in the DGNB certification, where Saúl will ensure documentation from the start of the project to its completion. At the same time, he continously brings his important expertise to the sustainability team of DS Gruppen, working on a clearer strategic direction for DS Gruppen's ongoing sustainability efforts. ■

Saúl is part of DS Gruppen's sustainability team

Besides his work on the construction site, Saúl is active in the company's sustainability team. Saúl's systematic approach and experience with documentation are vital parts of the future work of the sustainability team with climate accounting and ESG reporting. In 2023, he also participated in GOLDBECK's Sustainability Challenge on behalf of the team, proposing a system combining solar panels and a green roof. The idea advanced among approximately 1,088 others and reached the second round of the competition.







A Beautiful Construction with Respect for the Past

The three residential blocks that make up Køhlers Have in Copenhagen seamlessly blend their modern design with the traditional Sydhavnen. The steel profile DS Nordic Click Seam plays a pivotal role in this project.

TEXT: OLINE ERFURTH ESKEBJERG
PHOTO: JAKOB LERCHE FOTOGRAFI

It has been several years since Tonny Køhler Simonsen, Sales Manager at DS Stålprofil, was first contacted about the Køhlers Have project.

"Both the developer, the architect, and the construction team deserve great praise. They have developed and constructed a unique building, and it has been a pleasure to be part of the process. Since the initial contact from the architect until the completion of the project, it took approximately three years," says Tonny Køhler Simonsen.

Køhlers Have is located on Borgmester Christiansens Gade in Sydhavnen in Copenhagen. Despite the name, there is no direct connection between the sales manager and the Copenhagen housing project, and although the project took some time to complete, the end result has been worth the wait.

"I think it's an enormously beautiful building. The combination of materials, the architecture, and the execution are all of the highest calibre," says Tonny Køhler Simonsen.

"For instance, great care has been taken with the brickwork details and the different colours of the windows. It's clear that this was not a project where the aim was the lowest possible cost. There has been room to strive for excellence in both the design and execution phases. It's wonderful to see that this is still a priority."

Steel Profiles Play a Central Role

The classic residential blocks in Sydhavnen are characterised by their yellow and red bricks and red tile roofs. These characteristics have been carried forward in the architectural style of Køhlers Have. Most of the facade is covered in yellow and red bricks, while the roof and the upper part of the facade are covered in the sleek steel profile DS Nordic Click Seam 475. The red profile offers a modern alternative to the traditional tile roof.

"Click Seam has strong references to the old craft of seamed roofs and the sleek, clean lines. It's something we also recognise from historic buildings," says Tonny Køhler Simonsen.

The red colour is very prominent, but the profile does not overpower the building's appearance, despite covering many the square metres of Køhlers Have.

"Although the Click Seam is a significant part of the exterior building area, it appears discreet and sleek. That is what Click Seam can do – it's sharp in appearance, discreet, and universal," explains Tonny Køhler Simonsen. ■



”I think it’s an enormously beautiful building. The combination of materials, the architecture, and the execution are all of the highest calibre.”

– Tonny Køhler Simonsen, Sales Manager DS Stålprofil



DS NORDIC KLIKFALS 475 · TAG- OG FACADEPROFILER · TEGLRØD · BYGGEÅR: 2023 · BYGHERRE: AG GRUPPEN · ARKITEKT: SWECO ARCHITECTS











Concrete Elevated from Standard to Extraordinary

A facade in concrete can be just that; a facade made of entirely ordinary concrete elements. But when the architect and client have grand ideas about elevating concrete to new heights, well, DS Elcobyg ensures to lift the concrete – not just out of the moulds but also to new, visual heights.

TEXT: OLINE ERFURTH ESKEBJERG

PHOTO: FIE BAUMANN

The first groundbreaking took place at Klokhøjen in Lisbjerg in February 2024 for the examination halls that DS Flexhal is building for FEAS. The examination halls will have a total area of 7,073 square meters. P+P Arkitekter have designed a building with a very distinctive appearance. DS Elcobyg is responsible for the striking facade, as it is their specially designed concrete elements that will welcome future examinees.

"It is fundamentally a building like many others. But because the facade elements are different, there has been special development work with the moulds," says Jette Pedersen Feld, project manager at DS Elcobyg.

New Moulds – New Processes

The FEAS construction has been designed to be easily recognisable from the outside. The facade has a sleek design, playing with differences in levels in the facade elements, yet it appears simple with prominent vertical lines and a column-beam motif. The vertical lines have been one of the biggest challenges, as DS Elcobyg had to produce the concrete elements. In fact, it has changed some of the usual processes.

"Normally, when we take an element out of the formwork, we lift it up to an almost vertical position, so the element can be removed. Here, the element and the mould are separated. But with the concrete for FEAS, we had to take some of the mould parts out and remove them afterwards because the elements could otherwise break," explains Jette Pedersen Feld. Therefore, there has been close dialogue with production as well.

"It has been primarily the production that has been involved in saying yes and no to what is feasible. And there have been days when we have gone to great lengths to say yes to things we haven't tried before. But we still solved the challenges," says Jette Pedersen Feld.

Concrete Breaks the Mould

Concrete elements are typically regular concrete elements. But at the examination halls for FEAS, there has been a desire from the architect's side to make the concrete elements more unusual.

"There has been a long dialogue, which started already before Christmas in 2023, because the architect has had some very specific thoughts about the lines, and the elements have many different depths that create jumps. It can be difficult to achieve, but we have ad-













”It is always fun to be allowed to develop something new. We are sure that we will get a product that we are proud of and that we can use as a reference in the future.”



justed as much as we can, for example, regarding chamfers,” explains Jette Pedersen Feld. The many thoughts about the concrete elements have resulted in a completely different end result than what DS Elcobyg normally delivers.

”They are elements that are much more specialised, and it has required many different attempts and assessments of what we can do and what our experiences are from before. Normally, we are primarily an industrial production, but the moulds we have used here are not part of a standard production. The moulds are made so that one can recognise precisely this building,” says the project manager, adding: ”The architect has taken an industrial product and added extra value by working with the visual expression.” And if you ask Jette Pedersen Feld, DS Elcobyg is not afraid to accept a similar challenge in the future.

”It is always fun to be allowed to develop something new. We are certain that we will get a product that we are proud of and that we can use as a reference in the future,” she says.

Project Info

DS Flexhal is constructing examination halls for FEAS, to be used by Aarhus Universitet. P+P Arkitekter are client advisors and architectural consultants, and the distinctive concrete elements are a close collaboration between DS Elcobyg, DS Flexhal, P+P Arkitekter, FEAS, and Aarhus Kommune. The construction is expected to be completed in early 2025. ■



Jette Pedersen Feld attends a construction meeting with construction manager Mads Mikkel Hjort Kjær and project manager Peter Stounberg from DS Flexhal.

Special Structures for Dansk Salt A/S Project

DS Stålkonstruktion has commenced a major local project for Dansk Salt A/S by Mariager Fjord. Our department for special constructions is responsible for the design, manufacturing, and installation of custom steel structures to expand the capacity of the factory, located just 20 minutes from DS Stålkonstruktion's own production site and headquarters.

TEXT: MATHILDE HAUGSTRUP FROM ANDERSEN
PHOTO: JAKOB LERCHE FOTOGRAFI

The distinctive aspect of this project is the close relationship between the local stakeholders in Mariagerfjord Kommune, who are primarily responsible for the project's execution. This collaboration is strengthened by the companies' ties to the local area, with mutual trust and commitment being key factors.

This is not the first time DS Stålkonstruktion has supplied steel for projects in the area near Mariager Fjord. Our experience in building in the harsh, water-adjacent environment has proven invaluable during the planning and design phases. The construction for the salt producer must withstand salt exposure both internally and externally, and Dansk Salt A/S has placed its trust in DS Stålkonstruktion's expertise in this regard.

At the end of March, DS Stålkonstruktion's assembly team was able to install the first floors of the 35 metre high process tower. Additionally, DS Stålkonstruktion's contribution to the project includes platforms, staircases, and pipe bridges, which will be installed in the summer.

"As a relatively newly appointed project manager, I'm proud of the responsibility I have been given. It's a large and complex project with many heavy lifts and custom-designed solutions, requiring careful coordination between all parties involved. Therefore, it's also a significant advantage that the construction site is so close," says Oskar Kromann Olsen, Project Manager at DS Stålkonstruktion.

Optimising Production

Dansk Salt A/S is part of the Dutch conglomerate Nobian, which has subsidiaries in several European countries. The company supplies salt to various industries, including the pharmaceutical, food, and chemical industries. With its local roots, the salt producer in Mariager has a significant influence on the area, and the factory expansion will introduce new energy-efficient solutions, such as using surplus heat from production to supply homes in the region.

The expansion of the factory on Hadsundvej is part of a broader vision from the company to optimise and increase production while maintaining local jobs and making production significantly less harmful to the climate. The expansion project takes important environmental considerations into account, including biodiversity and other strategic goals of Mariagerfjord Kommune. ■



”It’s a large and complex project with many heavy lifts and custom-designed solutions, requiring careful coordination between all parties involved. Therefore, it’s also a significant advantage that the construction site is so close by.”

– Oskar Kromann Olsen, Project Manager DS Stålkonstruktion



DESIGN, PRODUCTION, AND INSTALLATION OF **SPECIALISED STRUCTURES** FOR A 35-METRE HIGH PROCESS TOWER, AS WELL AS PLATFORMS, STAIRS, AND PIPE BRIDGES











Off to a Good Start at T. Hansen in Middelfart

A year ago, DS Flexhal initiated the construction of T. Hansen's new 68,708 square metre warehouse and administration building in Middelfart. As the project progresses at full speed, we reflect on the process and commitment to the projec – from the initial bid and sketches, to the ground-breaking, and the installation of the first elements.

TEXT: MATHILDE HAUGSTRUP FROM ANDERSEN

PHOTO: FIE BAUMANN

Working in DS Flexhal, you are constantly reminded of the importance of being both flexible and adaptable. This allows one to handle changes in plans, discover alternative solutions and resolve new situations on the construction site.

DS Flexhal is the turnkey contractor for T. Hansen's new autostore warehouse, which is being developed in collaboration with T. Hansen's Rasmus Bergholt, the architectural firm Logisystems, and the client's advisor from Middelfart Kommune, Roy Würtz. The project is characterised by good communication and a strong emphasis on human relations, which have been crucial for the client, Rasmus Bergholt, from the start.

Within DS Flexhal, architects, project managers, engineers and tender managers work together as a cohesive team. Anette Nielsen is one of the project managers and along with Lynge Friis Jakobsen and Rasmus Berthelsen she is part of the on-site team led by Project Director Jeppe Ramskov Jeppesen. The team ensures that what is planned during the design phase is effectively implemented on the construction site, while also accommodating the new ideas that inevitably arise during the process.

"Our design office has been highly efficient both in the design and execution phases. They swiftly implement the solutions resulting from the client's changes," says Anette Nielsen.

Kevin Michael Bodum Madsen has handled structural engineering throughout both the design and execution phases. The structural department remains involved throughout to ensure agility.

"We have also greatly benefited from the advice and guidance of our colleagues on other projects when needed," says Anette Nielsen.

As part of DS Flexhal's ERFA day on the 2nd of May 2024, all colleagues were given a tour of the construction site in Middelfart, allowing everyone to take a closer look at the significant project. In addition to drawing on various internal competencies within DS Flexhal, the project also brings together skills across the group. The facades, in black, exposed concrete, are produced by DS Elcobyg, and DS Stålkonstruktion will deliver and install the roof structure for the nearly 70,000 square metre building.

DGNB Silver in Sight

The project involves extensive studies and initiatives as it aims for a DGNB Silver certification. This includes a biodiversity strategy to ensure that insect



At DS Flexhal's ERFA day on May 2nd 2024, our on-site execution team invited their colleagues for a tour of the site.
From the left: Project Director Jeppe Ramskov Jeppesen, Project Manager Rasmus Bertelsen, Project Manager Lynge Friis Jakobsen, Construction Manager Flemming Schartau and Project Manager Anette Nielsen.
Teamet tæller til dagligt også assisterende projektleder Sebastian Juhl Hansen, som ikke er med på billedet.

life and biodiversity are integrated into the project. A "biodiversity corner" and a solar panel array of approximately 10,000 square metres will be installed to produce green electricity for both the warehouse and administration.

As always, the building's indoor environment is also considered a crucial factor. Specifically for the T. Hansen project, we have conducted an indoor climate simulation on the logistics hall for the first time. This allows us to assess the large window areas' ability to prevent solar heat from entering, ensuring that the space does not overheat in the summer, providing a comfortable working environment for warehouse staff.

Flexibility and cooperation are at the heart of a project like this, ensuring a steady progress even when heavy rainfall makes groundworks challenging. In May, the team began groundworks, sewage, and concrete work, initially preparing two out of seven halls for the installation of Teqton floors and elements.

The project is divided into two phases, with the first phase comprising a tyre centre spanning two halls, scheduled to be ready for use in January 2025. The remainder of the construction is expected to be completed by June of the same year. ■













TEAM T. HANSEN IN MIDDELFART

Bid team:

1. *Tender Manager Yunus Emre Kiris*
2. *Estimator Jonathan Schougaard Kansy*
3. *Senior Tender Manager Lars Vinther Harbo*
4. *Project Director Jeppe Ramskov Jeppesen*
5. *CEO Anette Storm*

Design Office:

6. *Architect Alexander Farkas*
7. *Architect and ICT Coordinator Nicolaj Munkholm Andreasson*

Structural Engineering:

8. *Construction Engineer Kevin Michael Bodum Madsen*

On-Site Execution Team:

4. *Project Director Jeppe Ramskov Jeppesen*
9. *Construction Manager Flemming Schartau*
10. *Project Manager Anette Nielsen*
11. *Project Manager Rasmus Bertelsen*
12. *Project Manager Lynge Friis Jakobsen*
13. *Ass. Project Manager Sebastian Juhl Hansen*
14. *Construction Manager specialised in sustainability Saúl Díez Lozano*

15. *Competence Manager Søren Hestbæk has assisted in the design phase.*

We have captured the atmosphere from our ERFA day on May 2nd 2024
Scan the QR code to see more pictures

Competition

Good Luck

EKKO || **0124**

DS Stålkonstruktion project: Dansk Salt

Ten things are missing in the bottom picture.
Can you find them all?

FIND 10 MISTAKES

and enter the prize draw for **1 gift voucher worth DKK 2,500.**



JAKOB LERCHE

The winners of the competition in EKKO 0123 were:
Anne Marie Andersen, DS Stålkonstruktion
Johny Visborg, DS Flexhal
Hardy Rønnov Nielsen, DS Elcobyg

Clearly mark the ten missing things on the bottom photo, fill in your name/company and send this page to **avb@ds-gruppen.dk no later than 11 September 2024.**
Correct entries will be entered in a prize draw for a GoGift gift card worth DKK 2,500.
The winners will be notified directly and announced in the next edition of EKKO.

NAME AND COMPANY: .....

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