ekko

#0224

DS GRUPPEN STAFF MAGAZINE



DS Flexhal Opens Office in Sweden

AND DON'T MISS...

- DS Stålkonstruktion Wins 2 x Apprenticeship of the Year
- Jens & Co. on Duty in the "Engine Room"
- No Shortcuts When It Comes to Safety

...and much more!



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

PHOTO: FIE BAUMANN

Equipped for the Future

It is with great pleasure that I look back on yet another highly positive and busy year across the companies in DS Gruppen. Despite a declining market, we have achieved a satisfactory result thanks to your strong commitment and tremendous efforts.

This year, we have proudly completed major projects across all our companies, including the turnkey project "DSV Horsens," which has been a significant focus over recent years. A heartfelt thank you to all DS employees for your remarkable efforts this past year. You are the lifeblood of our business, and without your dedication, expertise, teamwork, and willingness to develop, we would not be able to continue our journey of growth.

Development Is Well Underway

We are constantly improving and becoming more professional in all areas of the organisation.

We are investing heavily in IT and digitalisation, strengthening ESG and sustainability, marketing, and overall employee development. In the new year, we will take the next step and enhance the HR function within DS Gruppen further.

These initiatives mean we are now stronger across more parameters in the market – including our ability to attract the employees and clients we wish to collaborate with in the future. At the intern and apprentice level, we have also moved up the ranks. We have become more visible and have won prestigious awards for our increased efforts.

Mental Health and Well-Being

Another key area of focus, where we have invested both resources and funding, is "improving mental health and well-being." This is another essential piece of the larger puzzle that supports our ongoing journey towards becoming "Denmark's best workplace in the industry."

New Year – New Opportunities

I have a positive outlook for the future of DS. Despite the current challenging market conditions, where we may feel the impact of a lower order backlog, the company is very well-prepared. In line with DS Gruppen's 2030 strategy, we will continue to make further investments. DS Flexhal has now established a division in Gothenburg, and early in the new year, DS Stålkonstruktion is also expected to open an office in Sweden.

A Nice, Long Christmas Holiday

I would like to wish you and your families a Merry Christmas and a prosperous New Year. Enjoy the Christmas holiday to the fullest – you have earned it.

We truly appreciate the efforts each of you has made throughout the past year. There is so much to be proud of at DS, and you can get a glimpse of that as you dive into this issue of EKKO.

Merry Christmas, Happy New Year, and happy reading!

Strategic Growth with New Office in Gothenburg

As part of DS Flexhal's strategy to expand its presence in Gothenburg, Ina Hällgren has been appointed Sales Manager for DS Flexhal in Sweden. The initial goal is to grow the network and market share in Sweden while strengthening the company's position in its core competency, logistics construction.

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

Ina Hällgren began her role as Sales Manager for DS Flexhal in Sweden on 16 September. Her first task was to oversee the launch of the new office in Gothenburg – and she is well underway. Ina brings a strong background and extensive experience in the construction industry. With a Bachelor of Engineering in Civil Engineering and a Master of Science in International Project Management from Chalmers University of Technology, she has a solid academic foundation. In addition, she brings valuable expertise from her time as a Project Manager at PEAB Fastighetsutveckling and COWI. Ina's strengths in team leadership, project development, and organisational growth are significant assets for the expansion into Sweden.

New Office in Gothenburg – Benefitting All of DS Gruppen

The new office in Sweden is located centrally at Stampgatan 14 in Gothenburg, and all of DS Gruppen's employees can book a workspace there when they need it.

Geographically, the office is ideally situated in proximity to the Swedish regions identified as potential markets in the coming years. However, the expansion also aims to put DS Flexhal on the map and enhance their position across Scandinavia.

"I see great potential for DS Flexhal in Sweden. I am inspired by the wealth of knowledge within the company, and I truly look forward to building the Swedish organisation so we can become even stronger in total contracts across Scandinavia," says Ina.

New Career Opportunities

"This expansion into Sweden will offer our employees new opportunities to work on international projects and develop exciting career paths. It's a new chapter in DS Flexhal's history, and we are eager to embrace it," says Christian Lisborg, CTO at DS Flexhal. Christian played a key role in the strategic analysis that led to the decision of expanding into Sweden and hiring Ina Hällgren.

Promoting DS in Sweden

The year 2024 marks DS Flexhal's significant entry into the Swedish market. As is well known, DS Stålkonstruktion has been well-established in Sweden for several years and counts it as one of its largest markets. While the marketing of DS Flexhal and DS Stålkonstruktion in Sweden will initially remain separate, as in any good family, collaboration will happen whenever possible. ■



About Ina Hällgren

- Age: 33
- Lives in Gothenburg with her partner Linus and their daughter Livia
- Grew up in Nykvarn, just outside Stockholm
- In her free time, Ina enjoys renovating the house she shares with her partner
- Recently signed up for the Idre Mountain Marathon 2025 and is looking forward to cross-country skiing in Kvitfjell, Norway, during her Christmas holiday

Ina Hällgren with DS Flexhal's CTO, Christian Lisborg.

Nuun Forges Apprentices into a Winning Community

In October, DS Stålkonstruktion was named "Local Apprenticeship of the Year 2024" at two different vocational schools. In their nominations, the apprentices highlighted that it is especially their apprentice coordinator, Nuun Ebert Nielsen, who makes a significant difference in their daily lives.

TEXT: OLINE ERFURTH ESKEBJERG
PHOTO: FIE BAUMANN

Wednesday, 2 October 2024, DS Stålkonstruktion's apprentice coordinator, Nuun Ebert Nielsen, received a mysterious phone call. Her manager, COO Claus Barnewitz, simply told her to meet in the production canteen. At that point, Nuun was already aware she was attending a reception later that day at the Mercantec vocational school in Viborg, where "Local Apprenticeship of the Year 2024" was to be announced. However, she did not know just how eventful her day would become...

Award #1

Awaiting Nuun in the canteen was a crowd of people from both DS Stålkonstruktion and the vocational school Tradium in Randers, armed with flowers and flags. Here, she learned that she and DS Stålkonstruktion had won Local Apprenticeship of the Year 2024 for Tradium in Randers. It was apprentice Benjamin Hesselberg Mikkelsen's heartfelt nomination that had secured the title.

"I was honestly moved – it was just so sweet," Nuun recalls. "It was such a lovely surprise, and I had no idea. Everything happened so quickly; suddenly, they were standing there shouting congratulations, waving flags, and popping champagne. I barely had time to take it all in before we had to move on."

Award #2

Following a celebratory gathering, which included speeches from DS Stålkonstruktion CEO Morten Kaad and Tradium CEO Lars Michael Madsen, Nuun took her apprentices, Peter Møldrup Vasegaard and Emil Kirkegaard Pedersen, to Mercantec in Viborg. Once again, she and DS Stålkonstruktion was awarded "Local Apprenticeship of the Year 2024".

"Even though I had a better idea of what was happening in Viborg, I was still surprised when they announced that first place went to DS Stålkonstruktion. I remember grabbing my apprentice Emil's arm and saying, 'That's us!'" Nuun laughs.

"This recognition is something I've wanted as an apprentice coordinator, even though it wasn't a specific goal. But to win the title at two schools on the same day – it's overwhelming," she says.

Forging the Apprentice Journey Together

For most people, receiving awards is not an everyday occurrence, and that's



equally true for DS Stålkonstruktion. Winning "Local Apprenticeship of the Year 2024" twice in one day was an extraordinary surprise.

Apprentices Benjamin, Victor, Mark, Marry, Rasmus, Emil, Peter, Sebastian, and Jeppe all nominated DS Stålkonstruktion—and particularly Nuun—for the award. This year, 397 apprentices across Denmark nominated their workplaces for the title.

Since DS Stålkonstruktion's apprentices attend different vocational schools, the company ended up winning the award at both Tradium in Randers and Mercantec in Viborg.

The apprentices' nominations emphasised several factors, but what stood out most was the sense of community Nuun has fostered.

"Nuun makes sure we take our first break together every day. She holds team meetings with us, organises teambuilding activities to bring us closer, and is even arranging an off-site trip," apprentice Emil Kirkegaard Pedersen wrote in his nomination.

Fostering a strong sense of community was one of Nuun's first initiatives: "After just a week in the role, I started taking the first break of the day with the apprentices. Previously, they sat in scattered groups, so there wasn't much of a shared atmosphere. I generally try to make sure they feel welcome and place them in the production areas where they can turn to one another for help," she explains.



Ambitions for the Apprentices

When Nuun started as apprentice coordinator, she set three goals: she wanted one of her apprentices to qualify for the Danish national skills competition, hire the company's first female apprentice, and make DS Stålkonstruktion one of the best apprentice workplaces—potentially by being nominated for "Apprenticeship of the Year".

Two of these goals have already been achieved. In addition to the two "Local Apprenticeship of the Year 2024" titles, the first female apprentice was hired in summer 2024, with a second starting in the autumn. According to Nuun, this success was only possible because of the support from her manager, Claus Barnewitz, and DS Stålkonstruktion's Operation Manager, Sten Domino.

"Claus and Sten quickly arranged for a women's changing room to be built so we could hire female apprentices. They smile and are incredibly supportive and open to all my ideas. It's fantastic to have managers who back me so much. This is just as much Claus' and Sten's achievement," Nuun says.

Sharing the Praise

While Nuun is eager to credit her managers and the organisation for creating a great apprentice environment, the praise goes right back to her.

When DS Stålkonstruktion was named "Local Apprenticeship of the Year 2024", CEO Morten Kaad said: "We're incredibly proud and honoured to receive this nomination. Years ago, we discussed how to attract more apprentices, which led to the decision to hire Nuun and focus more on creating a great apprentice workplace. It's clear that there's been significant progress, so I want to pass the praise directly to Nuun and acknowledge the tremendous work she's done. We're deeply grateful and touched."

COO Claus Barnewitz also had words of admiration for Nuun: "This double recognition as 'Local Apprenticeship of the Year 2024' is undoubtedly thanks to Nuun. She's worked hard for this, and it's paid off. I also want to highlight all the employees who support the apprentices daily in production. Without them, we wouldn't have been nominated."

Thank You to My Apprentices

Still, Nuun wants the last words of gratitude: "I'm so thankful to have both Claus and Sten as my managers. I couldn't have done any of this without their support. And I also owe a huge thanks to everyone at DS—both on Samsøvej and in production—who welcomed me so warmly from day one, so I'd like to send a huge thanks to them as well. Most of all, though, I want to thank my apprentices; they're the ones who make every day truly special." ▪

About the Competition "Apprenticeship of the Year"

- **Apprentices across Denmark can nominate their workplace** for the title. This year, 397 nominations were submitted.
- Each **vocational school selects a winner** for "Local Apprenticeship of the Year", meaning a workplace can win at all the schools their apprentices attend.
- In addition to the apprentices' nominations, **a panel of vocational school teachers** also selects workplaces for the award.
- Local winners **advance to the national competition**. Three finalists are chosen, and the overall winner is announced in Copenhagen. Unfortunately, DS Stålkonstruktion did not advance to the finals this year.



CEO Lars Michael Madsen presents the award from Tradium to Benjamin Hesselberg Mikkelsen, Morten Kaad and Claus Barnewitz.









Peter, Emil and Claus receive the award at Mercantec in Viborg.



IT and Business Development Manager Jens Skjellerup in the server room at DS.

PORTRAIT OF DS GRUPPEN'S IT DEPARTMENT

Jens & Co. on Duty in the "Engine Room"

In a modern world filled with various devices, cables, and wireless signals, there is always an expert on the other end – and at DS Gruppen, it's our IT department that stands ready to connect all the "invisible threads".
In this article, we take a peek into the engine room of our skilled IT specialists. They ensure that everything from networks to security systems runs smoothly, allowing us to focus on our tasks without technical disruptions.

TEXT AND PHOTO: FIE BAUMANN

The flagship "DS" maintains a steady course, with each company navigating expertly in its individual "territorial waters". But in order for us all to stay afloat and do what we do best, we need IT. Deep down in the engine room at DS sits a solid team of IT experts whose work is critical to our daily operations and security. Led by IT captain Jens Skjellerup, the department has undergone significant development, from a small support unit at DS Stålkonstruktion to a central staff function handling the entire DS Gruppen's IT needs.

From Engineer to IT Manager

Jens Skjellerup is 54 years old and lives in Mariager with his wife. The Skjellerup family also includes two sons and a daughter, all of whom have left the nest. Jens is originally trained as an engineer with a focus on construction, but his interest in IT started shortly after completing his studies.

Jens began his career at a time when IT departments barely existed, and his first steps into the IT world were taken because he "just knew a little more than the others". Over time, his passion for IT and business development grew, and Jens gained experience at companies like Aage Vestergaard Larsen, Nørrelund, Viskum Savværker, and later at a window manufacturer in Horsens. When Jens was given the opportunity to work full-time on IT and business development at DS Stålkonstruktion in 2013, the choice was easy.

"In the beginning, the IT department consisted of two people besides myself, so I worked a lot on my own and focused heavily on business development to optimise production. There was definitely room for improvement, so we built some software systems that could collect data on machine uptime and downtime. In close cooperation with the operators, we started fixing things, ensuring positive uptime, and achieving our goal of 100 per cent. Today, it's Michael Skou who has taken over that role. I'm only involved when something needs fixing in the software", says Jens.

System Architect

Jens has designed several of our IT systems, including the production management system "DSPP" and the planning system "DSPO", which are central to DS Stålkonstruktion's digital workflow. These systems share data across departments, so updates in one place ripple through the entire organi-



”Software licenses are a significant expense for our group. That’s why I regularly meet with department heads to align on needs”.

– Lars Skaarup Sørensen

sation. This shared data platform has fostered efficient collaboration and better cohesion across departments.

“My speciality is data support and creating an overview of our systems and data models. I work to ensure that systems communicate with each other and function effectively. I set the framework and get our own programmers or external suppliers to develop the solutions. We use both off-the-shelf systems, such as our info-screen system, and create our own customised solutions depending on the need”, says Jens.

Today, Jens works at the group level when it comes to IT operations but also oversees business development at DS Stålkonstruktion.

”Papa Smurf”

There was also an IT department at DS Stålkonstruktion before Jens Skjellerup arrived – led by Morten Kaad, who was then the CFO. For many years, the department consisted of just two to three employees.

Lars Skaarup Sørensen is from Stevnstrup and holds a degree in data technology and was initially hired by DS as an external IT supplier via the company Farmington. His specialty was programming and the development of the TOSS system, and with near-daily support visits to the office on Jyllandsvej, he was offered a “permanent paycheck”.

“One of Lars’ main areas of responsibility is programming, but he also helps with support and in addition, he’s a great support for his colleagues, who turn to him if they have more complex issues with a system. Lars has built invaluable knowledge about how and why the systems work the way they do. That’s what we call domain knowledge, and Lars has exactly that. He’s been with us all along. We call him ‘Papa Smurf’ precisely for that reason”, Jens smiles.

Lars is only 45 years old but will celebrate his 20th anniversary with DS Stålkonstruktion in 2025. Lars still works on programming and developing the TOSS system but also spends a lot of time managing software licenses for all the companies.

“Software licenses are a significant expense for our group. That’s why I regularly meet with department heads to align on needs. It’s a bit of a ‘monitoring job’, but it’s important that we only have the necessary licenses and that we cancel those we no longer use”, says Lars.



IT for the Entire Group

The decision to establish a unified IT department for all companies within DS Gruppen was made when the IT manager at DS Stålprofil left his position. Previously, both DS Stålprofil and DS Elcobyg managed their own IT operations. The transition to a shared IT function became a natural part of the integration process following GOLDBECK’s acquisition and supported the strategy of increased collaboration between the companies.

”Once the new roadmap was set, we quickly realised we needed more employees. At that time, the IT department consisted of Lars, Jesper, and myself but with the upcoming integration of DS Stålprofil and DS Elcobyg, along with the Genner department – alongside our regular tasks and support for our international offices in Norway, Sweden, Germany, Poland, and Slovenia – we suddenly had around 900 ’customers’ to support”, explains Jens.

The Support Team

”We have assembled a strong team with different focus areas. Lars and Jens Ole primarily work with programming and more, while Jesper, Kasper, Nick, and Anna make up the support team. They are often the first point of



contact for users, handling the technical challenges that DS Gruppen employees encounter in their daily work", says Jens.

Jesper Bach Kristensen, 26, from Hadsund, is an IT support specialist who joined DS in 2022. Although he is relatively new, he quickly gained a solid understanding of the group's processes, needs, and IT requirements. In October, Jesper was appointed team leader for the support team, where he acts as a liaison between users and the IT department, ensuring that assistance is delivered quickly and effectively.

"We place great emphasis on providing a good and friendly support experience, and it's something we're actively working on improving. To ensure efficiency, we standardise our processes for handling support tickets so that users can get help faster. Our goal is to respond within two hours, but we're constantly striving to do even better. New users are often pleasantly surprised by our short response times. We can proudly say that our average response time is 20 minutes, which means users hear from us almost immediately – even though solving the issue may take longer", Jesper says and continues: "We don't want to be the typical 'IT moles' hiding in a dark basement, as often portrayed in films. We strive to be open, approachable, and engaged colleagues – both in Denmark and across our international offices".

As team leader, Jesper has naturally taken on several of Jens Skjellerup's responsibilities, including overseeing the onboarding of new employees. Jesper analyses the needs of new users and plans and purchases the necessary hardware to match workplace requirements. He also ensures that all 17 points on the checklist for setting up a new user are completed. Setting up a new employee currently takes about 14 days, but Jesper actively working to reduce this process. Competency development within the support team and mentoring potential apprentices is also Jesper's responsibility.

He has played a key role in production, assisting with time-stamping, cameras, and more, and he will also be involved in network-related tasks going forward. He is learning to set up equipment such as switches and cameras – tasks currently handled by an external supplier.

> "We don't want to be the typical 'IT moles' hiding in a dark basement, as often portrayed in films. We strive to be open, approachable, and engaged colleagues – both in Denmark and across our international offices".
>
> *– Jesper Bach Kristensen*

> "I was hired to focus on DS Stålprofil, where I spent much of my time mapping out their IT landscape".
>
> *– Kasper Morgan*

Welcome to DS Stålprofil and DS Elcobyg

One of the major tasks in the new shared setup has been integrating DS Stålprofil, DS Elcobyg, and the Genner department into the corporate structure.

Kasper Morgan is part of the support team, aged 33, living in Hinnerup with his wife and their first child. Kasper has been with DS for about a year, including a paternity leave period. He is a self-taught IT technician specialising in infrastructure, with a natural flair for IT. He has financed several certifications himself and brings valuable experience from his previous work in a data centre.

Kasper joined DS Gruppen's IT department during a time of significant change, with one of the tasks being to migrate DS Stålprofil's IT systems into

”Together with Moxso, I have organised training exercises that maintain and continuously update users’ knowledge of important security topics”.

– Nick Arlind

the group’s structure. Here, he played a central role in ensuring operations ran smoothly throughout the process.

”I was hired to focus on DS Stålprofil, where I spent much of my time mapping out their IT landscape”, says Kasper.

Both Kasper and Jesper still visit Andrupvej every week.

Security Above All Else

DS Gruppen’s IT department is structured around three main areas: support, system development, and security. As Jens says, the prioritisation is very clear: security first!

One of the IT department’s most important tasks is ensuring that DS Gruppen’s systems are protected from external threats. The IT department has therefore established a strong security network to safeguard the group’s data and systems from potential attacks. A key element of this strategy is network segmentation, where the network is divided into smaller units. This means that if a threat affects one part of the network, it cannot spread to other areas.

“We need to be proactive with our security strategy”, emphasises Jens. “Today, there are several layers of security in our systems, and we segment the network to restrict access and protect sensitive data. This is something we have noted especially when external vendors need access to our systems. They only get access to exactly what they need, and we constantly monitor traffic”.

”We know it seems inconvenient with all the security measures – log off, log in, change passwords – but when it comes to cybersecurity, we are our own worst enemy. It only takes one unauthorised person, like an external service provider and a powered-up computer, or a click on a critical link before our IT environment is compromised. We also use an advanced password rotation system in the IT department, where support staff only have access to specific systems and only with temporary passwords. These passwords change daily to reduce the risk of security breaches. This means that a support person cannot use the same access to a user’s PC twice in a row”, explains Jens. ”It’s important that we work together to protect our shared values. So, I’ll say it again: security, security, security”.



Moxso Trainer and Master of Tickets

Nick Arlind, aged 26, lives in Aalborg with his roommate. He is trained as an IT support specialist in data and communication, and he is also a trained hairdresser. With previous IT experience from the manufacturing company Roblon and a background in customer service, he brings both technical expertise and a friendly mindset to the support team.

”We meet users in both good times and bad, and sometimes it feels like the IT department is the punching bag. But our goal is to create solutions and help users help us so we can help them. A well-described ticket in Helpdesk can save us all time – ‘my mouse isn’t working’ is not quite enough”, Nick laughs.

“With a well-defined IT request, we can quickly start working on a solution and ensure that all tasks can be followed up, even if one of us is unavailable. I also work on standardising our documentation so that it’s easy for the IT team to access, but also so that our international colleagues can translate without errors and misunderstandings”.

Nick has several key areas of responsibility. He also manages the intranet, including updating the server and ensuring that everything is running smoothly in relation to the users’



> ”Sometimes we have to find ‘the tiny checkbox’ that’s missing for the program to work. It’s exciting, and it’s one of the reasons I enjoy working in IT”.
>
> *– Anna Djurhuus*

work. In addition, Nick is responsible for cyber security training for all DS employees.

”Together with Moxso, I have organised training exercises that maintain and continuously update users’ knowledge of important security topics, including coordinating phishing campaigns and evaluating the effectiveness of the training, so we can focus on the relevant areas going forward. This is super important for our security”, emphasises Nick.

From Telia Touchpoint to Teams Telephony

Before long, the entire group will transition from Telia Touchpoint to Microsoft Teams telephony, partly because it is easier to integrate and partly because it eliminates the use of an extra system.

Anna Djurhuus, the newest addition to our support team, is the lead coordinator for the transition to Teams telephony.

Anna is originally from the Faroe Islands but now lives in Viborg with her Faroese wife, through whom she has been blessed with four stepchildren and a grandchild. Anna, aged 38, is trained as an IT support specialist. She did her apprenticeship in the Faroe Islands, with her schooling taking place in Aarhus.

”I am also a graduate in marketing management and a healthcare assistant, and in addition, I have completed various sales courses while I was employed as a store manager. I’ve worked many years in a fish factory in the Faroe Islands, so I’ve tried a bit of everything before finding my place in IT. One of my main tasks is Teams. Moving the telephony system is a big and challenging project, and it’s the largest IT project I’ve worked on so far. But it’s really exciting to be challenged in this way”, Anna notes.

ClickShare, which controls our meeting rooms and our information screens are also Anna’s responsibility. After Jens Ole began focusing more on programming, Anna took over as the primary support contact for DS Elcobyg.

”I’m often in production as well. We’re actually everywhere, but it’s often me who sets up the equipment while my colleagues take care of the backend. We always help each other. Sometimes we have to find ‘the tiny checkbox’ that’s missing for the program to work. It’s exciting, and it’s one of the reasons I enjoy working in IT”, says Anna.

And there are plenty of tasks to tackle: ”We never get bored in the IT department, and the backlog that resulted from our security breach has created a butterfly effect. Fortunately, we’re almost through the aftermath and can focus on ‘ordinary’ IT tasks”, Anna laughs.

Where Do We Bleed the Most Money?

We all know the feeling – we arrive at work, ready to perform the tasks of the day, and then the mouse, printer, screen, or application decides to fail, and suddenly, we can’t work. It’s frustrating – to put it mildly – so we pick up the phone, perhaps a little frustrated, and call IT, or, if we’re really nice, we create a ticket in DS Helpdesk. And then it’s hard to understand why there isn’t an IT team on full alert, rushing to fix the issue immediately.

What we don’t always realise is that DS Flexhal might be about to submit a billion-dollar offer and has no internet connection, that a construction project facing daily fines is having IT issues, or that the production of tons of steel or concrete has come to a halt. What we can be absolutely sure of however, is that IT is working on the case and is ready to resolve the problem based on a carefully structured prioritisation principle.

“The IT department is often in the firing line when technical issues arise,



”During the integration phase, I’ve primarily been involved with DS Elcobyg, but I’ve also helped with daily support. Now that everything is falling into place, I can focus more on programming”.

– Jens Ole Mortensen

and we totally understand that – it is annoying when things don’t work. But I’d like to send a message to all DS colleagues: our IT supporters are doing exactly what they’re supposed to. We have clear rules for how tasks are prioritised. And my ultimate rule is, ‘Where do we bleed the most money?’ That’s the principle we work by”, says Jens. He continues, “We can really help ourselves if we establish a good culture around using the ticket system and provide a quality description of the problem to DS Helpdesk. This way, all support staff can see what’s going on with an IT request, and we can support each other independently. That means it’s not the loudest voices that get help first, but those who need it the most”.

The Hidden Work Behind the Scenes

A large part of the IT department’s work happens “behind the scenes” and is often invisible to the everyday user. The department is continually working to secure and maintain systems, roll out new updates, and ensure that all platforms are functioning optimally.

Jens Ole Mortensen, one of the department’s system developers, has been focused on automating software updates, meaning updates can now be implemented across all workstations at once.

“Previously, each update had to be carried out manually, but with Jens Ole’s automation, we can now roll out updates to all employees at the same time”, explains Jens. This saves time, reduces the risk of errors, and allows the IT department to focus on larger tasks.

Jens Ole Mortensen, aged 54, lives in Stoholm with his wife. Together, they have four children. He joined DS Gruppen in March 2023. Jens Ole’s primary responsibilities lie in programming, and he is fluent in ”PowerShell” and ”C#” – two programming languages from the Microsoft universe. With a background as a trained toolmaker and a career that has included work as a blacksmith, Jens Ole brings both practical experience and technical expertise to the IT department. He is self-taught in IT but has gained experience in previous roles, including as an IT operations manager responsible for software and hardware for feeding systems in mink production around the world.

“During the integration phase, I’ve primarily been involved with DS Elcobyg, but I’ve also helped with daily support. Now that everything is falling into place, I can focus more on programming. Right now, I’m working on developing an iPad app in collaboration with an external supplier. The app will optimise the control and approval procedures for welds in DS Stålkonstruktion’s production, which should help streamline operations and improve quality management”, says Jens Ole.

Hybrid Infrastructure and the Data Centre of the Future

”DS Gruppen’s IT infrastructure is currently a hybrid environment – we, of course, have our own ‘hardware’ (ser-

vers, ed.), but we also use external data centres", explains Jens.

These data centres are built with security in mind – both physical and digital. They are connected via private, secure networks, meaning they can operate independently of each other and deliver a high level of operational reliability. From barbed wire and security cameras to redundant internet connections and diesel generators, the data centre ensures continuous operation, even under extreme conditions.

"We have made significant investments in a modern and future-proof IT setup. This was probably part of our plan for the next four to five years, but critical attacks on our security have accelerated the process, so the plan has been implemented in a very short time", says Jens.

The Future of the IT Department

Jens and his team are constantly working to improve and adapt DS Gruppen's IT systems, looking ahead to a future where even more processes will be automated, and data will flow more freely between departments and companies. Jens emphasises that their task is not only to keep the systems running but also to support and optimise the business processes across all companies.

"We have had a successful migration of the 'new' DS companies, but even though all users have 'moved in' to the shared platform, there are still bumps of work involved in monitoring and securing all traffic. We can't say, someone has to wait to produce the next month's orders because security needs to be sorted. We fix the most serious issues first, but there's still plenty of ongoing work before we're completely there", Jens explains.

With a focus on security, system development, and support, DS Gruppen's IT department is not just a technical department but a strategic partner that supports the group's overarching goals. Jens concludes: "We are always moving and evolving. Technology and threats are constantly changing, and our job is to ensure that DS Gruppen stays ahead. It's not just about IT – it's about protecting our company and supporting our colleagues in their work".



"We have made significant investments in a modern and future-proof IT setup. This was probably part of our plan for the next four to five years, but critical attacks on our security have accelerated the process, so the plan has been implemented in a very short time".

– Jens Skjellerup

No Shortcuts When It Comes to Safety

Safety is crucial in the construction industry, where small mistakes can have significant consequences. At DS Gruppen, all employees must return home safely from work. That's why all companies are continuously working to strengthen the safety culture. And there are no shortcuts – it's about following safety procedures every single day.

TEXT: FRIDA PILGAARD

PHOTO: FIE BAUMANN

Safety is not something to take lightly. In an industry where the risks are high and small errors can lead to fatal consequences, it's crucial to follow safety procedures – every day! Unfortunately, many are familiar with the thought: "I just need to..." – an excuse for taking the easy way out. But in the construction industry, which often tops the list of Denmark's most dangerous professions, there are no shortcuts when it comes to safety.

If we are to build a strong safety culture, it requires that we all take responsibility – not only for ourselves, but also by pointing out when others are not working safely. This is how we look after ourselves and each other – for the sake of our partners, children, parents, friends, and, of course, for our own sake.

This also means that we help colleagues who may not have the same safety training when they enter areas like production or the construction site. Safety applies to all of us, regardless of department or job title.

Safety in Daily Life

In practical terms, this means that everyone in production – both production staff and visitors – must wear the correct protective gear and follow traffic rules within and around the production areas. It also involves keeping a safe distance from machines.

On construction sites, EVERYONE – that is, subcontractors, assemblers, internal staff, as well as external parties and visitors – must adhere to the applicable rules on site. Again, you must wear protective gear, follow the designated pathways, and adhere to the rules when using machines, lifts, or other technical tools.

In the office, it is important to change your working posture and movement patterns by alternating between sitting and standing. Additionally, it is essential to take fire alarms seriously – even if you're sure it's just a drill. After that, follow the nearest escape route and head to the assembly point for evacuation.

Nicolaj Andersen Hagengaard, HSQE Specialist, DS Stålkonstruktion:

"At DS Stålkonstruktion, we prioritise employee safety highly. To foster an open safety culture, clear communication channels are essential, so important information can flow freely. We encourage employees to be active ambassadors for our safety, both in-



LOOK AFTER YOURSELF AND YOUR COLLEAGUES!

- **Wear protective equipment!**
- **Set the standard for workplace safety!**
- **Handle unsafe situations properly!**
- **Create safe working conditions!**
- **Look out for each other!**

ternally and externally on construction sites and in production."

Set a Good Example

The most efficient way to improve safety across DS Gruppen's companies is by setting a good example. Behaviour is contagious – for better or worse – why each individual must set a good example. Use the correct protective equipment, report issues and accidents, follow instructions for technical aids, and keep yourself updated on the rules for safety and traffic in production areas and on construction sites.

Point Out When Others Are Not Setting a Good Example

But it's not just about your behaviour. An open safety culture also means having the courage to point out when others deviate from the rules. By reminding one another of the shared ground rules, we create an environment where it's natural to look after each other.

Morten Kragelund, Project Director, DS Flexhal:

"It's a shared responsibility for everyone on the construction site to work together with the client, subcontractors, and suppliers to comply with the safety measures at construction sites, so that we can all go home safely – that's why it's important we help each other and enforce the rules."

Report Issues – Big and Small

Every time an accident or issue is reported, it is thoroughly analysed to identify and improve the underlying causes. By learning from these incidents, we can prevent accidents. It may feel disruptive to the workflow and be frustrating, especially if the problem seems minor, but remember, these small incidents are warnings of something bigger if not addressed.

We want a proactive safety culture, and that requires problems to be reported. Reporting gives us new perspectives and approaches, creating a safer workplace.

Rasmus Revsbæk Hansen, Production Manager, DS Stålprofil:

"One of the most effective ways to prevent accidents is by reporting near-misses. It strengthens the work environment and enhances safety because the insights allow us to act on what needs to be improved. To improve, it's crucial that everyone takes responsibility and makes employees and leaders aware of observed risks, both in their own and others' departments."

Carsten Sørensen Kronborg, Production Manager, DS Elcobyg:

"We have a registration system, SOS-WEB, that makes it easy for employees to report problems and near-misses, without needing to go to a manager or colleague. It also allows them to suggest improvements themselves – we believe this is a great way to engage employees in their own safety and, in addition, create involvement."

Stay Updated and Participate in Safety Training

Safety is not a one-time event. It requires constant attention and updates. All new employees receive a thorough introduction to safety procedures, but it's just as important to stay up to date through refresher courses and first aid training. By actively participating, each employee can help strengthen the safety culture and create a safer workplace when new methods and approaches are introduced in DS Gruppen's companies.

Good Safety Starts with Good Habits

When safety measures become a habit, you no longer think about them – you follow them automatically. Making safety part of your daily routine not only creates a safer workplace but also makes it easier in the long run.

At DS Gruppen, we are dedicated to ensuring that all employees can go home safely after the workday. This requires commitment, responsibility, and the courage to speak up. By being open, honest, and active, we can create a safe and secure workplace for everyone. ▪




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DS Stålprofil at Building Green Focusing on Circularity

FRIDA PILGAARD

In October, **DS Stålprofil** attended Building Green in Copenhagen, where our architectural consultant, **Michael Højgaard Jensen,** exhibited alongside partners: Cradle to Cradle, Troldtekt, QbiQ Wall Systems, MinAltan, Derbigum, and Breuer & Schmitz GmbH & Co. KG. We had insightful conversations about steel as a raw material, its recyclable properties, lifespan, and the circularity of our profiles, as well as how future materials could develop our current solutions. Environmental and climate specialist **Nicolaj Andersen Hagengaard** also dropped by to participate in the discussions and share his knowledge and visions with the visitors.



GOLDBECK Focuses on Safety

As part of the **"Staying Safe Together"** campaign, GOLDBECK has sent water bottles to **all production staff at DS,** with the message that we should look out for ourselves and each other, thereby creating **a safe working environment.**



Scan the QR code to see all your benefits.

SIMON SAYS:

Did You Know...

SIMON BISGAARD FIE BAUMANN

...that as an **employee of DS Gruppen** you have access to a range of **benefits through our health insurance** with Gjensidige*? For less than **150 DKK per month,** the insurance ensures that you and your family can access quick and effective treatment when needed.
With Gjensidige health insurance, you **get access to specialists, psychological help, physiotherapy, addiction treatment, and much more.** This means you can receive the necessary help without long waiting times, allowing you to get back on your feet quickly. We encourage all employees to take advantage of the scheme when the need arises to ensure a healthy and secure future for all of us.

** Requires subscription to the health insurance – please ask a colleague in the finance department if you're unsure.*

DS Stålkonstruktion Buys New "Tools"

OLINE ERFURTH ESKEBJERG

FIE BAUMANN

In spring 2024, DS Stålkonstruktion acquired the company **HALBER ApS** to strengthen its position in the market. HALBER is a well-known design software used for the dimensioning of steel halls, employed by many players in the industry for designing steel frame buildings. The software is also used by developers, consulting engineers, approving authorities, and more.

"With this acquisition, we ensure control over the software we use for a large part of our business, namely frame projects. This is achieved partly through a generational shift in programming, and there is also great potential for development, as we can now influence the direction of HALBER," says **Jens Hald, Technical Manager at DS Stålkonstruktion.**

Przemysław Stypuła and Edin Alagic from DS Stålkonstruktion are now working with Flemming Skriver from HALBER ApS to take over the programming and development of the HALBER software. Internal statistics from DS Stålkonstruktion show that the total sales department (DK, NO, SE, DE) calculates about 6,000 cases annually using HALBER, which equates to approximately 25 cases per working day.





What's in Your "Lunchbox" Today?

FIE BAUMANN

This is a question we can rightfully ask **Erik Stokholm Andersen,** who, in his brand-new Ford E Transit – named **"Madkassen"** (The Lunchbox) – delivers meals from the kitchen at Samsøvej to several DS locations in Hobro. Erik has previously worked in production at DS Stålkonstruktion, but in recent years, he has had a permanent spot behind the wheel of the food van. Erik tells us that his new "workplace" is an electric vehicle. It's perfect for the many short trips around Hobro, it's much easier to manoeuvre, and it's equipped with a lift to ease the deliveries. Erik is very pleased with his new vehicle. In fact, he believes it's the best food van he's ever had. And surely many DS colleagues are just as pleased when they spot Erik around lunchtime in "Madkassen," filled with energy for a productive day at work.



Marketing Exchange in Hobro

TINA WOODS MARTIN LYKKE ANDERSEN

At the beginning of November, **DS Marketing** hosted two international days with marketing colleagues from **GOLDBECK** and **GSE.** These were two inspiring and creative days, during which we gained a greater intercultural understanding of each other, which will undoubtedly open opportunities for even closer cooperation.
From left to right: Dr. Yves Ostrowski, Oline Erfurth Eskebjerg, John Baltay, Dr. Judith Venjakob, David Dalby Jeppson, Adeline Leveque, Kilian Beherec, Silvia Pizzi, Sune Eghjort Schulze, Niclas Biermann, Tina Woods, Frida Pilgaard, Annemarie (Fie) Baumann.

Mads is Taking DS Stålprofil From Good to Even Better

With a new management system in place, DS Stålprofil aims to enhance quality, efficiency, and collaboration – and create a more structured and data-driven everyday environment or all employees.

TEXT: OLINE ERFURTH ESKEBJERG

PHOTO: FIE BAUMANN

Data is king, one might say. Data is constantly being generated, but using it effectively requires more than just collecting information – it demands a system that can translate it into action.

DS Stålprofil has long desired to optimise internal processes and standardise quality within the company. Just over a year ago, they hired Mads Thirup Nielsen as a quality specialist, and today, he is in the process of implementing a new management system (IPW), which will ensure that quality does not decline and that work processes are streamlined at DS Stålprofil.

"One of the main reasons we've decided to invest in a new system is that we really want to make data-driven decisions based on what we know rather than what we believe. But it's also about having a digital system landscape with as few systems as possible, where it makes sense," says Mads.

IPW Is Not Mads' System

The implementation of IPW is still in its early stages, and in the midst of an exceptionally busy autumn with unofficial sales records due to new asbestos regulations and a shortage of Eternit, IPW has taken a slight backseat. However, the goal is for the system to be fully operational by 2025.

Once implemented, the system will assist employees in navigating between various systems and processes, making daily tasks easier. The system will serve as a knowledge bank, saving time and creating structure, which can also support new employees through onboarding and competency management.

"It's not about getting more done in less time; it's about spending time on the right things. The management system allows us to gather all of our really great information in one place, where it makes sense, so we can focus on what we are hired to do – namely, selling steel plates and ensuring our customers are satisfied with the products we deliver," explains Mads.

To ensure that IPW makes the most sense for everyone, each department will be responsible for updating the knowledge in the system when necessary.

"It's important to me that it doesn't become 'my' system because I believe we'll reach the best outcome through involvement and ownership. It is the different departments who know best how to carry out their work, and if the employees themselves get to define



Mads Thirup Nielsen

- Hired as quality specialist in November 2023 at DS Stålprofil
- 33 years old, lives in Aalborg with his girlfriend Line
- Spends much of his free time exercising and cycles 8,000–10,000 km a year
- Liverpool fan
- Trained as a marine engineer at MARTEC, Frederikshavn, in 2019
- Previous experience: Electrical engineer at Körber Supply Chain and QHSE manager at Mariendahl





”Consistency is basically what it’s all about. It’s about the customer knowing what they can expect from DS Stålprofil and trusting the quality we deliver.”

”Through self-inspection of our products, we will catch the errors that the customer might notice today. It’s so much cooler if we don’t send out products with mistakes, and it is our own employees who spot the errors.”

the knowledge that goes into the system, then they will be better equipped to take ownership of it,” Mads explains.

Consistency Is the Key Word

With the new system comes an increased focus on self-inspection, as these processes can also be integrated into IPW. This added focus will help ensure that the high quality of DS Stålprofil’s products is maintained and can even be improved.

”Through self-inspection of our products, we will catch the errors that the customer might notice today. It’s so much cooler if we don’t send out products with mistakes, and it is our own employees who spot the errors,” elaborates Mads.

Self-inspection is an important tool for spotting mistakes before they reach the customer – not only reducing complaints and the losses they cause but also ensuring that we continue to deliver top-quality products.

”Consistency is basically what it’s all about. It’s about the customer knowing what they can expect from DS Stålprofil and trusting the quality we deliver. Mistakes will always happen, but the most important thing for me is that we don’t make the same mistake twice because that’s when it starts to get silly if we don’t learn from it,” says Mads.

Looking to ”the Others”

A new management system isn’t built in a day, and the work with IPW rests on a massive amount of groundwork that Mads has done over the past year. He has also been in discussions with other companies within the DS Gruppen group so that everyone can bene-



Mads works closely with production manager Rasmus Revsbæk Hansen.

fit from experiences across the group. "We've looked closely at what the other companies are using and what might make sense for us. For example, we've had a good dialogue with DS Stålkonstruktion, who are already doing many great things in terms of quality management, and we are looking at what we can take from their experiences and apply what works for us," says Mads.

From Good to Even Better

When the new system is fully implemented, it will not just be another digital system – it will be a dynamic tool that defines how DS Stålprofil works moving forward.

"I really want us to evolve. We need to do things better tomorrow than we did today, so we are always moving forward at a pace that employees can keep up with," explains Mads.

The new management system will make DS Stålprofil even more competitive in the future. And that's what it's all about – helping DS Stålprofil move from being good to even better. ■

What is a management system?

- A management system is a **structured framework** used by an organisation to plan, control, and improve its activities in order to achieve specific objectives.
- This ensures that the **organisation operates efficiently** and consistently while meeting the requirements of customers, employees, authorities, and other stakeholders.

What is IPW?

- IPW is a full-service **software solution for management reporting, quality control, production optimisation,** and much more.
- All **document management** can be **stored in the system,** so it handles everything from management handbooks to manuals, instructions, and procedures.
- DS Stålprofil also uses the system for **competency management** and **equipment maintenance** to ensure compliance with various certifications.

”There’s No Need to Be Afraid of a Large Project”

DSV Horsens has been handed over, and a major chapter in DS Flexhal’s history is now complete. But this chapter is also a story in itself, one that revolves around teamwork, good communication, and the will to succeed.

TEXT: OLINE ERFURTH ESKEBJERG

PHOTO: POUL CHRISTENSEN, FIE BAUMANN AND JAKOB LERCHE

Once upon a time, there was a client and a main contractor who set out together to create something truly unique: one of Europe’s largest logistics buildings. The story of DSV Horsens is a tale of collaboration, determination, and the ability to overcome challenges – and fortunately, it ends on a happy note.

In three and a half years, one of the biggest stories in DS Flexhal’s history has been written. It is the story of DSV Horsens, a massive logistics building handed over to the client in August 2024 and officially completed. A story that covers a construction so large, it’s unlikely a project of this size will come along again. For Project Director at DS Flexhal, Morten Kragelund, it marks the culmination of a project he has been involved with since the tender phase, alongside CEO Anette Storm and Project Manager Asbjørn Henriksen.

”It feels great to have handed it over, but it’s also a strange feeling now that we no longer have Horsens. The project is essentially finished,” Morten reflects on the handover.

With a total area of 295,000 square metres and a construction period of about two years, the development of one of Europe’s largest logistics centres has progressed quickly. But not so quickly that DS Flexhal and its subcontractors couldn’t keep up.

”I’m both happy and proud that we succeeded. We delivered on time, all deadlines were met, and we have a happy and satisfied client,” Morten says.

First Clouds, Then Construction

Every good story contains challenges that the protagonist must overcome using their strengths. And, of course, this story is no different.

”It felt like it rained non-stop for two years on the construction site in Horsens. I mean, we actually broke the rainfall record in ’23, and ’22 was also wet. There was just water all the time,” Morten laughs.

Some bumps on the road can be controlled by you, while others are out of your hands. But the lesson in this story is that, even when faced with challenges you can neither predict nor control, you can create conditions for yourself that steer the story in the direction you want it to go.

”From the beginning, Anette, Asbjørn, and I formed an alliance that we would share all information with each other, so we had many conversations in which we prepared to meet



with the client. That way, we could all pass tasks on to each other and be confident about it. If I was on holiday, I knew that Anette and Asbjørn could back me up, and that was our strength," Morten explains.

The Story Continues

DSV has been able to take parts of the building into use continuously, and the first phase of the construction was handed over in October 2023. Therefore, the story continues for a little longer, as DS Flexhal is not yet completely finished with DSV Horsens, even though the construction has officially been handed over.

"We carried out the one-year defect inspection in October, and the next part is due in December. In fact, we're scheduled to be busy with ongoing defect inspections until August 2025," Morten says.

Fortunately, the defect inspections have not revealed any major challenges in the story so far: "The faults found have been minimal – it's mostly just small painting repairs. Nothing serious," Morten elaborates.

The Happy Ending

The story of DSV Horsens began in 2021, and it is not a short tale without suspense. But like any good story, there is plenty to learn – for example, how to approach a project of a similar scale next time.

"The most important thing I learned is that there's no need to be afraid of a large project when you know and understand the fundamental principles. And also, you need to make sure to assemble the right team from the start, so everyone knows what they need to do and that they have the skills to do it," Morten reflects.

That's why the story of the DSV Horsens construction project ends with a happy ending.

"I think DSV Horsens is a great story because we succeeded with everything, and our co-operation with our sister companies DS Stålkonstruktion and DS Elcobyg, as well as the subcontractors, was excellent. Of course, there have been tough battles, but overall we've had a good project, and many of our subcontractors feel the same. It's been a success," Morten concludes the story. ■





Fantastic Toyota...

I have a whole new perspective on Toyota after being at DSV Horsens. We had two cars down there, and **the fact that they're still running today** and **passed the vehicle inspection...** That's really **impressive** when you consider **what they've been through!** Toyota really makes some solid vehicles.

MORTEN KRAGELUND
PROJECT DIRECTOR



Collaboration = Results

It has been a **great experience for me** to be **part of the entire team effort** from start to finish. Throughout the process, everyone fought to make the project a success. When you have such a big team assembled for a project, it really matters that everyone wants it to succeed. I'm really proud of many of the solutions because we've trained and ensured that our construction logistics and construction factory ran incredibly smoothly. When **we're doing well** and **working well together, we achieve great results.**

ANETTE STORM
CEO

The project for DSV in Horsens has been a **significant part of DS Flexhal's history** over the past few years, and for the employees working on the project, there will be **stories they'll never forget...**



Full Speed Ahead, Ma'am...



We had an Open House event for the local community and others on 13th May 2023. We had a big flow of activities, including a hot dog cart, a train ride, and much more. Some of us involved in the project brought our families, and we had our base at the site cabins. Depending on age, several people took the opportunity to ride some of our vehicles, like scooters and ATVs. **My own wife, Kirsten,** had a big and unforgettable experience when, **with her own driver and foot to the floor,** she had a spin around the site – by the way, it was **Anette Storm's son Jacob** driving the ATV.

ASBJØRN HENRIKSEN
PROJECT MANAGER

Hands Up – You're Arrested



At one point, we had some **NERF guns** in the shed on the site, which we used to shoot at each other. **Arbejdstilsynet** (Labour Inspectorate) visited every two weeks, and one day, they came by to talk about **mental health and bullying in the workplace.** This is when one of our collaborators jokingly said that he felt bullied and exposed by his colleagues, to which the Arbejdstilsynet representative remarked that we seemed to be having a lot of fun with each other. Our collaborator **didn't think it was "fair" that Arbejdstilsynet was taking sides** and **therefore "shot" them with a NERF gun.** We can now say that he shot Arbejdstilsynet, and fortunately, they took it all in good spirits.

EMMA MORTENSEN
ASSISTANT PROJECT MANAGER

Exchange Programme Strengthens Skills

Meet two colleagues, Benjamin Hesselberg Mikkelsen and Felix Marquardt, who have each embraced the opportunity of an exchange programme at GOLDBECK and DS Flexhal, respectively.

TEXT: FRIDA PILGAARD

PHOTO: NUUN EBERT NIELSEN

The first apprentice from DS Stålkonstruktion, Benjamin Hesselberg Mikkelsen, has undertaken an exchange placement at GOLDBECK to enhance his skills as a blacksmith. At the same time, DS Flexhal is hosting Felix Marquardt, a GOLDBECK trainee, in the finance department for six months.

The exchange programme provides a unique opportunity for professional learning in a new environment, offering significant prospects for personal growth. Participants not only develop adaptability, language skills, and cultural understanding but also benefit technically from the experience. This initiative not only supports individual development but also makes DS a more attractive place to train, thanks to its innovative education pathways.

Benjamin at GOLDBECK

Twenty-year-old Benjamin Hesselberg Mikkelsen from Gjerlev near Randers is training as a blacksmith at DS Stålkonstruktion. Over five weeks, he has been working in production at GOLDBECK to broaden his expertise in the field.

Benjamin was assigned a contact person to ensure he got the most out of his stay and enjoyed a positive experience.

"In my first few weeks at GOLDBECK, I've already gained insight into various production areas, especially steel production, including drilling work, as well as concrete production. I've operated several machines already, and soon I'll start welding," Benjamin explains.

The reception he received was warm, and GOLDBECK made a big effort to ensure he felt comfortable and secure, enabling him to absorb as much as possible.

"I've been met with great openness and friendliness from colleagues who are deeply committed to providing me with a valuable and positive learning experience. I have a dedicated contact person and various instructors supporting me throughout the process. Additionally, I've been paired with an experienced apprentice, Aaron Maags, who assists me with both language and technical aspects."

DS Stålkonstruktion's apprentice coordinator, Nuun Ebert Nielsen, accompanied Benjamin for the first few days to ensure a smooth transition and that he settled in well before handing him over to GOLDBECK.

"I left Bielefeld with a good gut feeling. GOLDBECK had arranged a





Alen Bekavac and Benjamin.



GOLDBECK trainee, Felix Marquardt, is on exchange in DS Flexhal's finance department.



Aaron Maggs, Benjamin and Micha Wohlhüter.

mentor, a daily schedule, and seemed excited and happy to get to know Benjamin. It was also new for them to host apprentices on exchange. The goal is for Benjamin to leave with new knowledge, experience, and a positive outlook that he can use in the future. For Benjamin, the cultural exchange is a chance to develop both professionally and personally, strengthening his profile as he completes his training as a blacksmith with DS Stålkonstruktion," explains Nuun Ebert Nielsen.

Felix at DS Flexhal

DS Flexhal has now hosted several trainees from GOLDBECK, with Felix Marquardt being the latest addition. A graduate of Bielefeld University with a master's degree in economics, Felix is part of GOLDBECK's trainee programme in Corporate Finance, designed to develop young talent. The 24-month programme includes six months in Denmark and the remainder in Germany.

"I received a warm welcome at DS Flexhal and quickly felt at ease. I'm looking forward to the coming months, where I hope to learn much more about how DS Flexhal operates while gaining a deeper understanding of Danish culture," says Felix Marquardt.

At DS Flexhal, Felix works in the finance department, assisting CFO Simon Bisgaard with digitalising and automating reporting processes – initiatives that will benefit DS Flexhal by making daily workflows more efficient. "Since becoming part of GOLDBECK, we've had the pleasure of welcoming trainees from Germany in various departments. Initially, I was a bit concerned about the time required to introduce them to our tasks. However, these worries have proven unfounded – the new colleagues bring significant expertise and professionalism. They integrate quickly and become well-liked team members at DS. My experiences with the exchange programme have been entirely positive. It has fostered mutual understanding of our work methods and offered development opportunities we didn't have access to before," Simon Bisgaard explains. ■







New Visitor Centre at Viking Fortress Near Køge

DAVID DALBY JEPPSON JAKOB LERCHE

DS Stålkonstruktion has designed, delivered, and installed **the steel structure for the new Borgring Visitor Centre near the Viking Castle in Køge,** now part of the **UNESCO's World Heritage list.** This project required a combination of technical expertise and sensitivity to the specific challenges of building on such a historic site. **The steel structure was engineered with special requirements** for robustness, collapse scenarios, key structural elements, tension ties in the roof structure, and specific fire safety standards. The building is designed to resemble a Viking longhouse but with modern adaptations to meet contemporary standards for safety and functionality. The steel structure plays a crucial role in ensuring the stability and durability of this complex building, which will serve as both an exhibition space and office facilities. DS Stålkonstruktion worked closely with Saxbyg ApS to ensure the project met stringent technical requirements. Opening in spring 2025, the centre will host exhibitions about Norse gods, Viking life, and the historical significance of the Viking Castle. With its inauguration, the Borgring Visitor Centre is expected to attract both Danish and international visitors. The five Viking ring fortresses are among Denmark's most significant historical discoveries from the Viking Age and were added to UNESCO's World Heritage list in 2023.

Nordic Click Seam Joins the Lesson

OLINE ERFURTH ESKEBJERG

EMIL TEMIM

Architecture students at the Royal Danish Academy in Kalundborg are doing a third-semester project focusing on materials and building techniques, where DS Stålprofil has played a significant role. The students have created a full-scale biopsy of a building on a half pallet. Each study group crafted a section of the building, "A House For Two Ferraris", designed by architect Anders Behrensson. Two of these groups worked on a segment of the roof structure, which, in the original building, is clad with steel profiles. As a result, they reached out to DS Stålprofil. **DS Stålprofil sponsored DS Nordic Click Seam 475 in the colour brick red** for the two groups, enabling them to work with realistic materials.
"It means a lot to have the materials sponsored because they're expensive, and we're living on educational grants. Some things couldn't be sponsored, so we had to opt for cheaper alternatives. But when we receive sponsored materials, we get the right ones, which also gives us better insight into how buildings are constructed," says architecture student Carla Stabell.







Nothing Sheepish About New Wool Headquarters

OLINE ERFURTH ESKEBJERG THOMAS MØLVIG

DS Elcobyg supplied concrete for the entire shell structure and managed its installation for **Dilling's new headquarters** and warehouse in Herning. **Designed by C.F. Møller Architects,** the concrete plays a pivotal role in the building's aesthetic, alongside long, light wooden slats.

"Our vision for Dilling's project was to create a cohesive building complex where architecture and nature enrich each other, where sustainable solutions are used both inside and out, and where the physical environment fosters a homely, cosy atmosphere with plenty of daylight and natural materials," says Klaus Toustrup, architect and partner at C.F. Møller Architects.

From the very start, DS Elcobyg was involved in the design phase to ensure the engineers' requirements aligned with the architects' vision.

Despite the project's unconventional demands, DS Elcobyg delivered and installed everything on time.

"For a project like this, having a dedicated design team throughout the process is crucial for a smooth workflow. It's this consistent team effort and excellent cross-collaboration that ensured the project's success," says Flemming Hvidberg Madsen, Sales and Marketing Manager at DS Elcobyg.

DGNB Gold for DS Flexhal Project

OLINE ERFURTH ESKEBJERG DS FLEXHAL

Earlier this year, **DS Flexhal** completed **DSV's logistics centre in Ringsted.** The project was designed to achieve a **DGNB Gold certification,** which has now been awarded. Throughout construction, there was a strong focus on both detail and documentation. The certification proves that the ambitious goal has been met, partly through sorting all materials from the existing building and recycling them into roadworks for the logistics centre wherever possible. The project also boasts Scandinavia's largest sedum roof, covering an impressive 23,688 square metres. The green roof helps retain rainwater and ensures compliance with local regulations regarding the site's impermeable surfaces. DSV's logistics centre in Ringsted spans 45,011 square metres, including 524 square metres of office space across two storeys, plus a technical floor on the third level.



Competition

Good Luck

EKKO || **0224**

DS Flexhal project: House of Parking

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.**



The winner of the competition in EKKO 0123 was:
Flemming Drauschke, projektleder
DS Stålkonstruktion

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 10 March 2025.**
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: .....

STAFF **BENEFITS**

As an employee of the DS group, you have access to a wide range of **unique staff benefits** and **exclusive discounts** at a number of external partners. We have made it easy for you to explore these great offers – and make the most of them. All you need to do is **scan the QR code** for an introduction to the numerous exciting benefits. If you have colleagues who have difficulties with Danish, give them a hand so that they can enjoy the special offers as well. We regularly update the list with new agreements. Do you know of **other agreements,** or do you have some **good hints** to share? Then contact DS Marketing.



Scan the QR code or find out more at
www.ds-gruppen.dk/da-dk/personalefordele