

# ekko

#2023

DS GRUPPEN STAFF MAGAZINE



**Team Car Park** building  
the charging stations of the future

AND DON'T MISS...

- When the train is moving at 150 km/h
- The development is utterly crazy
- Inauguration of the DS Gruppen office in Aarhus

...and much more besides!





**EKKO IS PUBLISHED BY:**

DS Gruppen A/S  
DK-9500 Hobro

NO. 1 · 2023  
Established in 2008  
Print run of 330 copies

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**PRINTED BY:**

Hobro Lyntryk



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EDITORIAL:

Kent Hejn Kristensen, CEO  
and Editor-in-chief

# Full speed ahead – and then some...

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Another eventful year is coming to a close – and what a year it has been! Once again, we have far outstripped expectations in multiple areas. I find myself saying the same thing over and over again: “Never before have we been so busy, with so many orders and such high turnover.” We’re all pulling in the same direction – and generating results. It makes me so proud.

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**I**t is with pleasure and pride that I look back on everything we in the Group have achieved together. This year has been a committed journey of challenges, successes and unswerving commitment to improve. EKKO, which you are reading now, stands as living testimony to the busy and eventful year we have experienced. Every article and news story tells of our shared input, the projects that have seen the light of day and the milestones we have reached together.

It has been a period dominated by growth, where we have not only reinforced our position in the market, but also expanded our horizons with new business areas, a more sustainable agenda and a new, shared office in Aarhus. We’ve really been firing on all cylinders.

While we have been diving into new adventures, our reliable production units have not let their focus waver for a second. Quite the opposite, it’s been full speed ahead – and then some ... In a year distinguished by a high level of activity and more than a few changes, you have demonstrated a peerless capacity to adapt and to continue delivering the quality for which we are rightly renowned.

This year, we have also taken major steps towards a more sustainable future. We have participated in GOLDBECK’s international Sustainability Challenge, where our

projects have stood out as pace-setters in sustainability. Time and time again, our companies have obtained new certifications in the context of the green agenda, and I would like to thank you all for your contribution to making our company even more eco-friendly and sustainable – in both the broad and the narrow perspective. We hold a particularly heavy responsibility in our sector, and we are committed to acting on it.

## **Continued growth**

My wishes for the new year encompass continued financial growth combined with an even greener direction in our development, where we can make a solid contribution to raising construction to new heights in many ways. Finally, over the coming years we will be working to become Denmark’s best workplace in our sector. We’re well on our way. But nothing is ever so good that it cannot be even better.

## **Happy holidays**

I would like to wish you all a Merry Christmas and a Happy New Year. I hope that you enjoy the festive season with your loved ones – and I look forward to a fantastic 2024 with you.

*I hope you enjoy this edition of EKKO*  
Kent Hejn Kristensen



# “Team Carpark”

- left to right:

## **S**ebastian Juhl Hansen

Qualified Construction Engineer

Employed as Assistant Project Manager

Joined the company in 2022

## **M**ichael Clemen Lund

Qualified Structural Engineer

Employed as Project Manager

Joined the company in 2017

## **E**mil Mølgaard Larsen

Qualified Construction Designer

Employed as Architect

Joined the company in 2022

## **J**onas Bang Eriksen

Qualified Structural Engineer

Employed as Head of Department  
for Parkeringshuse Skandinavien

Joined the company in 2017

## **N**icolaj Andreasson

Qualified Construction Designer

Employed as Architect

Joined the company in 2021

## **A**ndreas Hyldgaard Drivsholm

Qualified Construction Engineer

Employed as Contract Manager

Joined the company in 2021

# Team Car Park building the charging stations of the future

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With the establishment of the **Parkeringshuse Skandinavien** department, DS Flexhal can now offer bespoke car parks that are “ready to roll” for the future. As the team members themselves put it: “We’re building the charging stations of the future”, referring to the rapidly expanding network of charging points for electric vehicles, which naturally feature in the ultra-modern car park designs.

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TEXT: HENRIK MAJGAARD  
PHOTOGRAPHY: FIE BAUMANN

**O**n 4 May this year, ground was broken in Viborg for the first multi-storey car park in Denmark founded on the GOLDBECK concept. The construction project has been placed in the competent hands of DS Flexhal's new department – **Parkeringshuse Skandinavien**, more commonly known as “Team Car Park”.

“GOLDBECK has more than 30 years of experience in building bespoke, future-proof car parks all over Europe. To date, this has resulted in more than 900 car parks and a total of 1 million square metres of concrete floor – per year, that is – so we have plenty of experience and know-how to draw on,” explains Jonas Bang Eriksen, Head of Department for Team Car Park.

“I came in on 1 October last year and quickly put together the rest of the team through an internal reshuffle. One of our architects, Emil, is the only guy we brought in from outside,” relates Jonas.

## Workshop in Hirschberg

Back in autumn last year, all members of Team Car Park attended an intensive training course – or boot camp, as they themselves call it.

“We all spent a week in Hirschberg, where the GOLDBECK car park division is based. We were given a thorough presentation of the entire concept and received

training in the drawing and calculation software that GOLDBECK has developed. Most important of all, however, was the opportunity to meet our German colleagues, whose huge experience and know-how we regularly call upon,” says Michael Clemen Lund.

Michael himself has extensive experience as a project manager at DS Flexhal, and he relates that the working relationship runs smoothly across cultural, linguistic and organisational borders:

“My personal experience and grounding are a real benefit, helping ensure that we quickly speak the same language on a project. This is a clear advantage, because there are naturally some differences in areas such as building traditions and requirements from the authorities.”

## Steel vs. concrete

Specifically, Danish building traditions and special requirements from the authorities are areas on which the new car park department is focusing closely.

“We use a lot more steel in our concept, whereas here in Denmark it is more common to use concrete. This is something a lot of building developers and consultants need to get used to, but it does open up all kinds of opportunities. For example, we can offer solutions with a much lighter expression. As one architect in Aarhus exclaimed:



“We use a lot more steel in our concept,  
whereas here in Denmark it is more common to use concrete.  
This is something a lot of building developers and consultants need to get  
used to, but it does open up all kinds of opportunities...”

– Jonas Bang Eriksen





“More than a few customers ask whether the concept complies with the fire regulations. When we show them the figures from the fire tests that GOLDBECK has had carried out, for example, they are quickly reassured about the – literal – strength of the concept.”

– Michael Clemen Lund

“You use steel? Brilliant! That means we can keep things lean and slender!” recalls Jonas with a smile.

Michael adds: “More than a few customers ask whether the concept complies with the fire regulations. When we show them the figures from the fire tests that GOLDBECK has had carried out, for example, they are quickly reassured about the – literal – strength of the concept.”

According to current Danish building regulations, it is mandatory to use a certified fire safety consultant and statics engineer in a range of construction cases. It is precisely here that DS Flexhal and GOLDBECK demonstrate the value of their partnership.

#### **Strong partner**

As DS Gruppen manufactures both steel structures and concrete elements, it makes perfect sense gradually to have all system sections for the car parks produced internally within the Group. This will ensure uniform, high quality at the best possible price. The first step has already been taken, in that DS Elcobyg is respon-

sible for building the stairwells for the car park in Viborg.

“With our Group-built construction materials – i.e. the products that stem from our own units and other parts of the GOLDBECK family – we can be sure of being a particularly strong and reliable partner that tailors the car park to the stated requirements in all phases of the project. We manufacture individual elements with a view to combining the maximum number of parking spaces in a minimum area with efficient traffic management and elevated user convenience.” emphasises Jonas.

#### **Busy future**

The car park concept – or “Multi-storey car park solutions” to give it its full title – is flexible and future-proof, with the emphasis on superior user-friendliness.

“The concept has been progressively developed and refined over the years. It is thoroughly tried and tested, and features a host of carefully considered details to present to customers. For example, there are the special GOLDBECK safety- and

crash barriers, which constitute a particularly secure and reliable solution that aligns with European standards. Or the special, non-skid pattern on the concrete flooring,” adds Jonas.

He goes on to explain that the buildings feature – or are prepared for – charging stations, and that they can be built ready for the installation of solar panels on the roof. Car park clients can also choose solutions with lighting control, licence plate recognition and other features.

If the anticipated growth in the Danish and Nordic vehicle fleets comes anywhere close to the development south of the border, Jonas and Michael predict that the new department will have plenty of work to do. With the project in Viborg,

they both make the point that, in their opinion, they have set the standard for optimal solutions that are simultaneously individual, functional and profitable.

Drawing on a system built on 30 years of experience and more than 900 completed projects, DS Flexhal is fully equipped to provide car parks that are “ready to roll”.

DS Flexhal helps with the complete package, creating bespoke car parks with appreciable architectural freedom.

### The first car park

On 4 May Parkeringshuse Skandinavien, a division of DS Flexhal, broke ground on a four-storey car park on Hærvejen in Viborg. The project was commissioned by Ejegod

Ejendomme and is intended to serve tenants in the adjacent residential buildings.

### Minimises climate impact

The construction has been designed with 106 mm concrete flooring in order to minimise climate impact and to keep costs down. The materials used can subsequently be recycled.

Fire regulations do not permit the entire building to be covered with ivy, but the plant will be allowed to grow up around the stairwell. Moreover, the façade will be clad in steel sheets that are painted in black and grey tones and feature a perforated forest pattern. A good example of the flexibility and innovative options inherent in the concept. ■



Drawing on a system built on 30 years of experience and more than 900 completed projects, DS Flexhal is fully equipped to provide car parks that are “ready to roll”.



**There's a lot of drawing and calculation involved in building car parks...**

↑ Top, left to right: Simon Bisgaard, CFO, who keeps a watchful eye on “the treasury” and Michael Clemen Lund, Project Manager in Team Car Park.

← Bottom, left to right: Architects Nicolaj Andreasson and Emil Mølgaard Larsen. Emil was involved in drawing House of Parking in Viborg.

# Breakingground

## House of Parking in Viborg

On Thursday, 4 May 2023 Parkeringshuse Skandinavien – a division of DS Flexhal – broke ground on the four-storey car park on Hærvejen in Viborg. The project was commissioned by Ejegod Ejendomme.

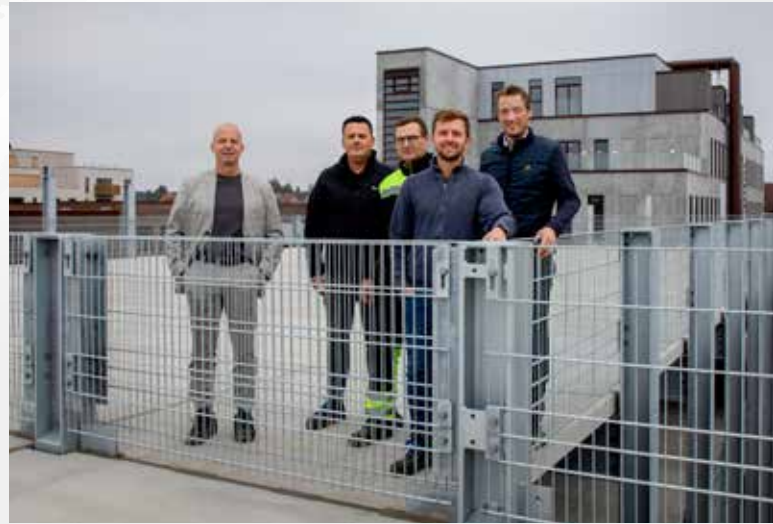
FIE BAUMANN



➤ Ground was officially broken by Michael Clemen Lund, Jens Jakobsen, Ejegod Ejendomme and Jonas Bang Eriksen.  
→ Jens and Jonas took care of the speeches, after which it was time to adjourn to a nearby hot dog stand to enjoy a typical Danish hot dog or two.



Four-storey car park with 192 parking spaces – scheduled for completion in December 2023.



#### COMPLETION OF ASSEMBLY OF THE STRUCTURE...

In early September, Michael was able to welcome a delegation from GOLDBECK to witness the completion of assembly of the car park structure.

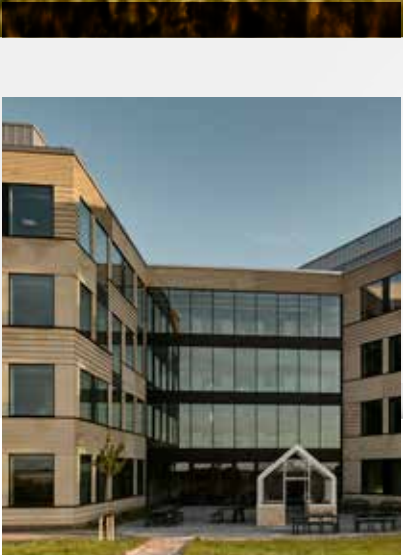
↑ Left to right: Head of Assembly for GOLDBECK Europe – **Steffen Wendt**, Assembly Manager **Emir Jasarevic**, also from GOLDBECK, **Piotr Pokladek** from the assembly team, **Michael Clemen Lund** and, front, **Vojco Gajer**, likewise from the assembly team.



“It was a pleasure to welcome Steffen and Emir to the conclusion of assembly in Viborg, and it was great to meet Emir who is our link to the GOLDBECK organisation on a daily basis.

The working relationship was excellent and ran really smoothly; we are now looking forward to starting work on the façade cladding, which is the final stage of the project before hand-over.”

– Michael Clemen Lund





DS Stålprofil has supplied DS Nordic Click Seam for the award-winning building.



TINA WOODS



JAKOB LERCHE

## Danish Crown wins Municipality of Randers Architecture Award

Danish Crown is being presented with the Municipality of Randers' Architecture Award for the company's new head office, which is a top-quality example of how to construct a new building on open ground, while perfectly complementing the existing buildings in the vicinity.

Three office buildings are laid out like a fan and define an impressive, glass-roofed atrium that links the buildings together as a coherent whole. All construction details have been painstakingly worked, the materials are highly durable, and the colours

and wayfinding interact seamlessly with each other. The large, light atrium contributes to a pleasant working environment, presenting attractive views of Randers with fertile fields in the foreground.

The building as a whole tells the story of an ambitious developer and a strong working relationship with the consultants.

The building is certified to DGNB Gold Heart level, and the attractive roof is clad in DS Nordic Click Seam, supplied by DS Stålprofil.



## The day everything went wonky

 HENRIK MAJGAARD

This header refers, **slightly tongue in cheek**, to a special structure, 9.3 metres high and 26 metres wide, for a warehouse for the company Scanmetals, based near Slagelse in Denmark. In this project, all the sides had to be “wonky” in order to fit properly between two existing buildings.

As it turned out, the entire installation process got off to a wonky start, because high winds gusting up to 25 m/s caused significant delays. So what can you do about it? Wait until the next day, take a deep breath and erect all 45 tonnes in a single (long) day!

This kind of can-do approach – combined with a finely planned project and process – was rewarded with a pat on the back and high praise for the entire DS Stålkonstruktion organisation from its loyal customer, HJ Huse A/S in Slagelse. Here at DS Stålkonstruktion, we’re delighted to accept the compliments – and we’re still blushing slightly ...

## Focus on a good working environment

 TRINE JUUL AXELSEN  FIE BAUMANN

DS Stålkonstruktion focuses heavily on ensuring a good working environment and has pulled out all the stops to obtain **ISO 45001 certification**, which was awarded to the company in January 2023.

This international standard turns the spotlight on the working environment and on its continuous improvement from both physical and psychological perspectives. The standard also forms part of DS Stålkonstruktion’s work with sustainable development, including UN Sustainable Development Goal No. 8: Decent work and economic growth.

## New Director at DS Engineering

  FIE BAUMANN

On Monday, 9 January 2023 DS Engineering in Poland welcomed **Mateusz Siwiaszczyk** as its new Director, taking over the reins from Małgorzata Nowakowska-Cicio.

Mateusz is 39 years old and lives with his family in Wrocław. He has a background as a production engineer and brings years of experience with project management in the automotive industry, for example, to his new role. Most recently, he has been in charge of GOVECS Poland and GOVECS Group Operations, which employ 50 and 150 people, respectively.





## Young engineering students visit DS Stålkonstruktion



MARLENE ØSTERBALLE



FIE BAUMANN

On 12 April 2023 DS Stålkonstruktion **was visited by 20 keen students**. These young people are currently on the sixth and seventh semesters of their bachelor of engineering course, with the emphasis on load-bearing structures, at Aarhus University.

The day started with coffee and rolls in the company of Marlene Østerballe, HR Coordinator, followed by presentations from representatives of the various in-house departments. Stig Lilbæk Vestergaard, Project Manager, talked about the exciting and challenging assignments that make up his working day. Mirza Ahmetagic, Design Engineer, spoke about statics calculations, development, optimisation and streamlining. Preben Svendgaard Jensen, Tech-

nical Designer, offered insight into the work of the drawing office, as well as the everyday working relationship with statics engineers and designers both in Denmark and abroad.

Following the presentations, the students were given a tour of our production facility, led by Mirza Ahmetagic and Søren Hestbæk from DS Flexhal. This enabled the students to watch the flow in the production halls and to ask questions as the tour progressed.

Following the tour, it was time for lunch in our canteen, after which colleagues from DS Flexhal “took over” the event, and the students were presented to Lasse Kåre Olsen, our Project Director.

# “A” vs. “U” means extra kilometres on the odometer

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EKKO has talked to Lara Theuner – an adventurous young woman from Hanover, who is well under way with her course in structural engineering at HAWK University, Hildesheim. Lara has chosen to complete her semester 7 internship at DS Nor in Kristiansund, Norway.

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TEXT: FIE BAUMANN

PHOTOGRAPHY: HEINE SCHJØLBERG

**L**ara Theuner, 23, is from Germany and is currently studying structural engineering at HAWK Hildesheim university, where she is well into semester 7. She was therefore obliged to apply to companies that might offer her the chance to complete her mandatory, 8-week internship.

## Expanded travel goals

Lara was offered a place at GOLDBECK, but given her love of travel, she felt that this wasn't "abroad enough". Through the GOLDBECK network, however, she was put in touch with DS and her application found its way to DS Nor in Norway.

Lara's Norwegian odyssey started with an extra 750 km on her odometer. The auto-correct function in her smartphone led her to believe that she was to make tracks for KristiansAnd – approx. 10 hours and 800 km from Hanover – rather than her actual destination of KristiansUnd – 19 hours and 1,550 km away. Lara soon succeeded in correcting the misunderstanding, and following the unintended delay to her itinerary, arrived at DS Nor to commence her internship in early September 2023.

## A wide-ranging study programme

Peter Holm, day-to-day manager at DS Nor, relates that having Lara complete her internship there was hugely positive

all round. Eight weeks is not a lot of time, if you are to gain a sense of all parts of a company, but DS Nor has put together a programme for Lara that allows her to familiarise herself with all phases of the everyday work – from enquiries and offers, through contracts, drawings and designs, to planning and assembly.

"I received a long questionnaire from the university in Hildesheim, where I was asked to clarify the work areas Lara was to experience at our facility before we could be approved as an internship provider, and we have done our utmost to put together a wide-ranging programme for her", relates Peter Holm.

The reason why Lara chose steel structures in Norway is that she is keen to try as many approaches to her education as possible.

"I wanted to familiarise myself with steel – it is used everywhere in construction, after all. At the university, I've only spent a short period working with steel, and that centred exclusively on manual mathematical calculations. Here at DS Nor, I've had access to the right software and I've been given the chance to work with both drawing and modelling," she says.

Lara has previously completed an internship at a large, German company, where she spent most of her time at the same construction site – which she found a little

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Lara Theuner, aged 23:

Studying structural engineering  
at HAWK Hildesheim

Internship at DS Nor,  
September–October 2023

Lives in Hanover





“My colleagues here are much more versatile in their work areas – everyone does everything. This is really different from what I’ve experienced previously, where each employee was highly specialised and focused exclusively on a single area.”

– Lara Theuner

monotonous. At DS Nor, she was allocated to a small business unit where she worked with around six colleagues on a daily basis. There, she had the chance to take on various challenges that she hadn’t expected – and the process of actually drawing the structures woke a new interest in her.

“The corporate culture at DS Nor is a world away from what I found during my

internship in Germany. My colleagues here are much more versatile in their work areas – everyone does everything. This is really different from what I’ve experienced previously, where each employee was highly specialised and focused exclusively on a single area. I like having the chance to try something different as this provides a lot more variation in the everyday assignments,” she relates.

“The first two weeks were devoted to training in Tekla, but Lara has also worked with statics both in general and in detail, and she has spent time at the building site where we are currently in the assembly phase. Lara was also allowed to draw an actual project, which unfortunately never translated into an order, but it was important for us to ensure that she had the chance to try ‘real work’ as opposed to the theory she learns back in the classroom,” says Peter.

#### High level of activity

Peter is also impressed by Lara’s interest in experiencing Norway outside working hours – she’s an active young woman who

has spent a lot of time experiencing the Norwegian countryside.

“During the time she was with us, Lara visited Oslo, Svalbard and Geiranger. She’s had both her parents and a friend up to visit her, and they all toured the surrounding area,” relates Peter.

Lara says that she was given a warm welcome at DS Nor in the context of everyday work, and that she also received a host of invitations to social events outside working hours. She is particularly grateful for the accommodation that Peter Holm arranged for her with some of his friends, a German couple who have been living in Norway for 25 years.

#### What Norway has taught me

Lara’s dream for the future is to work with “safety on the construction site”, ideally with several concurrent assignments – in the area of residential construction, for example – so that she can be sure of a more varied working day. One of the “souvenirs” she has brought home from her time in Norway is that she has become more open-minded with regard to work-



Lara at the DS Nor office in KIRSTIANSUND; left to right: Per Erik Haram, Project Manager, Peter Holm, Day-to-day Manager, and Odd Bjørnar Male, Project Manager.



ing in an office. She can envisage having a job where she can combine office work with assignments out at the building site.

“I’ve also become more comfortable with drawing in Tekla, and I’ve been introduced to both software and online tutorials that have provided me with new tools in the area of statics. Back at school, we do the statics calculations by hand, so it’s good to find out that with the right software, you can have much of the work done automatically. This makes everything a lot faster and easier. Statics is still my favourite area, and it’s been interesting to discover that steel structures for buildings are not calculated the same way in Germany as they are in Norway, where you have to make completely different allowances for the effects of wind and snow.”

### **Hosting interns is a service for society**

It was also really positive for DS Nor to have Lara complete her internship at the company.

“We’ve been delighted to get to know Lara, and we hope we have taught her a thing or two. Of course, it’s an added expense and we have to devote resources to taking care of students who are completing their internships, but it’s also a breath of fresh air to welcome young students to our everyday operations, and I

think that all companies actually have a responsibility to play a role in the education of the workforce of the future. So no matter whether the students come from local or international educational institu-

tions, it is still our own ‘food chain’ we’re cultivating,” concludes Peter Holm.

### **Lara’s plans for the future**

Lara’s plans for the immediate future are to write her dissertation for her bachelor degree, which she aims to complete in February 2024, after which she wants to take a break and see some more of the world before starting her Master’s in 2025.

“I’ve had a great time in Norway, and I love the area around Kristiansund and all the wonderful stretches of countryside Norway has to offer. I could easily imagine coming back here one day and maybe taking a job at a company like DS Nor,” concludes Lara.

Lara will conclude her internship at DS Nor in the middle of October, but before setting out on the 1,550 km journey back to Hanover, she plans to visit both Bergen and Bodø, where she will meet up with her brother and head off hiking with him. So with all the extra kilometres at the start, you can say that Lara’s “odometer” has had quite a work-out. ■



*Lara at one of the DS Nor construction sites.*

# When the train is moving at 150 km/h, the view changes

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In early February Kent Hejn Kristensen, CEO, laid out the general outline of the long-term strategy for DS Gruppen. A good crowd of people attended the presentation in the canteen on Samsøvej in Hobro, while many more watched the event via a video link. EKKO has talked to Kent about what has happened since.

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TEXT: HENRIK MAJGAARD  
PHOTOGRAPHY: JAKOB LERCHE

When EKKO catches up with Kent Hejn Kristensen by phone in the middle of May, he is both relaxed and attentive. Fortunately! Because he's a busy man who has already had to postpone our little interview a couple of times. He has time today, however, and he starts off by reporting that DS Gruppen has had a "fantastic" year as he puts it, and explains:

"After becoming a part of GOLDBECK, we have changed our financial year. So during the transfer phase, the first financial year comprises only nine months. Nevertheless, we have achieved as much in nine months as we previously did in twelve. So things are fantastic in DS Gruppen."

Turnover increased sharply and profits have risen correspondingly. Even over the phone, it is clear to sense the broad smile that has broken out on Kent's face as he relates that DS Gruppen "can boast of being the company in the GOLDBECK family that earns most money per employee."

## No sign of crisis

At the information meeting in February, Kent sketched out an overarching plan for the strategy up to 2030. In-depth work was done on the details over the course of spring, given that the strategy plan is

to be finalised before the summer, as Kent explains:

"Back in February we conducted a status review of our first ten months as a part of GOLDBECK. We established that things are certainly different – but not worse – because GOLDBECK is really interested in us," he says, and continues: "It is clear to us that we are involved in something big. A year ago, GOLDBECK employed 10,000 people. Today, that figure is up to 11,500. The staff of DS Gruppen has also grown and we now employ 850 people compared to 700 last year. That's pretty amazing in my book."

Kent makes it clear that there is no crisis in DS Gruppen. "Various politicians and experts have talked and written a great deal and with great concern in the media about a crisis. But is it behind us now? Was that it? It may be that other sectors are experiencing a decline, but it's still full speed ahead for us. Never have we had so many orders on our books, and 70 per cent of our assignments come from customers we have built for previously, so it seems that they're not experiencing any crisis either."

He adds that simply being part of the GOLDBECK family helps to bring in new customers, and that GOLDBECK is quick to refer customers to DS Gruppen.

"The knock-on and amplifying effect is clear to see. This is something we experi-





Left to right: Mike Flörke, CSO, DS Gruppen, Kent Hejn Kristensen, CEO, DS Gruppen and CEO, DS Flexhal, Morten Kaad, CEO, DS Stålkonstruktion, Anders Brinch Sørensen, CEO, DS Elcobyg and Thomas L. Rasmussen, CEO, DS Stålprofil.



“As I said in February, I’m convinced that we have set out on a journey that will power DS Gruppen into the future as a leading, competent and attractive partner for customers – and as an exciting and attractive workplace for staff in the construction sector of the future.”

---

ence on a daily basis in the working relationships within and between the companies. For example, a part of our strategy is to establish a DS Gruppen office in Sweden in 2023. We had an idea about where we wanted to locate it, but GOLDBECK helped us run an analysis of the Swedish market which indicates that it makes more sense to open our office in a different location. This illustrates how ultra-professional the organisation is – and we can draw on all these competences on equal footing with the other companies in the GOLDBECK Group.”

#### **Every which way**

The article on page 4 about DS Flexhal’s new department for car parks presents another example of how the working relationship functions in practice at different levels among and between GOLDBECK companies. Both with regard to the exchange of knowledge and experience on an everyday

basis, and when it comes to internal networks between colleagues and more formal training of the staff.

“As I said in February, I’m convinced that we have set out on a journey that will power DS Gruppen into the future as a leading, competent and attractive partner for customers – and as an exciting and attractive workplace for staff in the construction sector of the future. As a part of a large, international group, there are sure to be many new opportunities for us at DS Gruppen,” says Kent, who believes that there are already many visible and tangible signs of this in the early stages of the journey.

#### **Bullet train**

Back to the header. As the conversation progresses, Kent relates that the first year – or almost 18 months – as a part of GOLDBECK has been like being on a bullet train speeding through the landscape at 150 km/h. It’s a fast journey, and there is



“The ink barely has time to dry on the paper before something new happens.

Our strategy plan for the short term covers the coming 3–4 years, and we’ve already adjusted it multiple times. Simply because everything is moving so incredibly quickly.”

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“Only when you have the opportunity to develop professionally and personally will you continue to enjoy coming to work. This is a precondition for being able to perform. I really want you all to feel and experience that you are a part of DS Gruppen – no matter where your workplace may be...”

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always something new to look at. An unbroken stream of changes and new opportunities.

“The ink barely has time to dry on the paper before something new happens. Our strategy plan for the short term covers the coming 3–4 years, and we’ve already adjusted it multiple times. Simply because everything is moving so incredibly quickly. If we look towards 2030, I think we’ll have to zoom in and adjust the focus en route. Because things are going well,” emphasises Kent.

#### **“You are DS Gruppen”**

DS Gruppen is clear evidence of the fact that you can do great things if you all pull together.

“The DS Gruppen staff are highly competent, otherwise they wouldn’t be here. This applies from several perspectives. On the one hand, you naturally have to be competent in order to be able to do your job. On the other, we want to have an organisation where you have the chance to

cultivate your talent. Where, as an employee, you have the right to demand to become better and more highly skilled,” says Kent. He explains:

“Only when you have the opportunity to develop professionally and personally will you continue to enjoy coming to work. This is a precondition for being able to perform. I really want you all to feel and experience that you are a part of DS Gruppen – no matter where your workplace may be. That ‘you are DS Gruppen’, together with your closest colleagues and everyone else at the other companies, both in Denmark and abroad.”

The objective is to be the leader in the construction industry in Scandinavia. “Around 90 per cent of our new colleagues have joined us recently through word of mouth and posts on social media such as LinkedIn. Having such a high profile is a new experience for us. We are an attractive workplace, and people are proud to work at DS Gruppen. This makes me proud!” ■

# GOOD LUCK Competition

EKKO || 0123

DS Elcobyg project: Eigtveds Allé, Taastrup.

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

**FIND 10  
MISTAKES**  
and enter the prize  
draw for **3 gift  
vouchers each worth  
DKK 2,500.**



## The winners of the competition in EKKO 0222 were:

Helle Bach Vistisen, DS Stålkonstruktion  
Marie Virkelyst Andersen, DS Elcobyg  
Nicolaj Munkholm Andreasson, DS Flexhal

Clearly mark the ten missing things on the bottom photo, fill in your name/company and send this page to [avb@ds-gruppen.dk](mailto:avb@ds-gruppen.dk) no later than **12 February 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: .....

Extract from the information meeting...

# Looking towards 2030

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At the information meeting held on 9 February 2023, CEO Kent Hejn Kristensen laid out the management plan for the period up to 2030.

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TEXT: HENRIK MAJGAARD

PHOTOGRAPHY: FIE BAUMANN

Generally speaking, we can say that DS Gruppen aims to be a leading turnkey contractor and supplier of steel and concrete elements to the construction industry throughout Scandinavia. So even though 2030 may seem a long way away, we can, must and will think big. At the same time, we are planning activities for the short-to-medium term, i.e. the coming 3–4 years. This will make it more measurable and visible – and easier – to progress towards our ultimate goal.

GOLDBECK believes firmly that DS GRUPPEN has appreciable development potential. We are a unique organisation with the capacity to do things that no-one else in our sector can match. GOLDBECK is ready and willing to make considerable investments in us, as long as we ourselves can substantiate opportunities and needs with regard to markets and products.

## **DS Flexhal**

As regards DS Flexhal, market shares in general are to be expanded in Denmark, and we are likewise to develop in the rest of Scandinavia. As mentioned elsewhere, we are working to establish an office in Sweden in 2023 with a view to landing the first assignment in early 2024. At the same time, we are to investigate the opportunities stemming from GOLDBECK's

products and construction systems, including concepts for building schools, offices and the like. We have already taken the first step with the establishment of our car park department.

## **DS Stålkonstruktion**

Looking at DS Stålkonstruktion, we are still working to penetrate the British market via GOLDBECK. The Netherlands is another new market where we are testing our price level through GOLDBECK.

As regards production, it is interesting to note that GOLDBECK has developed a system of robot welding of lattice beams, which is now in final production in Bielefeld. It would make perfect sense to launch the same concept in Hobro as soon as possible.

## **DS Elcobyg**

DS Elcobyg is relocating to premises on Samsøvej and we will be looking at which products a new factory could manufacture, over and above TTs and other prestressed products. We are working flat out to find the optimal location for a new factory.

## **DS Stålsprofil**

DS Stålsprofil has new opportunities to sell products to GOLDBECK, primarily in Germany, but also in the Netherlands and potentially elsewhere. In this context, "else-



where” also includes internal sales within DS Gruppen.

We are also working intently on plans for a new factory with the capacity to manufacture trapezoidal sheets for both GOLDBECK and DS Gruppen. We are talking in terms of around 1.5 million square metres per year.

### **Sustainability**

With regard to sustainability, Morten Kaad, CEO of DS Stålkonstruktion, accurately

describes the situation: “It goes without saying that this is also a top priority for us – even in the steel industry. DS Stålkonstruktion has made appreciable progress in this area since the start of 2022. We are taking a 360-degree approach to it. We are currently focusing on four areas where we need to pay particular attention to sustainability: our projects, production, office buildings and employees. In partnership with GOLDBECK, which has much more experience with sustainability than

us, we can become market leaders in sustainable production in our respective segments.”

All that remains to say is: “No matter where you may be working, you are all helping to make DS Gruppen a fantastic workplace distinguished by good humour and a solid helping of self confidence and get-up-and-go. Each and every one of you has a share in our great success! For which I would like to extend my heartfelt thanks.” ■

## Inquisitiveness, involvement and eager young minds were the features of PraktikMatch in Aarhus



On Tuesday, 21 February 2023 DS Flexhal participated in the PraktikMatch event at Navitas in Aarhus. The “dating event” was organised by the Department of Civil and Architectural Engineering at Aarhus University.

Ida Boll Lagoni and Anders Højgaard Jensen had been sent out on a mission to meet the numerous inquisitive students who were keen to ask questions in DS Flexhal’s “interview room”.

“This was probably our best ‘dating event’ ever ... people were actually queueing up at our stand. It was a genuine pleasure to meet so

many young people interested in construction, who asked relevant and involved questions which provided an excellent first-hand impression and a robust basis for the upcoming round of recruitment for this year’s internships. We just hope that we also painted an attractive picture of DS Flexhal so that a pile of internship applications lands in our inbox,” says Ida Boll Lagoni, Design Engineer, with a smile.

DS Flexhal’s stand was right next to DS Stålkonstruktion, which was also looking to court the young construction students.



## “Dance card” full at PraktikMatch in Aarhus



For the first time ever, the “dance card” was full when Kenny Ursin, Head of Department for Industry, Warehouses & Logistics, Amalie Lund Ofverlind Nielsen, student assistant, and Mirza Ahmetagić, team leader for statics, from **DS Stålkonstruktion A/S** were present at PraktikMatch at Navitas.

“The PraktikMatch event was a roaring success! A great many interested students found their way to our stand – more than previously – and we had a chat with 14 candidates from the ‘Load-bearing structures’ and ‘Construction management’ lines,” relates Kenny Ursin.



The new facility can sort up to 160,000 tonnes of mixed plastic waste for recycling every year.



TRINE JUUL AXELSEN



JAKOB LERCHE

## Assembly of sorting facility for plastic waste completed

**DS Stålkonstruktion** has completed assembly of the final section of the main steel structure at the large sorting facility for **Ressource in Esbjerg**.

“The final stage was a bit special, as the iconic, angled roof surface made high demands on the lattice beams that are to handle the large spans. In practice, this meant that each main lattice beam weighed in at 30 tonnes. It’s not every day that we get to work with such large and heavy structures, but everything went according

to plan,” says Simon Stensøe Sterndorff, Project Manager for the building.

DS Stålkonstruktion was responsible for the project planning, manufacture and assembly of the main steel frame and the trapezoidal sheets for our customer Jorton A/S.

At the new facility, Ressource will be able to sort up to 160,000 tonnes of mixed plastic waste for recycling every year.

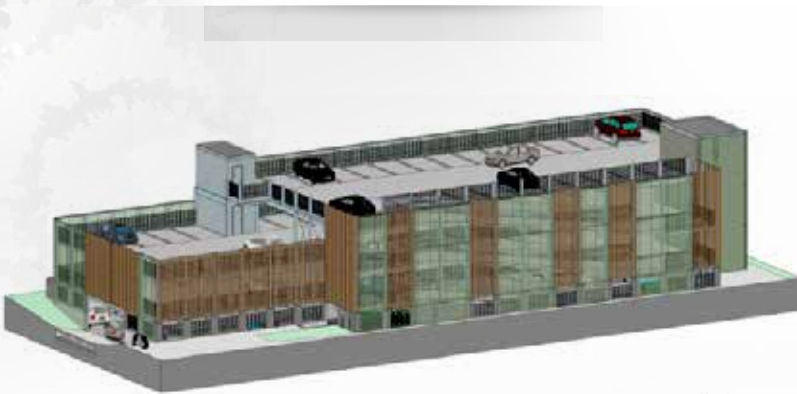


## Concrete elements for rubber factory

 TRINE JUUL AXELSEN  JAKOB LERCHE

**DS Elcobyg** has supplied sandwich elements and internal walls for an existing building at the **Dansk Gummi Industri** facility in Kolding. Dansk Gummi Industri is an ultra-modern company and a market-leading supplier of bespoke solutions in rubber and polyurethane.

“We discussed the project at length and in depth with consultants and contractors, which resulted in our being able to produce and deliver the elements quickly and efficiently to our customer Kjæhr & Trillingsgaard A/S,” relates Flemming Hvidberg Madsen, Head of Marketing at DS Elcobyg.





## Nyt parkeringshus til Glostrup

 FIE BAUMANN  EMIL MØLGÅRD LARSEN

At the time of going to press, **DS Flexhal's car park division** has just received planning permission to commence construction of a car park with 133 parking spaces for Smedeland 8A ApS in Glostrup.

The car park is to be built in accordance with the GOLDBECK concept and is scheduled for completion towards the end of May 2024.

## After-work get-together

 HENRIK MAJGAARD  
 OSKAR KROMANN OLSEN

**DS Stålkonstruktion** has delivered and assembled padel tennis halls for customers all over Scandinavia. But why is the sport so popular? This was a question the staff association set out to answer when they assembled 18 colleagues for a little **padel tennis tournament at Match Padel Hobro**. The participants had the chance to experience for themselves why interest in padel tennis has skyrocketed in Denmark – and in many other countries. The sport helps you work up a good sweat and is sure to bring a smile to your face, too. It really is a sport for everyone.

Oskar Kromann Olsen, Assistant Project Manager, took the initiative for the event and laid on drinks and sandwiches for the participants: “We had an absolute blast – both on and off the court. Everyone played eight games and we switched partners and opponents for every game – so we all had the chance to mix and mingle.”



*Jepe Johansen took top spot on the podium, with Oskar Kromann Olsen second and Allan Jensen third.*

## Humour in communication



DS Elcobyg welcomed an in-form **Karen-Marie Lillelund**, who made sure that the 30 or so participating employees gave their laugh muscles a good work-out.

In her talk entitled **“Communication with humour as the ice-breaker”**, she presented ideas for how to use humour as a tool both at work and at home.

The participants left the event with smiles on their faces – well equipped to “infect” their colleagues with the humorous anecdotes.



## New address and added power for DS Marketing



On 1 June 2023 **DS Marketing** relocated to premises on Samsøvej in Hobro, where we have set up our departmental office in the same building as DS Flexhal and DS Stålkonstruktion. In connection with the move, **Tina Woods** was appointed Senior Marketing Manager for the whole of DS Gruppen.

Tina is to head up the department, which is to continue providing marketing services for all DS Gruppen companies, as well as charting the course for consolidating DS Gruppen's profile both internally and externally, and promoting synergies with GOLD-BECK.

Tina Woods has years of experience with strategy and execution from the advertising sector and joins the company from a position at Buchs in Randers.



## DS disco dancing



On 25 August 2023 **DS Flexhal held its summer party**, to which employees' significant others were also invited. Guests enjoyed a festive event in the canteen with tasty treats from Cheval Blanc, after which Birthe Balle took the stage to warm up everyone's dancing shoes with a range of classic “Travolta moves” – before “Petrols” provided the music for freestyle dancing for the rest of the evening.



Dennis Rieks Thiemer – Factory Manager in Genner,  
Anders Brinch Sørensen – CEO of DS Elcobyg  
and Edriss Esmati – Drawing Office Manager in Genner touring  
the production department on Hadsundvej in Hobro.

# DS Elcobyg buys concrete factory from Ambercon

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DS Elcobyg has purchased a concrete element factory from Ambercon. The acquisition of the factory expands the product range and will, as a part of DS Elcobyg's and DS Gruppen's 2030 strategy, enable us to deliver complete solutions in concrete.

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TEXT: TINA WOODS

PHOTOGRAPHY: FIE BAUMANN

**A**t the end of September 2023 the news broke that DS Elcobyg had purchased the concrete element factory in Genner near Rødekro in Southern Jutland. The purchase agreement between DS Elcobyg and Ambercon was finally confirmed in October 2023, when the hand-over took place.

“The purchase of the concrete element factory is a part of our 2030 strategy. The factory manufactures supplementary types of element, and this makes us more independent and enables us to deliver complete solutions,” relates Anders Brinch Sørensen, CEO of DS Elcobyg.

## Special products round off the range at DS Elcobyg

The concrete element factory, which is located in Southern Jutland, manufactures and delivers specialist concrete elements such as UGT roof panels, TT slabs and prestressed beams and columns.

“The factory has years of experience and is renowned for its high quality. Bringing in this production will supplement our own elements at DS Elcobyg, putting us in a position to deliver the complete package – especially to industrial projects, including our deliveries to DS Flexhal,” emphasises Anders.

The factory in Genner is an extremely lean and flexible organisation. The staff cur-

rently numbers 11 white-collar and around 11 blue-collar workers. Dennis Rieks Thiemer, Factory Manager, and Edriss Esmati, Drawing Office Manager, have joined the DS Elcobyg management team”, adds Anders.

## Ambercon to become one of our customers

“DS Elcobyg has worked closely with Ambercon for many years. We've been one of their key customers and accounted for an appreciable share of their capacity. Our working relationship will remain intact, and from here on in Ambercon is sure to be a great customer,” relates Anders.

Organisationally, the factory in Genner will be placed under DS Elcobyg, continuing to operate independently with its own drawing office and production department. Sales and administration will be governed from DS Elcobyg in Hobro.

“We're proud of this acquisition and it aligns perfectly with DS Gruppen's and DS Elcobyg's strategy, which is based on DS Gruppen becoming more self-sufficient and enjoying improved advantages on the market. At the same time, it supports GOLDBECK's strategy of assisting DS Gruppen in strengthening its position even further in Denmark and Scandinavia,” concludes Anders Brinch Sørensen.

*Continues with photos from Genner >>>*





New office facilities were added to the factory in 2019.



Company doggo Baldur loyally keeps an eye on operations.



The large unutilised stretch of ground allows for a potential expansion of the factory.



Dennis Rieks Thiemer showing around the stockyard in Genner.



The casting set-up for UGT roofing panels.



UGT roofing panels are one of the products that will round off DS Elcobyg's existing range.



KBB elements also open up new opportunities for complete deliveries.



# News from marketing

BY TINA WOODS  
HEAD OF MARKETING

## Shared internship campaign

Over the course of late summer and autumn 2023, DS Marketing has **developed and implemented a shared internship campaign** for all DS Gruppen companies. In the short term, the intention was to bring in young talents for the spring internship campaign, while the long term aim is to boost awareness of the DS Group.

The overarching objective was to create a shared expression and shared input for the internship expos and job events in autumn.

Not all business units participated in all events, but the new material has enabled us to showcase one another for the target groups.

Taking as our starting point **5 GOOD REASONS to apply for an internship at DS Gruppen** and a veritable army of helpful DS staff – who all talked about their own internships at our companies – we spread the word via cardboard figures, roll-ups, Pixie books, SoMe campaigns and our website.

The cardboard figures represent different study programmes and include a QR code to access an internship story. The intention is for the “army” of ambassadors to expand on an ongoing basis.



We have also **developed** the existing DS Stålkonstruktion/ DS Flexhal stand so that **all companies are represented.**



## Shared job page

DS Gruppen offers a wide range of job opportunities, – not counting those that stem from our international working relationship with GOLDBECK. **We have a great deal to offer** and it's important that we make ourselves attractive so that we can compete seriously in the battle for the best candidates.

For this reason, we have **consolidated all our job advertisements** at [www.ds-gruppen.dk](http://www.ds-gruppen.dk) to highlight the fact that we are a trend-setting group with a host of opportunities.



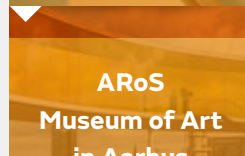
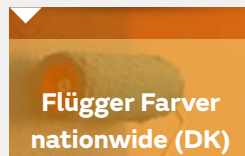
Scan the QR code or find out more at [www.ds-gruppen.dk/da-dk/jobs](http://www.ds-gruppen.dk/da-dk/jobs)

## Staff benefits

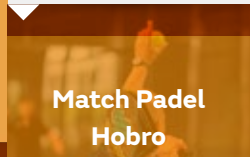
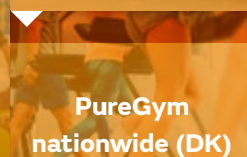
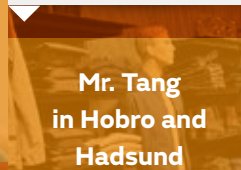
As an employee of the DS Group, you have access to a wide range of **unique staff benefits and exclusive discounts** at a number of external partners. We have made it easy for you to explore these great offers – and make the most of them. All you need to do is scan the QR code for an introduction to 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](http://www.ds-gruppen.dk/da-dk/personalefordele)



## Coming soon...

DS Marketing is working to develop new **PowerPoint templates**, as well as an **expanded colour spectrum** that matches our corporate colours.





STUDENT AND INTERN EVENTS – AUTUMN 2023		COMPANIES			
EVENT	TARGET GROUP/STUDY PROGRAMMES	DSS	DSF	DSE	DSP
<b>Meet the Companies</b> VIA University College in Aarhus 5 September 2023	Construction designers, engineers, statics engineers, semester 2 or 4.		X		
<b>PraktikMatch</b> Aarhus University 19 September 2023	Students studying construction and construction design. Construction management (Contractors). Load-bearing structures. Energy and indoor climate. Geostatics. Infrastructure. Environmental technology (Urban Water).	X	X	X	
<b>Company Days 2023</b> VIA University College, Horsens 27 September 2023	Engineering, business, construction and technology study programmes.		X		
<b>UCN Match Making</b> , Aalborg 27 September 2023	Broad group of study programmes – designers, IT, sales, exports, etc.			X	X
<b>DSE Messen</b> , GIGANTIUM in Aalborg 11–12 October 2023	Engineering study programmes.	X	X	X	X
<b>Jobtræf</b> , Aarhus Universitet 31. oktober 2023	Engineering study programmes.	X			



DS Gruppen companies have implemented their first-ever shared internship campaign. We have reaped a great deal of experience from the autumn expos and have learned, first and foremost, that we still have a lot of branding work to do, targeted specifically at students. Oh yeah, and that DS popcorn is a hit every time!

– Marlene Østerballe, HR Coordinator, DS Stålkonstruktion



Emma and Andreas from DS Flexhal at “Meet the Companies” at VIA University College in Aarhus.

Gerd, Morten and Mirza from DS Stålkonstruktion at the “Jobtræf” event at Aarhus University.



## Concrete “sweetie bowl”



The engineers at DS Elcobyg have been really creative. They’ve cast miniature versions of some concrete elements as textbook examples to explain to students the principle of building with elements. And it made perfect sense to use their structure as a “sweetie bowl”.



All the companies were represented at **our shared stand** at **DSE Messen** in Gigantium, Aalborg



## Winners of the DS Gruppen competition at DSE Messen

  CAMILLA ØRTOFT OTTSEN

At the DSE Messen 2023 event in Gigantium, Aalborg, students were invited to guess the age of our "cardboard models" and take part in our prize draw. **The winners were Súsanna**, who picked up a brand new Series 9 Apple Watch, and **Sofus and Jinan**, who collected 2 x cinema tickets, including popcorn and soft drinks.



# Mike Flörke up close

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Mike Flörke, Chief Strategy Officer of DS Gruppen, is both DS Gruppen's man at GOLDBECK and GOLDBECK's man at DS Gruppen.

In this article, he lifts the lid on this unusual job, where he has a foot in both camps.

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TEXT AND PHOTOS: TRINE JUUL AXELSEN

**M**ike's father ran a construction company with Mike's two uncles, and it was from him that Mike inherited his interest in construction. In fact, Mike worked for his father for a year after finishing school before going on to study engineering at college, graduating as a structural engineer in 1997 and then qualifying as a civil engineer in 2003.

"It was pretty much 'written in the stars' that I would take over my father's company, but I couldn't really see the point in that, so I decided to go my own way in the same industry. My father's company rarely worked on major projects and couldn't offer the same opportunities that were open to me in the construction industry as a whole, so I chose to go the 'GOLDBECK way'.

"When I joined GOLDBECK in 2004, the first project I worked on was valued at EUR 25 million, so you could say that I cut my teeth on big projects," says Mike with a laugh.

## Mike's career path

For the first two years he was at GOLDBECK, Mike was employed as a structural engineer. He then worked as a project manager from 2006 to 2012 before being promoted to branch manager in Frankfurt – a position he held from 2012 until 2022, when he was appointed Managing Director.

On acquiring DS Gruppen, GOLDBECK realised that it needed to have a member of its team based in Denmark to help with the assimilation of DS into GOLDBECK.

Mike ticked all the right boxes. As a member of the management team, Mike is tasked with developing the Group's strategy and supporting its implementation at DS. At the same time, he works with the development of the branch's strategies and with coordinating the integration of DS into the GOLDBECK universe. His focus in this regard is DS' perspective and assimilating it with GOLDBECK to the necessary degree and at the necessary speed.

"One of our key tasks is to preserve DS' values and the DS brand on the Scandinavian market," explains Mike.

In parallel with this, GOLDBECK's products such as the MSCP (Multi-Storey Car Parks) concept are being integrated into DS Flexhal and rolled out on the Scandinavian market in cooperation with Jonas Bang Eriksen.

When Mike joined DS Gruppen as CSO (Chief Strategy Officer), he simultaneously took over Ole Kjærsgaard's title of CEO of DS Stahl. At DS Stahl, Mike is to work with Thomas L. Rasmussen, CEO of DS Stålfprofil, and Morten Kaad, CEO of DS Stålkonstruktion, to expand DS Stahl in Germany.

"At the moment, I'm working with the executive management at DS on issues





*Mike Flörke and Kent Hejn Kristensen work under the same roof at Samsøvej 2, which makes it easier for them to meet up and discuss assignments.*

linked to the acquisition of DS Gruppen. Our principle areas of focus are ensuring that the process is handled correctly, defining our ideas for the next seven years and establishing how we can develop DS Gruppen into one of the largest construction companies in Denmark. It's an extremely interesting process and I'm looking forward to seeing how far we can take DS," says Mike. "We're already well under way with the expansion via DS Flexhal, where we have implemented MSCP. It's really rolling; we've already landed the first orders for car parks in Denmark and there are all kinds of other great sales opportunities in the pipeline."

### **Strategy, growth and results**

There is more than enough to get on with at DS, because in addition to merging DS and GOLDBECK, Mike must constantly think in terms of growth, strategy and results.

"I'm certainly not sat twiddling my thumbs in my new job," says Mike with a chuckle. He continues: "Our first step was to develop a vision for the companies in the run-up to 2030, and we then moved on to coming up with a strategy for DS Gruppen as a whole. So there's plenty to do."

Mike relates that work is also under way to examine opportunities for expanding DS Gruppen's subsidiaries, i.e. how best to utilise the resources each individual company

contributes, and how to benefit from the synergies inherent in having multiple production units under one roof. That said, the management's top priority is still to make sure that the subsidiaries deliver materials to their internal and external customers – as well as to GOLDBECK, of course!

"The four subsidiaries in DS Gruppen have plenty of good ideas about how to tackle this assignment and we need to consolidate them into a shared strategy. So we've devoted a lot of time to discussing which areas we should analyse in depth, how the different companies can work together as units, how they interact with GOLDBECK and what strategy we need to apply in order to penetrate the Scandinavian market. A part of this strategy was presented to staff on 9 February 2023 (for details, see page 26).

### **Similarities in work culture**

"The work culture in Denmark and in Germany is largely the same; employees at both DS and GOLDBECK take a direct approach where the emphasis is clearly on results, on entrepreneurship and on achieving success. This being the case, I find it extremely easy to work with my Danish colleagues. And as an added bonus, many Danes speak surprisingly good German," says Mike with a grin.

He goes on to relate that a number of DS staff have already visited the GOLD-

BECK head office in Bielefeld and are keen to discover how their German colleagues do business. "This is great to see and highly positive," says Mike.

### **We can learn from each other**

"We need to demystify the phenomenon that is 'GOLDBECK'. A lot of DS staff view the acquisition as a big company simply stepping in and taking over DS, but this is far from the situation in reality, where it's more a case of establishing a new working relationship with the potential to raise DS to an even higher level. It is important that DS Gruppen learns from GOLDBECK and that, in the same way, GOLDBECK learns from DS Gruppen. We have to bear in mind what it does and doesn't make sense to focus on. Both companies have a good deal of experience and a solid foundation in the industry, and this is something we should celebrate and utilise to the full," says Mike.

### **Optimises transport time**

Every other week, Mike drives from his home in Warburg to Hobro – a 6-hour journey each way. Moreover, when he is based at Bielefeld, he spends 1½ hours travelling to and from work every day. As such, Mike spends a lot of hours behind the wheel.

"It's not something I think about all that much. The time I spend in my car is taken up with phone calls and brainstorming, so I actually think I make good use of the travel time," he explains.

"I will almost certainly be travelling to and from Hobro for several more years, and I'm looking forward to playing a part in the continued development of DS Gruppen. I'm keen to see how far we can take it over the coming years," concludes Mike Flörke. ■

## Mike Flörke:

- 48 years old
- CEO of GOLDBECK since 2022
- CEO of DS Stahl since July 2022
- CSO of DS Gruppen since July 2022
- Married, with three children: two girls, aged 16 and 13, and one boy, aged 10
- Lives in Warburg, Germany

Mike Flörke is an outdoor enthusiast and almost constantly active in his spare time. He enjoys cycling (off-road) and sailing. At home in Warburg, Mike devotes himself to his passion for DIY and crafts. He has already completed a number of DIY projects around the house and garden; his latest creation is a gazebo that he designed and built himself.

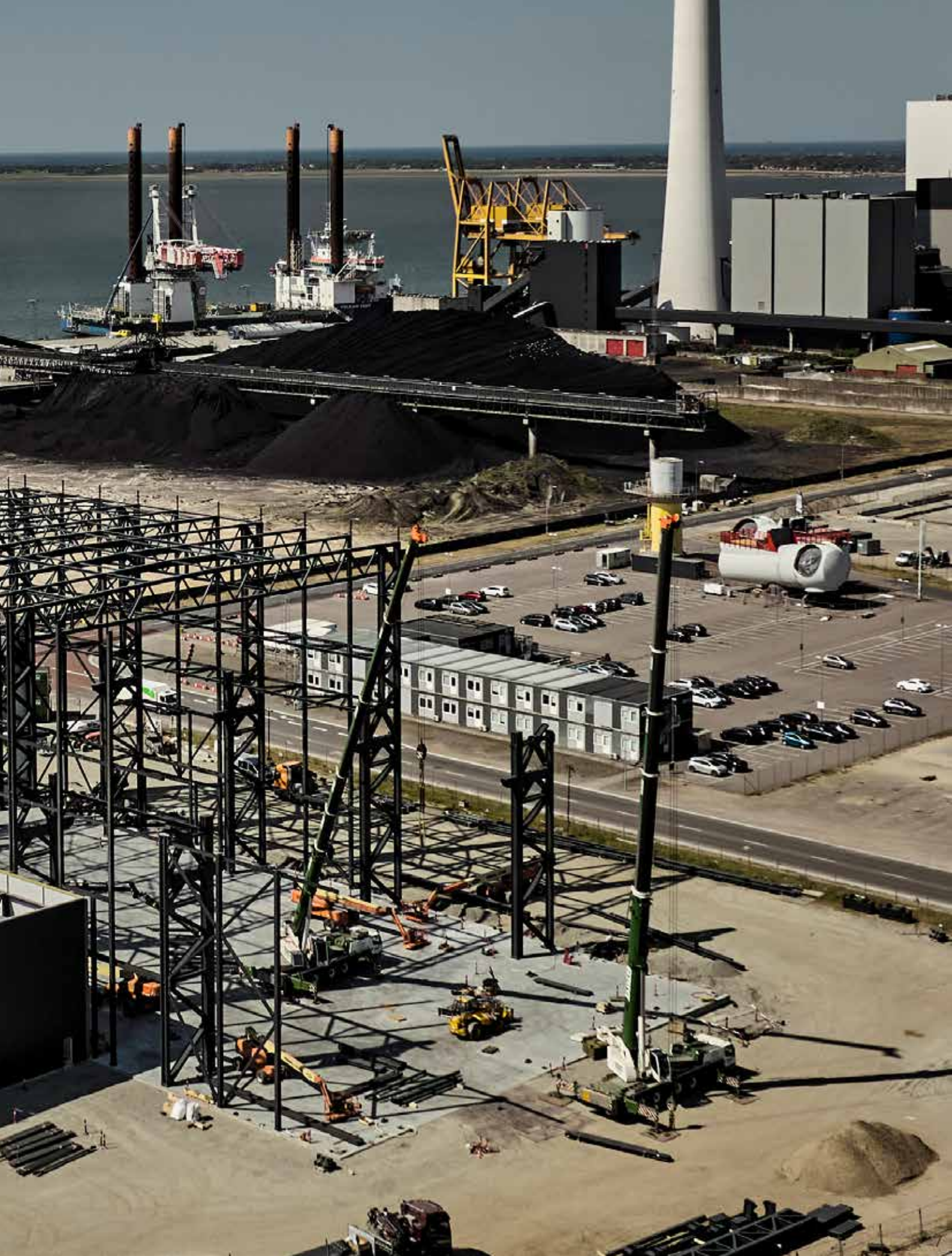
(Photo: GOLDBECK).

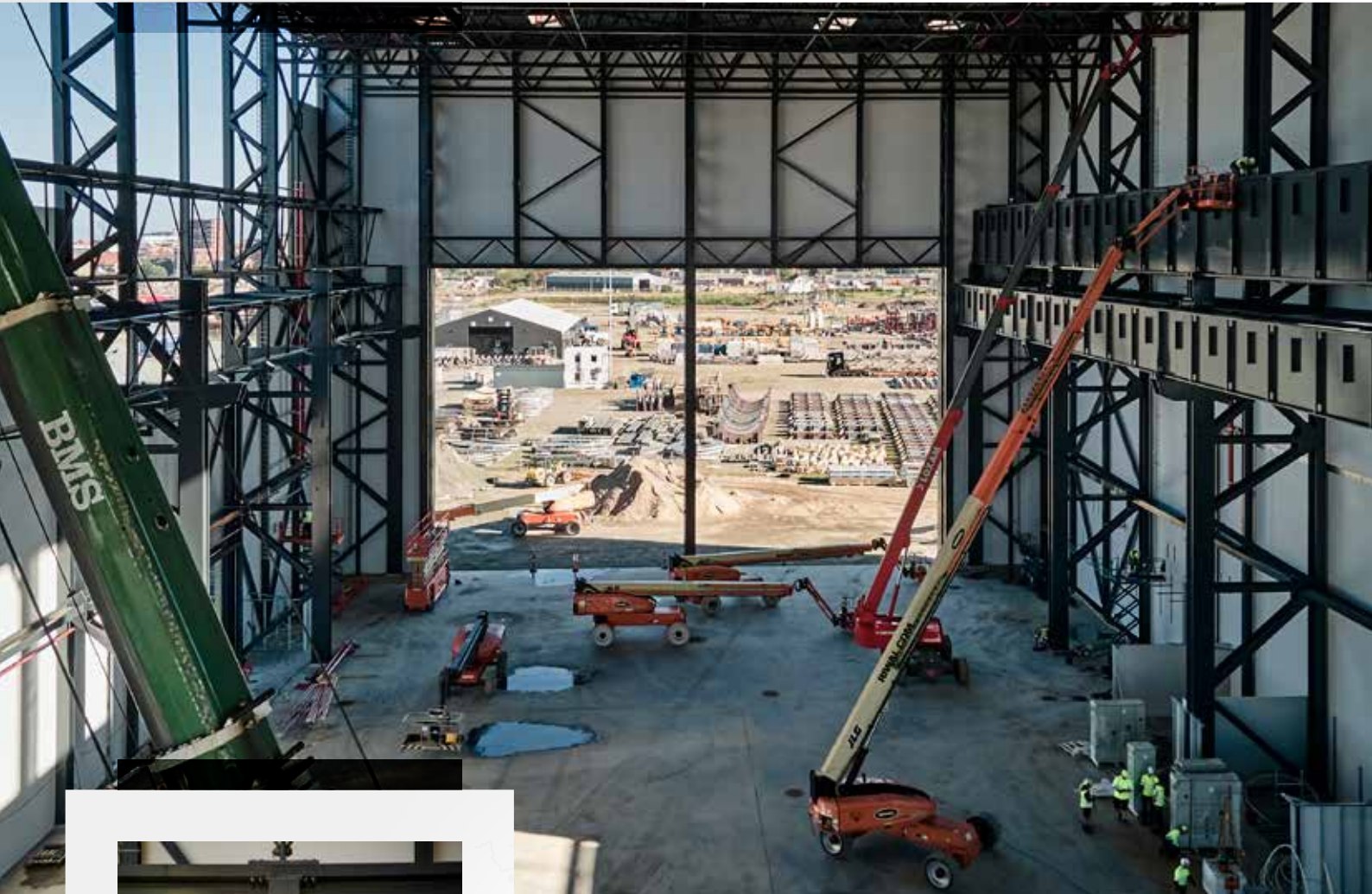




# Port of ESBJERG

Steel structures for one of the largest  
buildings in the world  
for the offshore wind turbine industry







The taller hall measures around 35 metres in height – the same as the famous Round Tower in Copenhagen.



 TINA WOODS  JAKOB LERCHE

*Project Manager Simon Jan Larsen and fitter Jan Eriksen.*

## Space for the Round Tower and green transition

**DS Stålkonstruktion** has delivered and assembled the steel structures for one of the largest buildings in the world for the offshore wind turbine industry at Esbjerg Harbour.

“It’s an exciting but incredibly complex construction as you can see, for example, in the lattice columns that are to carry the crane beams. Over and above the sheer size, the majority of the individual units that make up the lattice columns are welded in both

open and closed formats – and all in thick material,” relates Simon Jan Larsen, Project Manager.

The project is being carried out for JORTON A/S, where DS Stålkonstruktion, working closely with the other project partners, has been responsible for the project planning, production and assembly of the steel structures for two halls. The taller hall measures around 35 metres in height – the same as the famous Round Tower in Copenhagen.

# DS Stålprofil expands partnership with SSAB

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DS Stålprofil is expanding its partnership with SSAB for the delivery of fossil-free steel as from 2026.

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TEXT: TINA WOODS

PHOTOGRAPHY: JAKOB LERCHE

**S**teel manufacturer SSAB and DS Stålprofil have announced a partnership centred on the delivery of fossil-free steel as from 2026. DS Stålprofil is planning to use fossil-free steel in its roofing and façade products. The partnership is set to boost DS Stålprofil's position as a supplier of sustainable cladding solutions, and will bring SSAB closer to its goal of contributing to creating a fossil-free value chain.

## **SSAB is a Nordic and American steel company**

SSAB is a Nordic and American steel company that supplies value-generating products and services developed in close cooperation with its customers with a view to promoting stronger, lighter and more sustainable buildings. SSAB employs people in more than 50 countries and has production facilities in Finland, Sweden and the United States. SSAB is listed on Nasdaq Stockholm and has a secondary listing on Nasdaq Helsinki.

"We're delighted to have DS Stålprofil as our partner for fossil-free steel products. Together, we aim to support and facilitate the construction industry in fulfilling the future, demanding goals for carbon reductions in the building sector. Sustainable construction – not just in the utilisation phase, but also with regard to the materi-

als used in the actual building process – is becoming increasingly important. So with SSAB fossilfrit™ (fossil-free) steel, we can really make a difference in this industry," says Jan Meier, Sales Director at SSAB Europe.

## **Reinforces the position**

DS Stålprofil is already Cradle to Cradle Certified® on its principal product group, but the new partnership will give the company an even more sustainable profile in the future.

Thomas L. Rasmussen, CEO of DS Stålprofil, says: "In the transition towards a new, low-emission economy, our steel products will make an important contribution, helping contractors, architects and building developers to achieve their climate goals. The unique, fossil-free steel has a long service life and is 100% recyclable. We look forward to working even more closely with SSAB and to offering our customers the same high-quality steel cladding as always – but now with an even stronger sustainable profile. In this way, we are taking responsibility and helping to create a sustainable future."

## **Launch in 2026**

SSAB is planning to launch fossil-free steel on a commercial scale over the course of 2026, with a view to eliminating carbon



The photo is from the Building Green event in Aarhus, where Niels Rifsdal from SSAB and Consultant Architect Michael Højgaard Jensen from DS Stålprofil are proudly displaying the first plate of fossil-free steel as a symbol of the new partnership.

emissions almost completely from its own activities around 2030. SSAB is working closely with iron ore production company LKAB and the energy company Vattenfall

as a part of the HYBRIT initiative to develop a value chain for fossil-free iron and steel production. The intention is to replace charcoal, which is conventionally used in

the iron-ore based production of steel, with fossil-free electricity and hydrogen. This process practically eliminates carbon emissions in steel production. ■

# Craftsmen's party at DSV Horsens

Thursday, 11 May 2023 saw a topping out ceremony take place at one of the biggest construction sites in Denmark.

The 300 or so craftsmen at the 300,000 m<sup>2</sup> logistics building that DS Flexhal is constructing for DSV in Horsens, were to be duly applauded, with speeches and light refreshments.

Brian Winther Almind, Executive Vice President of DSV, held a speech for the approximately 300 guests. Project Director Morten

Kragelund and Director Anette Storm from DS Flexhal held a joint "bonfire speech" – wearing sunglasses and baseball caps in the DS colours. They thanked the client for the solid working relationship and for the confidence shown in DS, and, of course, thanked all the craftsmen for their huge input.

FIE BAUMANN



Brian Winther Almind, Executive Vice President of DSV and Anette Storm.



**DS Flexhal**  
- Part of GOLDBECK



Between 200 and 300 craftsmen work at the construction site.



DSV Horsens has been awarded DGNB silver pre-certification.



# 600 attend Open House event at DSV

On Saturday, 13 May 2023 DS Flexhal had organised an open house event where everyone involved in the DSV construction project was invited to take a close look at the construction site.

600 guests visited the construction site. Neighbours, craftsmen and employees and their families were treated to speeches, popcorn, "Football pools", Hjem-IS ice cream and hot dogs. A DS Flexhal train had also been set up to ferry guests around the giant construction site, and M.J. Eriksen

had opened up the machine fleet for the guests to view. Peter Sørensen, Mayor of Horsens, held a speech at the event, along with DS Director Anette Storm. It was a hugely successful day, largely thanks to time, effort and dedication of a team of DS Flexhal employees.

 FIE BAUMANN



Anette Storm, DS Director, and Peter Sørensen, Mayor of Horsens



Horsens Folkeblad has written an article about the event. **Scan the QR code to read it**



DSV Horsens will be self-sufficient in heating and cooling, and will draw power from solar panels.



# Trainee partnership with GOLDBECK

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DS Gruppen's companies are involved in a trainee partnership with GOLDBECK, and over the autumn we have opened our doors to three young "GOLDBECKers".

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TEXT AND PHOTOS: FIE BAUMANN

**A** number of DS Gruppen's companies have opened their doors to welcome young "GOLDBECKers", who are keen to give our organisation a try and build up some international experience.

## **Annalena Kill**

Annalena is a qualified structural engineer and employed at GOLDBECK. She has signed up for the "Trainee (m/w/d) – International Top Graduate Program", which is an individually prepared programme with the emphasis on boosting young talents.

The GOLDBECK training programme runs for 24 months and includes aspects such as international mobility and project work in at least three countries.

The trainee programme in Denmark lasts for five months and will give Annalena her first international experience. She is enrolled in the trainee process at DS Flexhal to sharpen her skills on one of our giant construction assignments, and the DSV project in Horsens is a perfect fit. Annalena will be working closely with Project Manager Morten Kragelund and the rest of the team in Horsens.

## **Alina Rosenthal**

Alina has joined the DS Flexhal finance department as a Finance Trainee. Alina

is also following a trainee programme at GOLDBECK and will be a member of the finance department at DS Flexhal for the next six months. Here, she will be working on a variety of tasks such as optimising IT systems and business processes.

Alina has found temporary accommodation in Aarhus and will thus enjoy the full benefit of our newly established office in the city.

## **Mark Düsediekerbäumer**

Mark is a qualified engineer and employed at GOLDBECK. He is also enrolled on the GOLDBECK training programme.

Mark Düsediekerbäumer will be spending six months in Denmark. He is interested in getting to know DS Gruppen's production companies and will therefore be spending two months working at each of DS Stålprofil, DS Stålkonstruktion and DS Elcobyg. The first period will be at DS Stålprofil, where Mark will have the opportunity to observe production of roof and façade cladding in thin plate steel. For example, he will be introduced to the unit's focus on producing profiles in sustainable GreenCoat®-steel and gain insight into the business model and corporate culture. Mark has been assigned to Thomas Lundgaard Rasmussen, CEO of DS Stålprofil, who will be his mentor during his trainee period. ■



To find out more about  
**GOLDBECK's programme,**  
scan the QR code.



Top left: **Annalena Kill**, who has been taken on by DS Flexhal to test out her skills on some of our biggest construction sites. Top right: **Alina Rosenthal**, who is also employed at DS Flexhal as a trainee in the finance department. Bottom: **Mark Düsediekerbäumer**, who will be working sequentially at DS Stålprofil, DS Stålkonstruktion and DS Elcobyg to gain experience of our production processes and corporate culture.





## New large goods terminal for Thurah



TRINE JUUL AXELSEN



JAKOB LERCHE

No matter whether you are heading for Copenhagen by train or by car, you are sure to travel past the attractive Thurah Transport facility in Ishøj. This is because the building is located with the motorway on one side and the railway tracks on the other.

**DS Elcobyg** and **DS Stålkonstruktion** have supplied concrete elements and steel structures to the construction in two stages. The first stage was delivered for DS Flexhal and the second for Vesti Olsen. In the second delivery, DS Elcobyg supplied around 2,100 m<sup>2</sup> of sandwich façades and 1,350 m<sup>2</sup> of wall elements. The company has supplied sandwich façades featuring exposed black stone with horizontal lines for both stages, as well as a centre wall in grey concrete.

“Both projects involved productive teams with excellent sparring between all parties, and for precisely this reason the assembly time for each stage was just two weeks,” relates Flemming Hvidberg Madsen, Marketing Manager.



## New CFO at DS Stålkonstruktion



TRINE JUUL AXELSEN



FIE BAUMANN

DS Stålkonstruktion reinforcing the management team. **Martin Duch Søndergaard** has been appointed the new CFO. Martin will be contributing to reinforcing our finance department and helping ensure the continued growth and success of DS Stålkonstruktion. He will also be joining the DS Stålkonstruktion management team. In his new role of CFO, Martin will have overarching responsibility in the DS Stålkonstruktion finance department.

He has previously held key positions in the areas of finance and management.





## GOLDBECK'S Sustainability Challenge



As a part of the battle to combat climate change and to secure a social and just society, GOLDBECK launched a Sustainability Challenge in early summer 2023.

Fully 1,088 projects were submitted to the competition, of which **12 ideas came from DS employees**. Two of these projects advanced to the second round, which will be decided on 31 October 2023.

The two DS ideas that progressed past the first round were submitted by **Kim Zachariassen**, Contract Manager and **Saul Diez Lozano**, Contract Manager specialising in sustainability – both from DS Flexhal. Saul's project was submitted on behalf of the DS sustainability group and centres on creating a system in which solar cells and green roofing function in synergy. Kim's idea is to use solar cell units that can generate power for containers and small setups.



## DS Flexhal to build for Novo Nordisk



**DS Flexhal** is to construct a warehouse and office building for Novo Nordisk. The project comprises an expansion of the existing building 25N in Hillerød. It was launched in early October 2023 and is scheduled for completion in June 2025.



## DS Stålsprofil at Byggeri '23



Four days full-on at **Denmark's biggest construction expo in Fredericia**, which attracted almost 28,000 building professionals from all parts of the country. **"Team Stålsprofil"** was ready and waiting to talk about sustainable construction involving steel and attractive architecture, while the DS Frame System (flashing) was accorded a little extra attention in a specially designed "expo stand wall". Back row, left to right: Morten Kjeldgaard Pedersen, Jesper Aas, Kenneth Raun, Michael Højgaard Jensen and Tonny Køhler Simonsen. Front row, left to right: Peter Wind, Stine Nørgaard, and Claus Bach Roed.

## DS elements for rented housing in Ballerup



TRINE JUUL AXELSEN



PETER VIUM ANDERSEN

On a former commercial site on Lautrupvang in Ballerup, property developer and turnkey contractor **CASA A/S has constructed 77 rented housing units** in a U-shaped, multi-level building. The development has been given the name of “Høje Haver” (High Gardens) and is designed to feature 15 different types of 2-, 3- and 4-room apartments of between 65 and 108 m<sup>2</sup>. The apartments are therefore attractive for all prospective tenants, regardless of age and marital status. The apartments were ready for occupancy in February 2023. “For the CASA A/S project, we have delivered approx. 3,700 m<sup>2</sup> of façades and around 4,000 m<sup>2</sup> of partition walls. The façades on this construction are quite special, as the white cladding elements on the ground floor level feature a wood structure, which brings the entire façade to life”, relates **Peter Vium Andersen, Project Manager at DS Elcobyg**.



## Symmetrical treat for the eye



HENRIK MAJGAARD



DS STÅLKONSTRUKTION

**DS Stålkonstruktion** has constructed 70,875 m<sup>2</sup> of warehouse and logistics hall, along with the associated office facilities, in Enköping, a suburb of Stockholm. The customer – **Logistic Contractor** – is a part of the Wästbygg Group.

Stig Lilbæk Vestergaard, Project Manager at DS Stålkonstruktion, says: “This is one of those projects that is a steel supplier’s dream. The double symmetry along the length and breadth of the building creates an eye-catching roof structure featuring more than 360 identical lattice beams.”

He continues: “At the same time, it’s been a real pleasure to work with Logistic Contractor, as we enjoyed an excellent dialogue all the way from the project planning phase, and they provided a top-quality construction site. This helped ensure a smooth assembly process with no major challenges.”

## DS Stålprofil at expo in Cologne



TINA WOODS



DS STÅLPROFIL

**On 5 and 6 November 2023** it was expo time once more for DS Stålprofil. Under the banner of “Forming the Future”, the **EUROBAUSTOFF Forum was held in Cologne**. Dietrich Stukov, Jens-Dieter Haß and Lars Siebels from DS Stålprofil were there to answer questions from visitors about “Steel profiles for every need”.





## “Newbies in Flexhal” welcomes new members



FIE BAUMANN



IDA BOLL LAGONI OG MATHIAS WENZAL KRUSE

The “Newbies in Flexhal” network is open to all employees with under five years of experience at DS Flexhal. On **19 April 2023** the network – in full compliance with its stated objective – held a get-together to allow members to share professional knowledge and mingle informally across the boundaries of the everyday construction teams. Ida Boll Lagoni and Mathias Wenzal Kruse had once again organised an interesting and exciting day for 25 colleagues, featuring elements such as an introduction and welcome for the numerous newly employed members.

Johnny Meinhard Ramm, Design Engineer and certified statics engineer (KK2), shared his impressive knowledge about CC- and KK-classes, fire safety and statics in general with his colleagues. Before lunch, there was time for a brisk walk to the PowerCon construction site in Hobro, where Project Manager Peter Stounerberg hosted a guided tour. Project Manager Anders Højgaard

Jensen, who is newly employed himself, gave a talk about geotechnical engineering and soil in execution, after which Student Assistant Tonje Luckenwald talked about LCA calculations.

“As a new employee of DS Flexhal, I found the event extremely interesting and educational. We heard presentations about LCA, geotechnical engineering and statics, and had the chance to visit PowerCon in Hobro. Newbies in Flexhal is a fantastic opportunity to meet other young people and new employees, and to hear about their challenges, questions and experience in the sector,” says Emma Mortensen, Assistant Project Manager at DS Flexhal.

The day was rounded off with social activities in Hobro Sports Centre, where indoor pistol and rifle shooting competitions had been organised.





DS Elcobyg has supplied wall elements and sandwich façades for this striking project.



TRINE JUUL AXELSEN



JAKOB LERCHE

## Striking expansion of Green Hydrogen Systems in Kolding

**DS Elcobyg** has successfully completed stage 2 of the project to expand an administration building and production hall for **Green Hydrogen Systems in Kolding**. The expansion project was carried out in partnership with the building developer's contractor Kjæhr & Trilingsgaard, and the consultant company OJ Rådgivende Ingeniører.

"The project started out as quite a simple one, as it was basically to resemble the same system as for the first stage, but the application of new standards meant that it became more complex than we expected. In addition, the building developer chose to increase the height of the hall, such that the total height of the sandwich

elements had to be 12 metres. The project was further challenged by a number of unforeseen events, including the Russian invasion of Ukraine. Despite frequent changes to the project, we nevertheless succeeded in delivering the shell on time," relates Flemming Hvidberg Madsen, Head of Marketing.

DS Elcobyg has played a crucial role in the project, as the company was responsible for the delivery of the entire shell, including façades, walls, columns, floor slabs, stairways and beams. DS Elcobyg's own production encompasses 500 elements, divided between wall elements and sandwich façades.

Gert Klitgaard Jacobsen, Operations Manager,  
was the responsible project manager for  
the implementation process.

# Everyday processes NOW managed in the cloud

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DS Stålsprofil has taken a significant step forward with the implementation of Business Central, a cloud-based Enterprise Resource Planning System (ERP). The purpose of this electronic resource management software is to improve efficiency and manage all everyday processes across the different departments.

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TEXT AND PHOTOS: FIE BAUMANN

**T**he Business Central Enterprise Resource Planning System (ERP) is a comprehensive business management system developed by Microsoft. It is designed to help companies integrate and automate their business processes across different departments including finance, sales, purchasing, stock management, production and more.

## **Painstaking process**

Back in April 2023, EKKO spoke with Gert Klitgaard Jacobsen, whose everyday position is Operations Manager at DS Stålsprofil. As the responsible project manager for “Mission Business Central”, he has been heavily involved in the implementation of the ERP system.

“The implementation of the system has been a comprehensive assignment that demanded painstaking and thoroughly structured handling. The requirements and process documents that lay the foundations for the conversion from Navision to Business Central were prepared way back in October 2018,” says Gert Klitgaard Jacobsen. “I attended my first meeting in June 2020, when I was given responsibility for heading up the implementation process.”

“When the process was already under way, the decision was taken to replace the item number system, which turned

out to be a huge task. The existing system features approximately 10,000 item numbers that were organised inappropriately, so it made sense to organise them properly during the process – by dividing them up into nine principal groups, for example,” adds Gert.

## **Conversion to the new “religion”**

In order to ensure a successful transition to the new system, we chose to publish information about the changes as early as July 2020. At the time, we expected that the switch from Navision to Business Central would take place around the turn of that year. A group of employees was selected to become superusers and they were involved in the system changes.

“It didn’t quite go according to plan. A number of unforeseen challenges arose as the work progressed, and there was a fair amount of turnover in the group of superusers and the external project managers. However, the fourth project manager fortunately managed to complete the implementation successfully,” says Gert.

## **Training the staff**

One of the key factors for successful implementation is appropriate training of the staff. Both administrative staff and their colleagues from the production department received thorough training in





The group of superusers came together for the final test prior to the launch in April 2023. Clockwise around the table from the far left: Heidi Wohlfarth, Rune Tagmos Bertelsen, Gert Klitgaard Jacobsen, Martin Nielsen, Jeanette Buus Christensen, Anette Amdi Christensen, Mette V. Kristensen, Lone T. Sørensen, Birthe Trads Sørensen and Daniel Hvid, Norriq – Aalborg.



“In spite of some ‘teething troubles’, DS Stålsprofil is now starting to experience better utilisation of the functionality.”

the use of the new ERP system. We started out in autumn 2022 with weekly flow tests involving all superusers.

### Internal training

Our highly committed superusers have been tireless in their training activities, preparing both lesson plans and user manuals for all staff. Their dedication and energy in the training process helped en-

sure that all staff had built up solid familiarity with Business Central by the time the system finally came online on 24 April 2023.

Before the “Go Live” back in April, we ran two test conversions to ensure a problem-free migration from Navision to Business Central. These test conversions were crucial in ensuring that all data – including stock holdings – were correctly transferred to the new system.

“In spite of some ‘teething troubles’, DS Stålsprofil is now starting to experience better utilisation of the functionality. The implementation process has demanded dedicated superusers and comprehensive training of the staff – and we owe them a huge ‘Thank you!’ for their input,” says Gert.

### Resource-intensive

It is worth noting that the implementation of a new resource management programme is not easy. It demands time, resources and a solidly structured plan. DS Stålsprofil has wholeheartedly invested in the chan-

ges that were necessary to achieve more efficient operation. With the new ERP system in place, DS Stålsprofil will be better equipped to handle the everyday processes and achieve improved productivity and competitiveness.

### After six months in the cloud

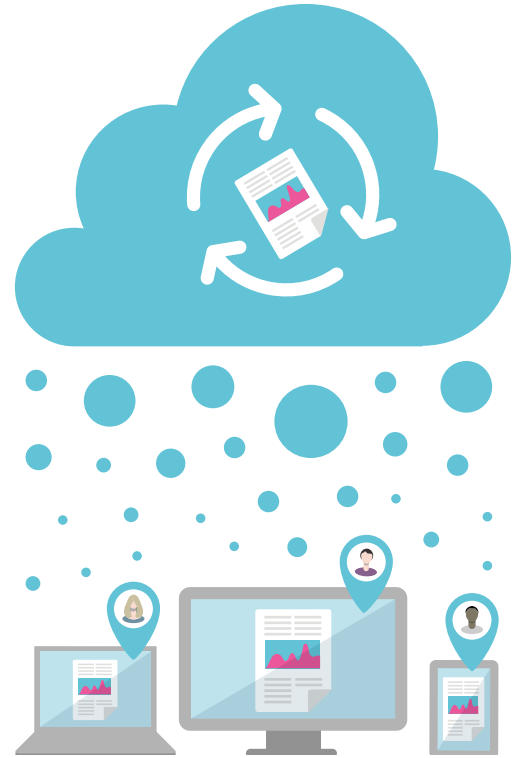
“New systems naturally have to go through a period of ‘running in’. Only in a perfect and ideal world will users do precisely what is expected of them. In the real world, errors are made. For example, we have experienced how an incorrect address on a package can generate ‘a storm’ in the cloud,” says Gert with a smile.

“We’re delighted that we have already come this far, just six months after the launch. It has made everyday work much easier; all staff are equipped to use the system and one of the biggest benefits is that we can all access the system online from various locations and via all kinds of devices,” concludes Gert Klitgaard Jacobsen. ■

## Microsoft Business Central

### Enterprise Resource Planning System (ERP)

- Business Central is a cloud-based solution from Microsoft that provides companies with access to the system and their data via the internet, using devices such as computers, tablets and smartphones. This translates into added flexibility and mobility for the staff.
- The system comprises a wide range of features and modules, including accounts, financial management, sales and customer relations, purchasing and supplier governance, stock management, production, project management, service handling and more. It can also be integrated with other Microsoft products such as Office 365, Power BI and Power Apps.
- Business Central can be adapted to the needs of the company and grow in step with the business. It is possible to include bespoke features and extensions in order to accommodate specific business requirements.
- Generally speaking, Business Central helps companies to streamline their business processes, improve decision-making and gain better insight into their operation by collating and organising data on a centralised platform.



The superuser group worked intensely with the final tests prior to "Go Live" in April 2023.



## DS Stålprofil has delivered steel roofing to the winner of “Årets Arne 2023”

 TINA WOODS  JAKOB LERCHE

In 2023, the prestigious architecture award “Årets Arne” has been presented to a sustainable project featuring steel roofing from DS Stålprofil. It is a truly beautiful project with especial emphasis on sustainability in the form of durable craftsmanship, robust materials and architecture that enhances quality of life for users. **Børnehuset Egedammen** is described as one of the first Swan Ecolabel certified and carbon neutral institutions in Denmark. The materials have been carefully chosen from the perspective of a sustainability mindset, where wood, recycled brick and steel come together to underpin the experience of nature. The kindergarten has been built as a three-wing farmhouse in solid, Swan Ecolabel certified wood, insulated with wood fibre insulation and topped off with a GreenCoat® Pandeplade steel roof. GreenCoat® steel cladding from DS Stålprofil is a documented sustainable solution, manufactured in an eco-friendly process involving organic rapeseed oil. The production process, the level of recyclability and the fact that the system for rainwater run-off does not result in heavy metals or other chemicals leaching into the surrounding environment makes the product attractive for green construction projects.

“Årets Arne 2023” is awarded by Copenhagen Architects’ Association.




## Two shops for Mads Møller Hansen

 FIE BAUMANN  DS FLEXHAL

**DS Flexhal** is to build two shops for Mads Møller Hansen A/S on Tåsingevej in Hobro. One shop measuring 1,499 m<sup>2</sup> is to be constructed as a shell with the option of division into two tenancies, and the other as a thansen outlet measuring 1,281 m<sup>2</sup>. In addition, 2,300 m<sup>2</sup> of cladding is to be produced.

## Paula Meyer new head of department at DS Flexhal

 ANETTE STORM

 FIE BAUMANN

**Paula Meyer** has been appointed **Head of Department for Administration Construction Scandinavia** – a new business area at DS Flexhal. Paula has an MSc in Industrial Engineering/Civil Engineering and has previously worked for GOLDBECK. Over the past seven years, she has headed up a number of international projects in countries including the UK.


When she originally joined DS Flexhal, Paula was based at the head office in Hobro, but in August she moved to Copenhagen with her husband. At her new base in the Danish capital, she will be working on developing strategies and helping DS Flexhal achieve its goals of becoming better known for building offices and domiciles, and increasing the company’s share of the market in Scandinavia.



**Scan the QR code**  
to find out more  
about DS Flexhal’s new  
business area



## Sunshine assembly

 HENRIK MAJGAARD

 DS STÅLKONSTRUKTION

Just north of Lolland lies the island of Fejø, also known as the gem of the Danish South-Sea Islands. A fitting description! **DS Stålkonstruktion** has delivered a new grain hall to the island, where the fitters had the pleasure of working in bright sunshine and enjoying the truly beautiful surroundings.

“The hall covers 570 m<sup>2</sup> and is five metres high. External buttresses help to withstand the pressure from the grain, which will be filled to a height of three metres,” relates René Haderslev, Project Manager.

## Attractive new Plantorama soon to blossom in Kolding

 TINA WOODS  STENDER PROJEKTUDVIKLING APS

**DS Stålkonstruktion** has delivered load-bearing steel structures for the new store, which is to open in spring 2024. The structures are designed to support the roof over the 7,000 m<sup>2</sup> store area. In addition, the building features a mezzanine floor of approx. 2,000 m<sup>2</sup> which will house a restaurant, playland and roof terrace.

Safety is a prime concern and the steel structures for the first floor have been fire dimensioned to 30 minutes, while the structures below the first floor feature protection to resist 60 minutes

of fire. This is not just an ongoing construction project, it is a nascent adventure park for plants and animals, which will soon become a reality.

**DS Elcobyg** has also contributed its expertise, supplying concrete elements for the adjacent warehouse building, as well as slabs for the first floor. The outdoor area will feature a covered shop section that will blend the beauty of nature with a wonderful shopping experience.





- ✓ 1: CrossDock..... 51,000 m<sup>2</sup>
- ✓ 2: Sub-Warehouse..... 46,000 m<sup>2</sup>
- 3: Main Warehouse..... 195,000 m<sup>2</sup>
- 4: Welfare facilities..... 540 m<sup>2</sup>
- 5: Rainwater reservoir..... 47,000 m<sup>2</sup>
- 6: Domicile (KG Hansen)... 20,000 m<sup>2</sup>




 FIE BAUMANN
  AK83 ARKITEKTER

## Delivery of 97,000 sqm with 20 km of stripes – 195,540 sqm to go...

At the start of October 2023 DS Flexhal **delivered the first phase of the DSV construction project in Horsens**. The CrossDock (No. 1 on the overview photo) forms part of the first delivery. It comprises three buildings with a total area of 51,000 sqm, and is one of the largest terminals in Northern Europe, featuring fully 320 gates and associated loading docks. We can also check the Sub-Warehouse (2) off the list, a 46,000 sqm building rising to a height of 18 metres.

“It’s a huge building project and it’s going brilliantly – it feels almost as if ‘we’re laying the track as we go’. The delivery of the first phase was an important milestone to check off, and we’re already well under way with the next phase: the 195,000 sqm

Main Warehouse (3)”, relates Project Director **Morten Kragelund**, shown here with **Asbjørn Henriksen** who is also a Project Manager at DS Flexhal.

Assistant Project Manager **Emma Mortensen** shows us around the construction site and explains that more than 20 km of stripes have been laid down for the CrossDock and Sub-Warehouse alone. From the top of the Main Warehouse, we can look out over the four finished buildings, and we already sense that the Main Warehouse will be a gigantic building.

The delivery was duly celebrated with a “hot dog stand” party to thank the craftsmen and staff for their input.

## A day of “Abbreviations”...

On Wednesday, 11 September 2023 DS Elcobyg once again hosted an inspiring and educational after-work meeting about sustainability in the construction industry



The air was thick with “green” abbreviations: CO<sub>2</sub>e, BREEAM®, DGNB, LCA, LCC, EPD and ESG, but fortunately, an expert panel was on-site to explain the various concepts to the assembled DS staff.

The two “bright sparks” (left to right): **Saúl Díez Lozano**, who is employed as contract manager specialising in sustainability at DS Flexhal, and who shared his extensive knowledge of BREEAM® certifications. **Nikolaj Heimann Byrgesen**, a student assistant at DS Elcobyg, currently studying data and business analyses. He enthusiastically described the huge amounts of data that have to be collected and analysed to document a company’s LCA calculations, etc. He also gave a fascinating presentation about DGNB certifications.

The pair then handed over to **Flemming Hvidberg Madsen** – Meeting Moderator and Head of Marketing at DS Elcobyg (and a member of the steering group for the Sustainable Concrete initiative), who “provocatively” laid out some

nightmare scenarios and doomsday prophesies, talked about sinners large and small... but thankfully shared some really good ideas for what WE ALL – though manageable acts and actions – can do to make our everyday lives a little bit greener, at the same time as emphasising the importance of doing so.

Saul, Nikolaj and Flemming are all involved in the interdisciplinary working relationship on sustainability at DS Gruppen.

The last speaker to step forward was **Henrik Bratbøl fra NullCarbon**, who inspiringly explained how to “geek down” into LCA and EPD calculations, and how to make the best use of these data.

Looking back on the various lectures, the clear impression is: “ALL hands to the pumps – we CAN and MUST do something about our carbon footprint, at home, in the business community, in society in general, in Denmark and worldwide!”



Elephant in the Hall:

# The development is madness

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ARTICLE FROM THE TRADE JOURNAL  
*LICITATIONEN*:

Anette Storm, Director at DS Flexhal, finds it irritating that the green transition in the construction sector is constantly butting heads with laws and regulations that are pulling in the diametrically opposite direction.

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TEXT: KENT KJERSGAARD-HANSEN, *LICITATIONEN*  
PHOTOGRAPHY: POUL CHRISTENSEN

She really does not have the time. She is on her way to a meeting at one of the biggest construction sites in Denmark, just west of Horsens, where DS Flexhal is working to build one of the largest logistics centres in Europe. But asked about developments in Danish construction in recent years and an increased consumption of materials – in an age of pious, green ambitions – she makes time.

The flow of words lives up to her surname. Anette Storm is a woman on a mission. And she is frustrated at having worked so hard for so long to call attention to an undesirable development in the construction sector. Without getting through to anyone.

“A lot of us have long been talking about the current inappropriate developments, with our words falling on deaf ears. It’s high time someone started paying attention,” says Anette Storm, Director at DS Flexhal – a part of DS Gruppen, one of the leading groups in the field of steel and concrete construction in the Nordic region.

Anette has been “avidly” reading the series of articles in *Licitationen – Byggeriets Dagblad* about the increased consumption of resources in the Danish construction industry, which, according to the journal’s sources, is adopting an even tighter “belt and

braces mindset” following the introduction of a certification scheme for statics, as well as raising of the status of the “DS/INF 1990” guidelines to *de facto* legislation.

The time has now come, in Anette Storm’s opinion, to take a long, hard look at the construction of warehousing and logistics buildings.

“In relation to the consequence classes, these are some of the simplest constructions we have in Denmark, and we have never witnessed serious failings in the area. But what’s been going on in recent years has been absolute madness,” she says.

## What’s mad about it?

“I’m irritated to see that at a time when the overarching challenge is a green transition of the building sector, we are coming up with regulations and laws that diametrically oppose this transition and tie one hand behind our backs in relation to our neighbouring countries – Sweden for example. What I find most irritating of all is that we keep on pouring more materials than necessary into our constructions,” says Anette Storm.

## Few became five

One of the first – and, according to Anette Storm, still the biggest – obstacle to sustainable development in construction was

Anette Storm, Director at DS Flexhal, one of the biggest contractors in Denmark in the construction of warehousing and logistics buildings, has attempted via both the Danish Construction Federation and the "DS/INF 1990" committee to influence an increased – and, in her eyes, unnecessary – level of safety on the company's construction projects. Thus far unsuccessfully.





“What I find most irritating of all is that we keep on pouring more materials than necessary into our constructions.”

– Anette Storm, Director, DS Flexhal

the revised edition of “DS/INF 1990”, which was published in 2018. In the new edition, “a few people” was suddenly redefined as “up to five people”. At the same time, the INF manual – which should actually be a set of guidelines – was elevated to the status of *de facto* law.

“It may not sound like such a huge alteration, but when the safety class, and thus the construction class, of a warehousing or logistics hall measuring perhaps several thousand square metres is suddenly to be defined so precisely on the number of people, then it has far-reaching consequences,” says Anette Storm, and presents a classic example:

A concert hall that has space for 150+ people but a span of less than 12 metres can be built in CC2/KK2, while a warehousing hall with, for example, an associated packing line, for 150+ people but a span greater than 0 metres has to be built in CC3+/KK4.

“It makes no sense at all. I have no doubts about which of these two building I rate higher from the perspective of safety,” says Anette Storm.

“In one of them, the personnel know the area and work there every day, and it may be covers 10,000 sqm. In a concert hall, the people don’t come there that often and therefore aren’t as familiar with the building. In addition, the area is smaller, so it will probably be more confusing to try to find your way out of the building. The biggest paradox is that nothing has ever gone seriously wrong in warehousing and logistics buildings.”

In an article in *Licitationen*, Bent Feddersen, the president of the committee responsible for “DS/INF 1990”, stated that the committee is always ready to discuss the issue. He

and the other committee members have also noted the criticism from operators such as DS Flexhal and DSV, who approached the committee jointly, and in a subsequent edition of the INF, the “five people” has been changed back to “a few people”.

“It just hasn’t had an impact in practice. The ‘five people’ rule has become the norm, so ‘a few’ is still defined as five,” explains Anette Storm. She continues:

“In our discussions with Bent Feddersen, he insists that the rules have not been tightened up. To that, I can only say that it is absolutely not what we see out in the real world.”

Asked by *Licitationen*, Bent Feddersen has estimated that the additional consumption of resources stemming from moving one consequence class up amounts to around 4–5 per cent. An estimate that has been contradicted by multiple sources from the industry. For example, DS Flexhal cautiously estimates that it results in extra consumption of more than 15 per cent.

DS Flexhal and Anette Storm have repeatedly contacted the Danish Construction Federation (*DI Byggeri*) with a request to put revision of “DS/INF 1990” on the agenda at the highest level of the construction industry.

“Every time, I receive a polite response that they’ll get back to me on that. They just never have,” she explains

### A clean driving licence

Anette Storm relates that although the original wording in “DS/INF 1990” has been restored, the conservative interpretation (“five” rather than “a few”) lingers on. She views this as a prime example of the loss of common sense and the extra “belt and braces” approach that has crept into the

sector along with the certification scheme, and which many others in the industry have described in *Licitationen*.

“Let me be absolutely clear that it’s not about the checks. We have no problem with being checked: our criticism has nothing do to with the checks themselves, even though this is the accusation that is typically levelled at our sector,” says Anette.

“The issue here is that engineering evaluation and with it, the capacity to interpret the rules according to the real-life situation and to make the right decision via comparative analysis – the ‘common sense’, as others have also termed it – has disappeared from the construction sector.”

DS Flexhal has two certified statics engineers on its books, and Anette Storm experiences at first hand the lack of confidence associated with the scheme.

“They have been handed a clean driving licence, in principle, but the traffic regulations are completely impenetrable and point off in all different directions. So how the hell are you to behave in traffic? I know what it’s like to have penalty points on your licence, and the result is that you ease off the gas pedal. The same sense of cautiousness has now hit the construction sector,” she says.

The criticism is directed exclusively at the scheme itself, not the people certified under it. Anette Storm explains:

“I almost feel sorry for the people who have obtained certification, and I think that it’s just plain dumb that we should have some of the most highly skilled statics engineers in the country sat checking documentation on warehousing and logistics halls submitted by other statics engineers. KK3 and



*You can also turn the page to read the interview with Flemming Hvidberg Madsen, Head of Marketing at DS Elcobyg, where he comments on the same topic >>>*

KK4 statics engineers are in short supply, so we must surely be able to put their skills to better use,” she muses.

Her own skills could also be put to better use than, for example, immersing herself so deeply in the topic and the discussion about “DS/INF 1990”.

It speaks volumes about the scope of the problem when I, as a director, need in-depth knowledge of a DS/INF,” says Anette Storm, who explains:

“It all started with the frustrations of one of our statics engineers. The fact that he had been robbed of the opportunity to perform an engineering estimate – along with even the smallest chance to interpret the rules – and therefore had to make the most conservative choice every time, meant that he was obliged, on a daily basis, to get into discussions with those around him, because common sense had been replaced overnight with an inflexible matrix.”

She herself is frustrated with how she has had to spend so long clamouring about things moving in the wrong direction at a time when “the focus should be on sustainability rather than on the more stringent rules, which are beyond comparison with those of our neighbouring countries, where the requirements on statics and fire safety are far less restrictive,” as she has written in her LinkedIn posts.

Anette Storm does hope that the sector and, in particular, the heavyweight organisations, are ready to take up the fight now that greater focus has been accorded to the developments of recent years.

“We owe it to the climate to re-introduce common sense instead of simply pouring more and more materials into our construction projects,” concludes Anette Storm. ■



*The article about Anette Storm forms part of Licitationen's coverage of an increasing “belt and braces” mentality in the construction sector and rising material consumption, where development – in the context of the climate crisis – should be moving in the diametrically opposite direction.*

*The series of articles entitled Benspænd for bæredygtighed i byggeriet [Obstacles to sustainability in the construction industry] has now resulted in Anders Stouge, Director at the Danish Construction Federation, convening a mini-conference. Scan the QR code to find out more.*

# It wasn't like this in the '90s... They're still standing!

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As a supplement to the feature on Anette Storm, EKKO met one of the DS Group's concrete specialists – Flemming Hvidberg Madsen from DS Elcobyg – who is passionate about avoiding over-consumption of resources in the construction industry.

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TEXT AND PHOTOS: FIE BAUMANN

**F**lemming Hvidberg Madsen is Senior Marketing Manager and sales operative at DS Elcobyg, but he won't sell at any price. His ambition is to be a credible consultant, who views projects from the perspective of sustainability as well, and gives customers an honest recommendation in relation to building responsibly.

Flemming is a member of DS Gruppen's pan-organisational sustainability group and also has a seat at the table of the "Sustainable Concrete Initiative" under the auspices of the Dansk Beton sector association.

Flemming is truly passionate about sustainable construction, and he is doing his utmost to influence the direction the sector has taken with regard to over-consumption of resources. In that spirit, he give a GIANT THUMBS UP to Anette Storm for placing this important issue front and centre (see the article on the preceding pages).

## It wasn't like this in the '90s

It wasn't like this in the '90s when *Robocop 2* was wowing audiences with its vision of a dystopian future.

Back in 1996, when Flemming, as a newly qualified engineer, was tasked with calculating a concrete floor, the customary thickness was 18 mm – rather than

today's mandatory 22 cm. And, Flemming emphasises, the buildings constructed in the 1990s are still standing. He relates that today, much higher demands apply to robustness, structures are bound more firmly together, and the volume of reinforcement, pipes and wall screws has increased. This all results in much higher resource consumption which, according to Flemming, makes no sense.

"To put it a bit provocatively, it's not because the 18 cm can't cut it any more. Look at the whole of the city of Aarhus, for instance. If this were true, it shouldn't be standing at all, because the buildings simply could not be approved under the new standards. That is precisely my point: it makes no sense. We have software today that can calculate right to the limit, but then these new standards try to tell me that what I calculated a few years ago isn't sufficient today. It's not because we've all got fatter or because we're calculating with a different wind load. No, it's because we're piling safety on top of safety, on top of safety," he explains, and continues:

"For example, we need to take into account impact noise between the storeys and natural frequency. As such, we've added extra 'de luxe qualities' to our buildings so you can't hear your upstairs neighbour or feel a floor giving slightly if you jump



up and down on it. OK, it can be a little uncomfortable, but are we willing to pay extra on the carbon accounts? Hand on heart, I can say that this is not necessary to ensure the durability of the building – so is it really worth it? After all, it's not all the bells and whistles that make a car function," says Flemming.

### The 28-day rule

"Today, we produce concrete with a higher intrinsic strength than necessary on account of the '28-day rule' for example, which stipulates that we have to declare that the concrete has reached 95 per cent of its strength after 28 curing days."

Flemming goes on to put it in layman's terms:

"If you're baking bread that has to be ready the same day, you need a lot more yeast than if you're baking sourdough bread. The same applies to concrete. The longer it is allowed to 'rise', the stronger it will be. So if you dropped the demand for 28 days, you could use a lot less cement (= yeast) without compromising the quality of the end product. In practice, a newly cast concrete element only has to be strong enough to be removed from the form. Its full strength won't be required until long after that. For example, if we could make our declaration after 50 days, we could minimise the cement content."

"When I'm calculating a project, I would dare to claim that I could reduce material consumption by a third, without compromising on the actual safety. However, that assumes that the authorities are willing to change the standard – including the consequence classes – and to compromise on serviceability limit state."

### This is madness

"The new standards also require us to calculate and document an accidental load. This means that we have to dimension buildings to withstand the impact of a heavy goods vehicle ploughing directly into them. Even though this is a highly unlikely scenario – one in a million – we must still factor it into our wall calculations. Are we prepared to pay such a high CO<sub>2</sub> penalty for that? Shouldn't we rather weigh the risk of a vehicular collision against the risk of an impending climate catastrophe? What's more likely? And if the winds of climate change rage across

the country, there won't be anything left standing anyway!"

### 1D-10T error

Flemming makes the point that errors will still inevitably occur, even with all the over-dimensioning factors. For example, there may be a bricklayer who has forgotten to buttress a gable, or a construction error at the building site. In such cases, the building will fall down anyway, regardless of how much material we pump into it.

"The October storm we witnessed recently blew in from the east with a wind speed of 26 m/s. The standards stipulate that buildings must be able to withstand 24 m/s, and it's worth noting that wind load is normally calculated on the basis of westerly winds. As far as I know, the storms didn't cause a single building to collapse. There may have been a couple of gables damaged or a few tiles that blew down, but this was due to errors in execution – 1D-10T errors – which you cannot regulate against."

### Fire – a bigger danger in Denmark

Talking to Flemming, it becomes clear that he is passionate about the issue, he can go on and on listing examples of over-consumption of materials.

"Safety is crucial, of course, but here in Denmark we're taking the 'belt and braces' approach. For example, if you look at a fire in Denmark and a fire in Germany, the fire is clearly 'more dangerous' in Denmark – from the perspective of the demands we make here. If you want to build a car park in Denmark, for instance, you have to use much more material than for the same structure in Germany."

"The regulations in our neighbouring countries are much more accommodating. For example, Jonas Bang Eriksen from DS Flexhal's car park department was involved in running calculations which demonstrate that we have to use about 25% more steel for the load-bearing components in a car park in Denmark than in Germany. Once again, you have to ask yourself 'WHY?' – it makes no sense. In the same vein, you can build warehouses in Sweden of up to 50,000 m<sup>2</sup> without fire sections, while in Denmark the maximum size for such buildings is 10,000 m<sup>2</sup> – WHY?"

"The only conclusion I can come to is that we're increasing the reinforcement,

increasing the thicknesses and over-consuming materials without this providing the client with a better building – it'll just be more expensive, with a bigger carbon footprint."

Flemming mentions two comparable projects in Kolding, one built by DS Elcobyg, the other by a competitor. The buildings are more-or-less identical, but one was constructed according to the old standards, the other to the new ones. The difference in price between the two buildings was almost DKK 1 million.

"You can look at some old projects and think, 'Hey, was that actually possible?' For example, when we were working on renovating our old loading area, we found that the existing walls had been reinforced with just a few slim rods. When we re-calculated the project, what we had inserted to have it approved was absolutely insane."

### "I'm worried!"

"At the risk of repeating myself, we're pouring more and more raw materials into our buildings. Hand on heart, if you knew that the material thicknesses had to increase simply to ensure that your upstairs neighbour could walk around without you hearing it, would you be willing to increase the material consumption by around 25%? Is it really worth it? If we go back just five years, as a sales manager I could be tempted to add a bit more 'flour' to earn a bit more money, but the situation today leaves me with a sour taste in my mouth. Here at DS Elcobyg, we have a mesh welding plant so we have next to no waste at all, and we've optimised our production process. However, all our efforts here have been swept away by over-dimensioning in the form of utterly pointless extra reinforcement. This is precisely what I want to highlight in the debate. 'ENOUGH' is enough; we need to be more responsible. Join the fight! We need to use our resources responsibly."

### "Belt and braces" vs. "handcuffs"?

"There is a tendency for the public to berate the responsible statics engineers, who are accused of adopting a 'belt and braces' approach, which inevitably leads to over-consumption of resources. As a professional and a building developer, you can think 'I'm OK with that', but you have to ask yourself if you're willing to put yourself 'behind bars' for approving

something that you know, as a professional, is strong enough, but which is not in line with the applicable regulations. So stop raging at the statics engineers; they are held personally responsible if they approve a project that does not comply with the standards. I have great respect for 'the powers that be' – that isn't where change has to come from. We need to stand together as a sector and shoulder a shared responsibility. The standards/SBI committees need to include the perspective of sustainability when introducing new requirements. Don't forget that the role of the certification bodies is exclusively to ensure compliance with the standards. But I'm pleased that the topic has made it onto the agenda. Only through debate and highlighting the is-

sue can we start to talk about the need for sustainable construction rather than design-related extra consumption of our resources," says Flemming.

### **The future is dangerous**

"If we imagine that DS Elcobyg came up with a new, more sustainable product, it would be almost impossible to sell because no consultant engineer would dare take responsibility for using it without documentation."

"I think we should set up a fund to provide financial support for compensation claims for companies that have developed a new product which has to be tested in real life conditions. Of course, the development must be done in good faith and not with bad intent. Right now, there's

a lot of talk about recycling concrete, but no-one really dares take responsibility for it, because it's almost impossible to separate into its component parts. Today, concrete is crushed and reused in roads, but if it were possible to reuse it in new buildings, its service life would be extended appreciably."

### **Flemming's "fight song"**

Flemming is "singing his lungs out" in an attempt to call to action.

"OK, it could be that I'm exaggerating a bit to make my point, but stop for a minute, dial 999 or make sure there's an adult in the room... We need to use our common sense; what we built back in the 1990s is still standing! In 15–20 years we won't have much sand left in Denmark. We're using the materials we have today, and we're using them wrong. I'm a part of it, and it upsets me to see us using our resources so badly. I'm upset that we're frittering our materials away. We used to think that we had an inexhaustible supply of materials, but we now know that we can't carry on like this. We have to leave our old way of thinking behind. We need to use our common sense – ask ourselves if it makes sense. A good question in this regard is: 'What was I doing 20 years ago, and why am I doing things like this today?' We're just piling on more and more things that simply aren't necessary," emphasises Flemming.

"We should remember that our planet has existed for billions of years, and it's only within the past 250 years or so that we've ruined it. It's just not fair, dammit! We need to adopt a circular mindset: whatever we use, we must re-establish. That's what we should be fighting for!" concludes Flemming Hvidberg Madsen.

### **It wasn't like this in the '90s**

And so back to the oblique reference to the 1990 film *Robocop 2*: More specifically, the scene where the eponymous hero is reprogrammed with so many gratuitous rules and regulations that he cannot do his job.

Without in any way hinting that Flemming is opposed to progress and innovation, this analogy does seem to reflect his attitude that the construction industry – in the name of sustainability – should take a step back and avoid the "fashionable" trend of over-consuming resources. ■

“ ...but stop for a minute, dial 999  
or make sure there's an adult in the room...  
We need to use our common sense;  
what we built back in the 1990s is still standing!”





## DGNB silver pre-certification for the DSV Horsens project

ANETTE STORM DS FLEXHAL

Here at DS Flexhal we're delighted to report that our **DSV Horsens construction project has been awarded DGNB silver pre-certification**. We are carrying out the construction for DSV – Global Transport and Logistics. The pre-certification is an important milestone for the project and we're really proud of it. We would like to thank DAI and all partners who have helped us achieve it.

The photo shows **Emma Mortensen**, with lime stabilisation of the soil taking place in the background. The process involves fortifying the soil by mixing in lime, which eliminates the need to excavate and remove soil with poor load-bearing capacity and to transport additional material to the site.

"It's been a drawn-out process, but the excellent result makes it all worthwhile. Emma Mortensen, Assistant Project Manager at DS Flexhal, has been with us every step of the way. Emma is passionate about sustainable construction and has worked

assiduously to help achieve this milestone. I would also like to emphasise that the pre-certification was achieved on the back of the hard work and dedication of DS Flexhal's employees. It was a joint project, and everyone has contributed their expertise and really gone the extra mile to ensure that our construction project meets the high standards of DGNB certification. This shows what we can achieve when we work together and share a vision of creating more sustainable buildings," relates Morten Kragelund, Project Director at DS Flexhal.

The pre-certification demonstrates that we are on the right path towards final certification. We will continue to work hard to ensure that our projects are both eco-friendly and sustainable, and we look forward to taking the next steps in our work with DGNB certification together with our teams and partners. We are both delighted and proud that we at DS Flexhal have a crew of dedicated employees who work day in and day out with sustainability at a high professional level.



## Certified KK2 Statics Engineer

FIE BAUMANN

**Nils Stidsborg Arvidsson** is employed as a Design engineer at DS Flexhal and has recently graduated as a "Certified KK2 Statics Engineer" from Dancert Technological Institute. Requirements from the institute include having spent three of the last five years working with load-bearing structures – a box that Nils can certainly check! Nils has been with DS Flexhal for almost six years, and his newly acquired diploma will enable him to expand his responsibility matrix.

## DS loves padel tennis



  TRINE JUUL AXELSEN

Once a week, several “Flexhällers” get together to play padel tennis at Match Padel Hobro, which is housed in DS Stålkonstruktion’s old production facility on Jyllandsvej 7

“Every Wednesday, everyone who wants to play signs up for a game. We work out who’s going to be there from one week to the next. I simply ask the room who wants to play, and those who are interested put their names down. Sometimes we play for 90 minutes, other times for an hour,” relates Anna Mikkelsen, Project Manager at DS Flexhal. “We generally play just for the fun of it, but also because it’s an entertaining sport and a great way to get some exercise.”

The other DS companies also have a number of active padel tennis players on their books, so DS has really taken the sport to its heart.


Possibly because, via a sponsorship agreement, DS Gruppen has given its staff the chance to have a go at the sport, and because it’s a sport for people of all ages and fitness levels, so it has a broad appeal.

Match Padel Hobro offers a special benefit in relation to many other centres in that players can loan both rackets and balls so they can give the sport a try without having to buy their own equipment. Ask at the reception desk at the company where you work if you would like to receive some coins.



## Bygma squared away

Commissioned by Kjargaard Byg A/S, DS Stålkonstruktion **has supplied steel structures for a new hall** covering 1,022 m<sup>2</sup>, as well as 175 m<sup>2</sup> of sheltered area. As a result, Bygma in Galten will soon have space for grander operations and even more great offers and construction materials under one roof.

 TRINE JUUL AXELSEN

 DS STÅLKONSTRUKTION

## Examiner on the Construction Designer study programme

 FIE BAUMANN  DAN LYKKE NISSEN

**Dan Lykke Nissen, architect and ICT Coordinator at DS Flexhal** has qualified as an examiner on the construction designer study programme. He served in his new supplementary role for the first time in early January 2023.

“It was a long day. But also a really good day. I qualified as an examiner on the construction designer study programme and was invited to sit as an examiner at a BK7 test at VIA Horsens. It was a great experience to see the pleasure – and relief – on the faces of the candidates when they were told that they had passed and had qualified as construction designers. I really enjoyed being a part of it. It was also great to have my own knowledge challenged, and because not all the candidates were examined on what I work with on a daily basis, I had to draw heavily on my grey matter,” relates Dan Lykke Nissen.



## We are also buying carbon-compensated fuel in 2023

  TRINE JUUL AXELSEN

On behalf of the Group's subsidiaries, DS Gruppen has entered into an agreement with DCC Energi (Danish Shell) to the effect that in 2023, we will continue using the **carbon-compensated fuel “Shell GTL Fuel” for our diesel vehicles.**

Shell GTL Fuel burns cleaner than diesel derived from crude oil and therefore emits significantly fewer harmful substances and less smoke. It is a liquid fuel for diesel-powered engines, made from natural gas instead of crude oil. GTL is short for Gas-To-Liquid.

## DS Stålprofil at BAU Expo in Munich



FIE BAUMANN



DS STÅLPROFIL

In April 2023 DS Stålprofil presented products and services alike to a large crowd at the BAU Expo in Munich. **Markus Apfel** (top) and **Günter Reichenberg** (bottom) report significant interest in the innovative and sustainable profile solutions they'd brought along to the event.

DS Stålprofil has enjoyed appreciable success participating in various trade fairs in Germany, including Architect@Work in Berlin, October 2022, Schulbau, September 2022, in Cologne, Fassadentag im Leipzig and ModularesBauen 2022.



## Hobro IK hosted music at DS Arena



TRINE JUUL AXELSEN



HOBRO IK

**On Saturday, 10 June 2023 Hobro IK opened the doors to an all-day party at DS Arena.** This time, however, the big draw was not football, but music. Hobro IK had organised its first-ever Open Air "Musik I Østerskoven" event – a concert featuring ten hours of live music provided by Thomas Helmig, Lars Lilholt band, Dodo & the Dodos, The Powls and Den Danske Mafia. Shortly before the concert, EKKO had a quick chat with Henrik Hammershøj, Operations and Events Manager at Hobro IK. Here's what he had to say: "We've sold a lot of tickets, so there's

plenty of backing for the concert – which we really appreciate. We just need to sell the last few tickets to ensure that the event hits its break-even point. And if it does, then I certainly wouldn't rule out organising a similar concert in the future."

DS Gruppen purchased a number of tickets to the event via a sponsorship deal. The tickets were distributed via a competition, with several lucky employees winning admission to the concert.





## Emil and Kevin networking in Hirschberg

 FIE BAUMANN  EMIL OG KEVIN

**Emil Mølgaard Larsen**, Architect, and **Kevin Michael Bodum Madsen**, Design Engineer – both employed at DS Flexhal – have taken a trip to **Hirschberg** to do some networking with their GOLDBECK colleagues.

“We visited the Hirschberg offices, where we were to spend some time networking and picking up new knowledge about car parks. Kevin ‘studied’ statics and calculation software, while I did some sparring on the preparation of tender projects and flexibility in the car park system. I worked on detailed foundation drawings while Kevin took care of the calculations,” relates Emil.

Kevin adds: “We were staying in the heart of Heidelberg and enjoyed taking in the beautiful surroundings of the old German university city, which is crowned by an historical castle. It was a really educational trip with both cultural and social elements.”

## DS Flexhal kicks off warehouse extension for Royal Unibrew in Faxe

 FIE BAUMANN  DS FLEXHAL


In August 2023, **DS Flexhal** started work on project planning and administrative approvals for a new ingredients warehouse for **Royal Unibrew A/S** in Faxe. The warehouse is to be constructed as an extension to the company's existing building. It will be built in two levels with a total floor area of 4,800 square metres

Royal Unibrew is a leading regional beverage company with strong local brand portfolios. Its products are sold in more than 70 countries, with the principal markets comprising the Nordic region, the Baltic States, Canada, France and Italy.

“We have held a kick-off meeting for the project and broke ground in week 37. We're really looking forward to making a serious start on the construction phase,” relates Benjamin Pedersen, Senior Project Manager at DS Flexhal.



## Sintex in Hobro expanding

 FIE BAUMANN  DS FLEXHAL

**DS Flexhal** is to build for Sintex in Hobro – an extension of the existing building featuring production facilities and a services room. Production is to be expanded below the mezzanine, and the existing building is also to be extended slightly. The external paved area will likewise be expanded.

The building developer is **Svend Møller Hansen ApS**.





## Summer visit from Skeppsviken Bygg



HENRIK MAJGAARD



STEEN CHEMNITZ

In June **DS Stålkonstruktion** received a visit from six key personnel from the Swedish turnkey contractor **Skeppsviken Bygg** in Skövde AB. The purpose of the 2-day visit was to follow up on an ongoing project and to reinforce the working relationship going forward.

On the first day, Svanborg Guðjónsdóttir, Sustainability Officer, reviewed DS Stålkonstruktion's HSQE setup with ISO certifications, environmental initiatives, etc. This was followed by input from Kenny Ursin, Head of Department for Industry, Warehouses & Logistics, after which Lau Bundgaard Corneliusen, Project Manager, turned the spotlight on ongoing projects.

The photo shows the group inspecting some of the steel structures used in the project we are currently working on for Skeppsviken Bygg. The project is accounting for a good deal of capacity in our production department right now, as the main building comprises 63,159 m<sup>2</sup>, with 24,110 m<sup>2</sup> of platform/covered area roofing and 880 m<sup>2</sup> of offices.

## New Production Manager



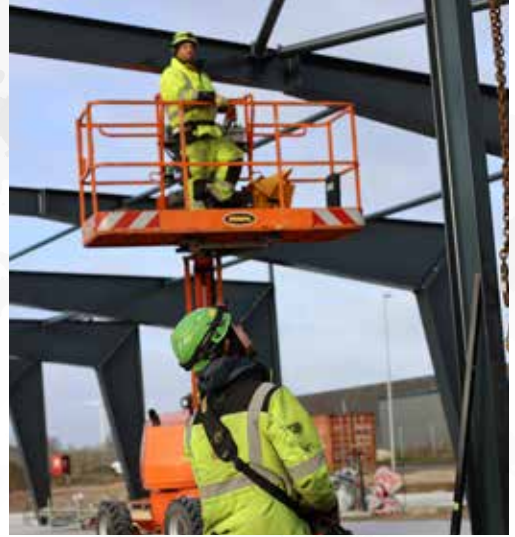
TRINE JUUL AXELSSEN

DS Stålfabrik has appointed **Rasmus Revsbæk Hansen** as its new Production Manager. He will be working with the development of production and ensuring that DS Stålfabrik continues to function as a modern production company distinguished by high quality, short delivery times and efficient operation.

"My focus is on machines, automation and processes – and the people behind them. It's a pleasure to work with so many committed colleagues who have helped me get off to a really good start here at DS Stålfabrik," says Rasmus.

Rasmus has previously worked with improvements in production companies, involving aspects such as automation, team development, machine procurement and planning processes. He also has a background as a manager and teacher from the armed forces, and has previously completed a tour in Afghanistan.





## Safe and secure production building



HENRIK MAJGAARD



TRINE JUUL AXELSEN

On commission from HpH Totalbyg A/S, DS Stålkonstruktion has supplied and assembled steel structures for a production building in Randers. Fully 1,750 m<sup>2</sup> in total.

Production itself will be carried out in the larger of the buildings shown here, while the other building will be used for storage and delivering goods. The covered areas at both ends of the building will ensure that goods can be loaded in dry conditions.

“The steel structures have been dimensioned to meet the requirements of fire class R30 and provide 30 minutes of fire resistance,” relates Tina Sund Johansen, Project Manager at DS Stålkonstruktion.



## Rasmus nailed a “marksman diploma”



FIE BAUMANN

DS Flexhal has held an enjoyable staff event in Hobro Sports Centre, with a host of collegial competitions held in a spirit of friendly rivalry. The events included bob and spin ladder, as well as driving remote control tanks across an obstacle course. There was even a shooting competition held at Hobro Shooting Association. Here, Rasmus Bertelsen shot his way to a well-earned marksman diploma, and it was with some pride that he claimed victories over several colleagues with experience in the noble art of hunting.

A great day, with plenty of backing from the staff, finished off with delicious sandwiches in the Hobro Sports Centre café.





## DS Engineering celebrates fourth anniversary



MICHAEL ESKO NIELSEN



DS ENGINEERING

Our Polish office decided to celebrate its fourth anniversary with a round of golf, delicious cake and a convivial dinner.

The day started off as a regular working day until noon, after which we took a coach to Pałac Brzeźno, where we were to have a go at playing golf. We all gathered together for a slice of cake and a glass of Champagne before kicking off the golf tournament. We were divided up into two teams, with one group heading for the driving range and the other focusing on the putting green. We then swapped over so that everyone could try everything. When it

came to putting, we ran a little competition to see who could sink putts on nine holes with the fewest strokes. Kinga Gaszcz took top spot in Team 1 with just 18 strokes, while Mateusz Gregulski came out on top in Team 2 with 21 strokes.

We then got together again for a delicious meal and pleasant socialising before boarding the coach again to head home.

All in all, it was a wonderful anniversary, with great weather and a lot of laughs.

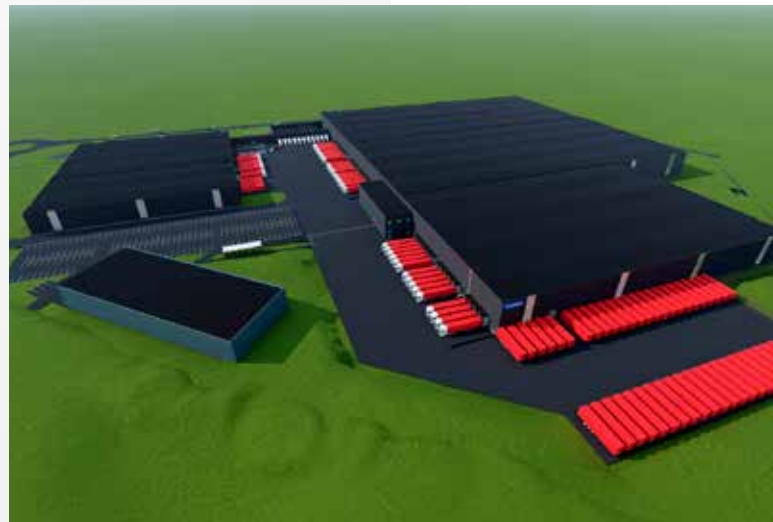


## DS Flexhal to build central warehouse for T. Hansen in Middelfart

 TINA WOODS  DS FLEXHAL


Everyone at **DS Flexhal** is looking forward to starting work on constructing **T. Hansen Gruppen A/S'** new central warehouse in Middelfart. The project will comprise 67,000 m<sup>2</sup> of warehouse space and 650 m<sup>2</sup> of administration facilities. The new central warehouse will be built of large concrete elements with a free height of 12.5 metres below the load-bearing structures. Anette, Lars, Yunus and Jeppe participated in the formal – but pleasant – “signature meeting” at T. Hansen in

Middelfart. Group photo, left to right: Henrik Åris Rasmussen (CFO, T. Hansen Gruppen A/S), Roy Würtz (Developer Consultant), Rasmus Bergholt (COO, T. Hansen Gruppen A/S), Bent Jensen (CEO, T. Hansen Gruppen A/S), Anette Storm (Director, DS Flexhal), Lars Harbo (Tender Manager, DS Flexhal), Yunus Kiris (Calculator, DS Flexhal), Jeppe Ramskov Jeppesen (Project Director, DS Flexhal) and Ole Nielsen (Logistics Consultant, LOGISYSTEMS ApS).



## Small team with big smiles

 TRINE JUUL AXELSEN

 MARLENE ØSTERBALLE



Great weather and high spirits among the DS Stålkonstruktion staff who had assembled at the harbour in Hobro for the 2023 Fyrkatløbet fun run.

The event features three distances – 3.7, 6.9 and 10.6 km – and DS Stålkonstruktion was represented in all three.

After the run, the participants relaxed in the evening sun with a sandwich and a soft drink.




## DS Flexhal to build new domicile for Sydvesta in Esbjerg

 FIE BAUMANN  ARKITEKTFIRMAET RUDOLF LOLK A/S

**DS Flexhal** is to build a new domicile for **Sydvesta in Esbjerg**, commissioned by the building developer **SFTS Ejendomme ApS**. The project comprises a single-storey administration building with a basement level, as well as two warehouse halls with associated covered pallet areas. The total construction area will be 7,515 m<sup>2</sup>. The project will commence in November 2023 and is scheduled for completion in September 2024.

## New addition to the finance department

 TRINE JUUL AXELSEN

 FIE BAUMANN

Simon Bisgaard holds the position of CFO at DS Gruppen. He can now call on **Karen Hougard Christensen** to assist him in his duties. Karen has been appointed as Finance Business Partner at DS Flexhal, where she is tasked with taking some of the load off Simon and assisting Jeppe Ramskov, Project Director, with the financial governance of DS Flexhal's projects in Fredericia. Karen has an MSc in accounting, backed by extensive experience as a CFO at several major companies in the construction sector.



# Inauguration of the Group's new offices in Aarhus

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DS Gruppen's new Aarhus offices at Egsagervej 6 in Aabyhøj were officially inaugurated on 3 November 2023.

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TEXT: TINA WOODS

PHOTOGRAPHY: FIE BAUMANN



To see more **photos** from the inauguration, scan the QR code.

**W**e had a great day at the inauguration, with speeches and the chance to spend time with customers, partners and colleagues from all the companies.

The extension is an important milestone for us, and we have chosen Aarhus as a strategic location to accommodate future growth opportunities and to reinforce our working relationships with educational institutions and the business community in the region.

DS Gruppen's new Aarhus offices at Egsagervej 6 in Aabyhøj were officially inaugurated on 3 November 2023. Jonas Bang Eriksen, Head of Department at DS Parkeringshuse, will have a fixed base at the office and hold responsibility for everyday operations.

In close cooperation with colleagues from DS Stålkonstruktion, DS Elcobyg, DS Flexhal and DS Stålprofil, the department will form the framework for a broad range of the group activities, including major turnkey constructions and deliveries of steel and concrete.

"I've been looking forward to coming to Aarhus, where there is an excellent base for the project planning and construction of car parks. Our new office will also be staffed with colleagues who are specialists in steel structures and concrete elements, which is sure to promote working relationships between our

various companies and to boost our deliveries even further. I'm really looking forward to being part of a dynamic environment where, in addition to the 'fixed seats', we have set up a good number of 'hot desks' and meeting rooms that our other colleagues can use," relates Jonas Bang Eriksen.

## **Business manager bids welcome**

Søren Boel Pedersen, Manager at Business Aarhus in the City of Aarhus, welcomed DS Gruppen to "the City of Smiles" and highlighted the importance of attracting businesses to the area and encouraging them to stay: "Our goal is to strengthen working relationships with the skilled educational institutions and the rapidly expanding business community, and we are delighted that DS Gruppen has chosen to locate in Aarhus. DS Gruppen's vision of growth and sustainable development ticks all the right boxes and gels neatly with our vision for the development of Aarhus."

## **Strategy and development**

Kent Hejn Kristensen, CEO of DS Gruppen A/S, rounded off the series of speeches and emphasised that the opening of the office in Aarhus is an integral part of the Group's strategy for 2030, whose aim is to make the Group the best workplace in the industry.

"DS Gruppen is something special – we can do things no other company in Den-



*Søren Boel Pedersen, Manager at Business Aarhus in the City of Aarhus and Anette Storm, Director at DS Flexhal, cutting the red ribbon to kick off a convivial afternoon for customers, suppliers, colleagues and other invited guests.*

mark can do. We deliver turnkey constructions, and we also produce the majority of the elements and the steel used in these construction projects ourselves. We manufacture real life LEGO Bricks and create truly world-class buildings. We operate at both national and international level, and when we became part of the GOLDBECK organisation, we moved up into a new, international league,” says Kent Hejn Kristensen, who continues: “We are delighted and proud to open an office in Aarhus. We look forward to working closely with the business community and the local authorities in the area on exciting construction projects and deliveries of steel and concrete. This move underpins our commitment to the city and contributes

to our goal of creating a healthy business staffed by contented people.”

Representatives of the management teams at DS Gruppen’s other companies were naturally also present at the inauguration. “The location of our new office signals our commitment to accommodating the needs of our employees and ensuring a high level of cooperation and goodwill. Our employees make a huge contribution every day, and are always ready to go the extra mile, for which they deserve our heartfelt thanks. We employ many people at our construction sites all over Denmark and in our other companies that are based in and around Aarhus. We want to make it easier for our employees to achieve a healthy work-life

balance. Our employees are our most important asset, and we do everything we can to ensure that they enjoy optimal facilities and an excellent working environment,” says Anette Storm, Director at DS Flexhal.

Thomas Rasmussen, CEO at DS Stålprofil, explains: “The new office in Aarhus is more than just an extension of our presence. It also strengthens our ties to our customers and creates a workplace that is fully in line with the requirements and expectations the future makes on us. Aarhus is renowned for being a talented and dynamic educational environment, and we aim to make it attractive to work closely with the students here – both during and after their study programmes.” ■



## It's not every day that DS Flexhal builds in brick



It's not every day that **DS Flexhal** gets to build in brick – as you all know, the majority of our turnkey contracts are in steel and concrete. So ... in the world of DS, it's quite a novelty that DS Flexhal has been allowed to use brick for the new domicile for **PowerCon in Hobro**. Peter Stounberg, Project Manager, is clearly delighted to show off "his" building, and he talks animatedly about the bricks, the atrium – which is being built between the administration and production areas – and the status of the project as a whole. However, the project also involves specially designed concrete elements supplied by **DS Elcobyg**. These elements form part of the façades of the production and assembly halls. They are decorated with element tracks in the style of PowerCon's logo and will be post-fitted with LED lighting ribbon in the company's green colour.

The construction of 1,836 m<sup>2</sup> of administration facilities and 3,600 m<sup>2</sup> of production and assembly halls is proceeding according to plan and is on target for completion in December 2023.

## Joint purchasing with GOLDBECK



**Mette Liltorp** has joined the company as Purchasing Manager, tasked with acting as the link between DS Gruppen and GOLD-BECK with regard to joint purchases. Mette has previously worked as a purchaser for Sanistål, Vattenfall and Hydrema.



## New tender manager at DS Flexhal



DS Flexhal has taken on **Morten Woetmann Christensen** as Tender Manager. Morten is a Qualified Construction Engineer from Aarhus University. He has previously worked at DS Flexhal and, following a period as project manager and DGNB consultant at a different turnkey contractor, he has now returned home.





A wonderful day of professional learning, socialising and a dash of collegial competition for “the DS Swedes”.



TRINE JUUL AXELSEN



DS STÅLKONSTRUKTION

## Team-building in Jutland for “the DS Swedes”

Colleagues from the **Swedish branch of DS Stålkonstruktion** recently visited Jutland.

The day started off with an informative visit to the DSV Horsens construction site. It was then time to head off to the Golfskoven mini-golf centre, where, following a delicious lunch *al fresco*, the team took part in a mini-golf tournament: boys against girls. The girls fought hard, but were eventually pipped at the post after 18 holes. However, Ann-Camilla S. Vaughan, Project Manager, returned

the best score and carried off a fine prize that was presented by Steen Chemnitz, Sales Manager.

The rest of the afternoon was devoted to sun, summer and socialising with cool drinks and a few visits to the table-tennis and pool tables, where some players struggled with the concept of “it doesn’t matter whether you win or lose”. The evening was rounded off with a visit to a restaurant in Aarhus – a fine end to an informative and convivial day for “the DS Swedes”.



## Norway's third-largest district heating provider is expanding

TINA WOODS DS STÅLKONSTRUKTION

In mid-October 2023 **DS Stålkonstruktion** completed assembly of the impressive steel superstructure of an extension for **Eidsiva Energi**. The steel rises majestically up from 5-metre tall concrete walls and the 30-metre-long building now towers to an overall height of 13 metres.

Sustainability is in the spotlight for this facility, which fulfils an important “green” function and is dedicated to drying woodchip which is used, for example, to provide heating for residences. What makes it particularly notable is that the facility utilises surplus heat from the nearby Eidsiva Bioenergi heating plant, thus helping to reduce the carbon footprint.

Eidsiva Bioenergi is playing a significant role in the green transition in the region by supplying more than 400 GWh of district heating annually, which contributes to increasing renewable energy production and freeing up electric power for other purposes. DS Stålkonstruktion is proud to have been involved in this important project and looks forward to tackling exciting new assignments in partnership with Fjøssystemer Bygg A/S, which executed the project.



## New Sales Manager in Sittensen

TINA WOODS FIE BAUMANN

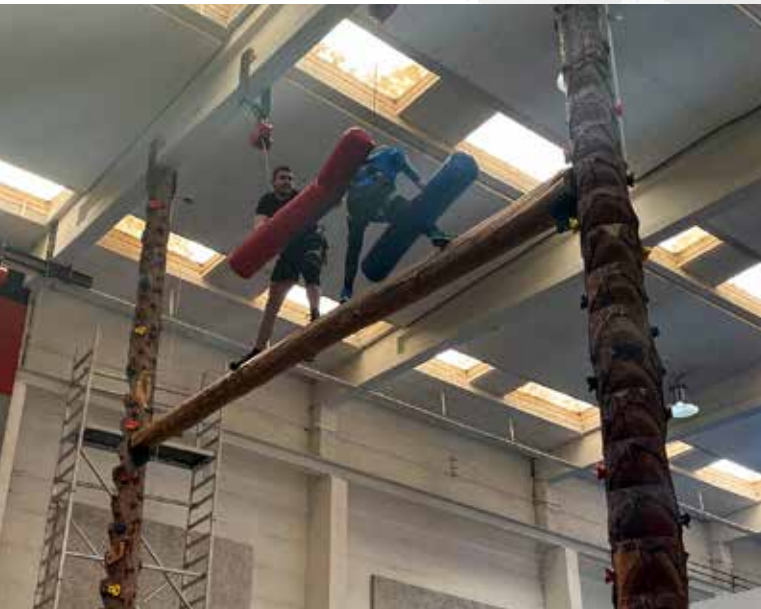
Since 1 August 2022 **Dietrich Stukov** has been employed as **Sales Manager at DS Ståprofil in Sittensen**. He has overarching responsibility for DS Ståprofil's sales on the German and Dutch markets. Dietrich has previously held key positions at a number of suppliers to the construction industry and has demonstrated a remarkable capacity to deliver results. Dietrich is firmly familiar with products, customers and the sector as a whole. He is a sales manager who can not only handle the task of selling our products, but also help ensure sustainable development and growth. At the same time, he is skilled at building up strong relations and establishing a positive working climate with staff and customers in the context of this development.



## DS Flexhal to construct DSV HQ3



FIE BAUMANN PLH

**DS Flexhal** is to construct a new **head office for DSV**. The project consists of 13,170 m<sup>2</sup> of administration facilities and a padel tennis hall, as well as 50,000 m<sup>2</sup> of paved and planted area. The building is to be constructed to **DGNB Gold** and **DGNB Heart** standards. Work commenced on the project in September 2023 and is scheduled for completion in June 2025.



The DS Stålkonstruktion departments  
Special Structures and Industry, Warehouse & Logistics  
team-building in Aarhus ...



 HENRIK MAJGAARD  KENNY URSIN

## Team-building scaled new heights

We want it to be fun to go to work and spend time together – even after the end of the working day. At DS Stålkonstruktion, the Special Structures and Industry, Warehouse & Logistics departments came together for a day of what can best be described as team-building.

To start with, the team visited colleagues at DS Stålprofil and DS Elcoby to find out a little more about what they work on. This is knowledge that can prove useful in the everyday working relation-

ship. They then challenged themselves – and each other – with a visit to Eventpark Aarhus, where our teamwork scaled new heights on the climbing wall, and our tactical skills were put to the test in a laser pistol battle. This was followed by a cocktail course (where it was very much a case of “mix and mingle”) and a delightful dinner in Aarhus. Colleagues from Hungary, Poland and Slovenia also attended the event.

It was a roaring success.



ABDULRAHMAN GHASSAN DAABES



JAKOB LERCHE





DS Elcobyg has supplied special elements for stages 1 and 2 of MT Højgaard's head office



## DS Elcobyg has supplied concrete to MT Højgaard's head office

**DS Elcobyg** was involved in the successful construction of a large building that is to serve as the **head office for MT Højgaard** in Risskov. The building is stage 2 of the project and, in many ways, identical to the beautiful stage 1 building. DS Elcobyg has played an important role in the project, delivering 553 concrete elements comprising 520 mm and 590 mm façade units and 200 mm and 250 mm interior wall elements. The company has also supplied

200 mm and 270 mm floor elements. The delivery included double-height façade units with RECKLI structure. The façade elements generally feature the attractive RECKLI structure that beautifully complements the façade units installed on stage 1. Through an efficient and positive working relationship with MT Højgaard, it proved possible to deliver the building 20 days ahead of schedule.



 FIE BAUMANN  TINA WOODS

## DS Flexhal at topping out ceremony at Prinsessen in Fredericia

**On Tuesday, 12 September 2023** it was time for **DS Flexhal to attend the topping out ceremony at “Prinsessen” in Taulov.** In the royal quarter, the delightful blue building proudly showed off its garland, symbolising the installation of the final roof truss.

**A.P. Møller – Mærsk** will be the tenant in the new blue building that DS Flexhal is constructing for **Taulov Dry Port.** The building comprises 40,000 m<sup>2</sup> of low emission warehouse and is located centrally in Denmark’s multi-modal and green transport hub, right next to the E45 motorway

The building is to be certified to BREEAM® Excellence standard.

The topping out ceremony was duly celebrated with speeches by Christian Herskind, Chairman of the Board of Taulov Dry Port A/S, Steen Wrist, Mayor of the Municipality of Fredericia, and Anette Storm, Director at DS Flexhal.

**Anette Storm** thanked Casper Sundstrup and Jesper Gemmer, representing the building developer, for the trust shown and the excellent working relationship. Most

importantly, of course, it was an occasion to thank and applaud the numerous craftsmen and the team of employees (led by Jeppe Ramskov Jeppesen, Project Director), who worked together to carry out the process in practice.

Anette Storm also made sure to thank ak83 arkitekter and VOGNSEN Rådgivende Ingeniører, who were invaluable partners in the process, and to send a “family” greeting to DS Elcobyg and DS Stålkonstruktion, which supplied concrete elements and steel structures, respectively.



**Anette Storm** gave an interview to DanmarkC TV about the project.

**Scan the QR code to watch the interview.**



**Scan the QR code to watch the interview.**

If you’re a little impatient, you can jump to 1:36 in the video.

### It makes us go “weak at the knees”

... when our trusted partners speak so positively about us to the media. The code below links to a video of **Christian Herskind**, Chairman of the Board of ADP – Associated Danish Ports A/S, talking spontaneously to fredericiaavisen.dk about our ongoing working relationship in Taulov, at the topping out ceremony held on 12 September 2023.

## “Welcome aboard” – shared intro day for new employees



**DS Gruppen** strives to give new employees the best possible start to their time with the company and has therefore put together an **onboarding programme**, where everyone is allocated a mentor and has the opportunity to participate in a shared intro day featuring a presentation of the Group's history – including our affiliation with GOLDBECK, our values and our visions for the future.

In line with tradition, the day kicked off at DS Flexhal (top photo), where representatives from all Group companies introduced our new colleagues to the culture, the work processes and the synergy between DS Gruppen companies. After lunch, the group visited the production facilities of DS Elcobyg, DS Stålkonstruktion and DS

Stålsprofil in Hobro, with guided tours hosted by Flemming Hvidberg Madsen, Marketing Manager at DS Elcobyg, Kenny Ursin, Head of Department at DS Stålkonstruktion, and Gert Klitgaard Jacobsen, Operations Manager at DS Stålsprofil.

During the visit to DS Elcobyg (bottom photos), Flemming talked about our history, our work towards more sustainable production and how we interact throughout the Group. There was also time to meet a couple of “old hands” at DS Elcobyg – Kemal Djonlic and Sulaiman Sulaiman, two experienced concrete workers who were more than happy to showcase their work to their new DS colleagues.





## Topping out ceremony at DSV in Ringsted

 FIE BAUMANN  DS FLEXHAL

In early **September 2023** there was a topping out ceremony at **the DSV site in Ringsted** to celebrate a key milestone in the construction of the 44,622 m<sup>2</sup> logistics centre. The project is pre-certified to DGNB Gold level.

DSV was represented by two Senior Project Managers: Jesper Rydahl Nielsen and Kristian Arounsack-Jørgensen. Jesper was the construction client's representative in the start-up phase, after which Kristian took over the role. Between them, they were dressed for all kinds of weather – Jesper in rubber boots and Kristian in sunglasses – possibly symbolising how the construction started off in the driving rain, which has now fortunately given way to bright sunshine and excellent building weather.

Anette Storm, Director at DS Flexhal, held a speech in which she thanked DSV – Global Transport and Logistics for the wonderful working relationship. In particular, she made the point that DS Flexhal has now completed double-digit projects for DSV, totalling an area in excess of 700,000 sqm. Anette naturally also made sure to acknowledge the magnificent work of the numerous craftsmen involved in the project.



## Marketing meeting in Avignon

 TINA WOODS  GOLDBECK

Great days in the company of **marketing colleagues from GOLDBECK** visiting our **colleagues in GSE marketing (Avignon)**, with time for in-depth study, examination of the options for cooperation and – in particular – the exchange of experience. We also looked at completely new marketing opportunities inspired, for example, by AI. As an added bonus, the sky was blue and the temperature crept up over 20°C in October. And, of course, there was time for a morning's sightseeing in the city. I expect great things of the working relationship with our international marketing colleagues. Together, we possess a deep pool of expertise and experience.

## Svanborg talks sustainability

  FIE BAUMANN

Svanborg Guðjónsdóttir, Sustainability Officer at DS Stálkonstruktion, is featured in "Sustainability Magazine", where she talks about subjects such as our operational work with the UN Sustainable Development Goals as an aspect of our green transition. The photo shows Svanborg with Martin Mortensen, Senior Project Manager at DS Flexhal. They are both members of the interdisciplinary sustainability network at DS Gruppen, which also includes representatives from DS Elcobyg and DS Stålprofil.



**Scan the QR code**  
to read the article featuring  
Svanborg





## Essential to pack appropriately for DS' journey into the future



FIE BAUMANN



ANETTE STORM

On 26 October 2023 Anette Storm had once again taken the lead in organising the **DS management congress at Hotel Scandic in Aarhus**. It was a day packed with fascinating input and an overarching agenda for our goal of becoming “Denmark’s best workplace in the construction industry” by 2030.

Christina Garrigues gave a talk about DS Gruppen’s interdisciplinary work with sustainability. Kent Hejn Kristensen presented news from the Group. Thomas L. Rasmussen, Anders Brinch Sørensen, Kenny Ursin, Steen Chemnitz, Lasse K. Olsen and Martin K. Mortensen all provided their take on “Denmark’s best workplace”. Tina Woods talked about a shared basis for marketing the Group. Guest speaker Jes Graugaard, founder of and partner in Intenz, supplied input and inspiration for how we can work towards our goal of becoming “Denmark’s best workplace in the industry”.

**The consistent theme of the day was** that we already have a lot of good things in our suitcase. It is now a question of packing appropriately, making sure we have what we need to become the best workplace so that we can enjoy a shared DS journey into the future.

## OTAs for DS Stålkonstruktion



TRINE JUUL AXELSEN

It all started with a bottom place at the Hobro Firma & Familie Sports football tournament at Hobro Sports Centre. **DS Stålkonstruktion was participating in the tournament for the first time**, and the football-crazy colleagues simply couldn’t live with such a humiliating result – especially when **the team from DS Elcoby took home silver** at the same event ...

For this reason, they’ve been following a programme of organised training activities (OTAs) indoors and out to make sure they’re fully fit and ready for future football tournaments.

“A lot of us at DS Stålkonstruktion are keen on football, so we put together a team of players of different ages from different departments. It’s a great way to spend time together and simultaneously ‘wave the DS flag’ in the local community. The first result wasn’t wonderful, but we had some great days and a lot of fun at the tournament, so we’ll definitely be back next year,” relates Nicolaj Andersen Hagengaard, Environment and Climate Specialist at DS Stålkonstruktion.



# Examination of advanced 3D measuring equipment

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DS Stålkonstruktion has tested a variety of 3D measuring devices that might find a place in the company's toolbox.

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TEXT: FIE BAUMANN

PHOTOGRAPHY: JAKOB LERCHE

As always, DS Stålkonstruktion is highly inquisitive when something new happens in the industry, or when new technologies appear on the market with the potential to improve, optimise and elevate quality.

DS Stålkonstruktion has tasked Tekla Officer Michael Esko Nielsen, Assistant Project Managers Mayuran Thuraisingham and Oskar Kromann Olsen, and Assembly Coordinator Jakob Rousing with testing advanced 3D scanners.

The first mission was to try out BuildingPoint Scandinavia's latest measuring equipment "Trimble", which was tested at the Quantafuel construction site in Esbjerg. Hilti's version was subsequently tested on our own hall extension project at D S Industrivej 5.

"We have tested a total station featuring a 3D scanner and the associated software, which is used to measure and determine specific points and levels on the basis of plan drawings or a 3D model", relates Michael.

The 3D scanner can be used, for instance, to scan existing structures and thus create an "As built" 3D model. This model can then be used to improve the projection of steel in new and existing buildings, which allows for a much better assessment of sizes and implemen-

tation strategies in connection with the assembly work. The completed structure can subsequently be scanned to create a new "As built" 3D model. The associated software can then be used to compare the forecast models with what was actually built and to highlight even the smallest deviations.

"It's always exciting to be a first-mover with new gadgets," says Michael Esko Nielsen, "but we must remember that it is a cost/benefit equation. It can quickly become a 'time sink' in relation to training staff and actual efficiency in everyday operations."

## Maybe in the future

"It's a real pat on the back to have both BuildingPoint and Hilti asking us to be test pilots, and we must, of course, be at the cutting edge. I can remember how, just five years ago, our fitters were walking around construction sites with hard copy drawings. Everything is run on tablets today, which can be connected quickly and efficiently to our IFC models during the assembly process.

Maybe these 3D scanners will become part of our toolbox, too, but we will need to look more closely at whether they have the potential to optimise the processes we use today," concludes Michael Esko Nielsen. ■





## Ground broken on new multi-hall project in Hadsund

 TINA WOODS  FIE BAUMANN

On Wednesday, 15 November 2023 we took an important step for Hadsund. **Lars Vinther Harbo**, Tender Manager at DS Flexhal, **Søren Hjelm Hansen**, Hall Inspector, and **Christian Madsen**, President of the Hadsund Hallerne Association are seen here flanking **Mogens Jespersen**, Mayor of the Municipality of Mariagerfjord, who was finally allowed to **break ground** on the ambitious extension of the Hadsund Hallerne complex, where stages 1 and 2 are to provide an extra 2,500 square metres.


**Stage 1:** The first phase comprises construction of a modern, two-storey building. The ground floor will be devoted to fitness and exercise, including facilities such as changing rooms. The plan for the first floor involves construction of a multifunctional area, primarily for use as a shooting range but also suitable for activities such as yoga.

**Stage 2:** The second phase features demolition of the existing changing rooms, stands and shooting range, followed by construction of an innovative multi-hall. The new hall is not only to house modern facilities such as a tumbling pit, but will also serve as an open area for a variety of events and concerts, which should make it a versatile meeting point for the local community.

Lars Vinther Harbo is delighted that DS Flexhal has now finally started work on the construction, which has been “on the drawing board” for years. “It will not only benefit the local citizens, but also position Hadsund as an attractive venue for sports and cultural activities,” he says, and continues: “We expect that the extra space will be ready to use before the end of 2024.”

This exciting hall project also features deliveries from DS Stålkonstruktion, which is making the steel beams, and DS Elcobyg, which is supplying the concrete elements.


## DS Stålprofil to supply profiles to OUH


 TINA WOODS

A new cancer centre at OUH Odense University Hospital – Svendborg Hospital will soon see the light of day. Ground has been broken on the project. **DS Stålprofil is supplying steel cladding** for the building.



## Blown away by success

 HENRIK MAJGAARD

 TRINE JUUL AXELSEN

Most people who use public toilets from time to time are probably familiar with the iconic hand dryer from **Dan Dryer** in Randers. The company has been “blowing people away” for 40 years, and ambitious growth plans have now resulted in the business relocating to new facilities covering 2,300 m<sup>2</sup>.

“HpH Totalbyg is responsible for executing the project, where **DS Stålkonstruktion** is supplying and assembling steel structures for the warehouse/production building that covers 1,650 m<sup>2</sup>, as well as a two-storey office building comprising a total of 530 m<sup>2</sup>”, relates Tina Sund Johannessen, Project Manager.

## Tasty salmon from the top shelf

 HENRIK MAJGAARD

 MADRS RASMUSSEN


**Varde Laks** produces fresh-smoked salmon – so successfully that the company now needs to expand its storage capacity. To this end, **DS Stålkonstruktion** has assembled a lattice structure for 1,600 m<sup>2</sup> of storeroom and freezer warehouse space. The interior structures are painted, while the remainder are galvanised. The freezer warehouse has also been constructed such that no steel parts – neither load-bearing structures nor foam panels – can create thermal bridges.


“When the customer measured the result with a laser, he was surprised at how level a steel structure can be,” relates Mads Gammelgaard Sørensen, Project Manager, who continues: “In all fairness, I should say that we cannot take all the credit because the care taken when embedding the anchor plates largely defines whether our steel structures end up completely level or a bit wonky.”

The result this time is visibly straight as a die, and everyone is happy.



## Healthy lunch scheme

 FIE BAUMANN

 TRINE JUUL AXELSEN

The PTA department at DS Stålkonstruktion has introduced a healthy lunch scheme, which involves the staff eating their packed lunch every day while taking a walk “around the block”. The photo shows John Bihl Jensen, Brian Bagger Pedersen, Lasse Veirum Larsen, René Andersen and Jon Lybæk stretching their legs and enjoying the fresh air.



## Andreas Foss holds forth from his lectern

  FIE BAUMANN

DS Flexhal held a number of major events in May 2023 – including a topping out ceremony and open house event at DSV Horsens – so a speaker’s lectern was in great demand. It was here that **Andreas Foss** stepped up and really pulled out all the stops. Andreas is employed as a project manager at DS Flexhal and linked to the DSV Horsens project.

“Andreas is an authentic team player. He picked up the ball and spent a weekend at home building a lectern for us so that it was ready for our events in Horsens,” relates Anette Storm, thanking Andreas profusely for going the extra mile.



## DS Stålkonstruktion celebrates ISO 14001 certification with cake



SVANBORG GUÐJÓNSDÓTTIR



FIE BAUMANN

**On Wednesday, 15 November 2023** DS Stålkonstruktion served **cake in the canteen to celebrate its ISO 14001 certification.** ISO 14001 is an international standard that proves our capacity to identify and reduce the environmental impact of our activities. This certification is yet more evidence of our dedication to sustainability and our obligation to act responsibly.

“We’re proud to have achieved this important milestone, as it represents acknowledgement of our ongoing commitment to improving our environmental performance,” says Morten Kaad, CEO of DS Stålkonstruktion.

“In addition, our ISO 14001 certification underlines DS Stålkonstruktion’s involvement in the work with the UN Sustainable Development Goals, as well as the contribution

our company is making to a greener future. We are continuing to improve our environmental performance by implementing innovative solutions, reducing waste and energy consumption, and minimising our footprint,” says Svanborg Guðjónsdóttir, Sustainability Officer at DS Stålkonstruktion.

We’re looking forward to pursuing our mission to make our company even more sustainable, and we trust that we will keep on receiving support from our customers, partners and dedicated staff.

The photo shows our colleagues from the HSQE department immediately after receiving the new certificate from our Director. Left to right: Nicolaj Andersen Hagensgaard, Svanborg Guðjónsdóttir, Rikke Tromborg Baandrup, Valdemar Tonsberg and Morten Kaad, our CEO.

## Topping out ceremony at Baronessens



On **16 November 2023** Taulov Dry Port held a **topping out ceremony at Generisk III** (Baronessens Kvarter, Fredericia). It was a wonderful day of celebration for all the craftsmen and our fantastic team, who work hard to keep the project moving forward in spite of seemingly unceasing rain, archaeological issues and other unforeseen challenges.

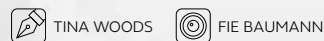
“The project will cover 97,488 m<sup>2</sup> – Taulov Dry Port is a great customer and we’re always happy to build for them”, says Jeppe Ramskov Jeppesen, Project Director at DS Flexhal, with a smile. He continues: “The first phase of the construction is scheduled for completion in April 2024, with phase 2 to be finished by the end of the same year. The project is to be sustainability certified to DGNB Gold level.”

The event kicked off with a short speech of welcome from Jesper Gemmer, CEO, Taulov Dry Port. There then followed warm praise for all the craftsmen involved in the project from three other speakers: Christian Herskind, Chairman of the Board of Taulov Dry Port, Steen Wrist, Mayor of Fredericia, and Anette Storm, Director at DS Flexhal.

In keeping with tradition, the hot dog stand was in position and all the assembled guests and craftsmen had the chance to celebrate the fact that we have now achieved a fine milestone in the construction, which is proceeding precisely according to plan.



## Visit from 40 HEG students



The HEG – Himmerlands Erhvervs- og Gymnasieuddannelser – organisation and 40 of the international students following the upper secondary school higher commercial examination programmes HTX and HHX **visited Samsøvej in Hobro on Wednesday, 15 November 2023.**

It was a fine morning in the company of the young students who were keen to find out more about our business, visions, sales and – in particular – developments in sustainability in the construction industry. The atmosphere was excellent and we trust that it provided the students with plenty of new inspiration and the desire to qualify for a career in the construction sector.

**Anette Storm** held the introduction to DS Gruppen and DS Flexhal, **Nicolaj Andersen Hagengaard** talked about sustainable development and R&D at DS Stålkonstruktion, **Jonas Bang Eriksen** provided an introduction to sales from DS Parkeringshuse, **Tina Woods** gave a presentation about marketing, while **Peter Stounberg** and **Frederik Østergaard** hosted a guided tour of the PowerCon project. **Marlene Østerballe** rounded off the day with a dialogue about career opportunities at companies in the DS Group.



# "Round" birthdays

## 2023



Ann-Camilla S. Vaughan  
DS Stålkonstruktion  
4. JAN • 50 YEARS



Henning V. Olesen  
DS Stålkonstruktion  
7. JAN • 60 YEARS



Hanne Mogensen  
DS Stålkonstruktion  
13. JAN • 60 YEARS



Mathias Laursen  
DS Elcobyg  
20. JAN • 20 YEARS



Michael Madsen  
DS Stålsprofil  
5. FEB • 60 YEARS



Harald Engelbrechtsen  
DS Stålkonstruktion  
7. FEB • 70 YEARS



Peter Rægaard Pedersen  
DS Elcobyg  
15. FEB • 60 YEARS



Mads Mejner Kristensen  
DS Stålkonstruktion  
15. FEB • 40 YEARS



Jens Ole Sørensen  
DS Elcobyg  
1. MAR • 60 YEARS



Mogens Larsen  
DS Stålkonstruktion  
4. MAR • 60 YEARS



Carsten Buhl  
DS Stålkonstruktion  
6. MAR • 60 YEARS



Thomas Bertelsen  
DS Elcobyg  
6. MAR • 40 YEARS



Sabrina Naerger-Urbaneck  
DS Stahl  
7. MAR • 30 YEARS



Lars Elgaard  
DS Stålsprofil  
13. MAR • 60 YEARS



Abdulrahn Daabes  
DS Elcobyg  
18. MAR • 30 YEARS



Florina-Alina Grigorutá  
DS Elcobyg  
24. MAR • 30 YEARS



Søren Østergaard  
DS Elcobyg  
26. MAR • 40 YEARS



Ib Emil Westergaard  
DS Stålkonstruktion  
6. APR • 50 YEARS



Charlotte Rægaard  
DS Elcobyg  
15. APR • 30 YEARS



Rasmus Bertelsen  
DS Flexhal  
19. APR • 30 YEARS



Yurii Holubovskiy  
DS Engineering  
19. APR • 30 YEARS



Anders Skoubo  
DS Stålsprofil  
28. APR • 60 YEARS



Carsten Hansen  
DS Stålkonstruktion  
4. MAY • 60 YEARS



Monira Brim  
DS Elcobyg  
6. MAY • 40 YEARS



Henning Storm  
DS Elcobyg  
8. MAY • 60 YEARS



John Korgaard  
DS Stålsprofil  
10. MAY • 60 YEARS



Kai Rørbaek Christensen  
DS Flexhal  
11. MAY • 70 YEARS



Thorsten Borchmann  
DS Elcobyg  
28. MAY • 20 YEARS



Zenon Brzezinski  
DS Elcobyg  
30. MAY • 50 YEARS



Lars Lyders Larsen  
DS Stålkonstruktion  
5. JUN • 50 YEARS



Sulaiman Sulaiman  
DS Elcobyg  
14. JUN • 40 YEARS



Jan Wísniewski  
DS Engineering  
17. JUN • 40 YEARS



Stefan Brüning  
DS Stahl  
23. JUN • 50 YEARS



Nicu Buza  
DS Elcobyg  
3. JUL • 40 YEARS



Stig Lilbæk Vestergaard  
DS Stålkonstruktion  
8. JUL • 30 YEARS



Dragos Lefter  
DS Stålkonstruktion  
23. JUL • 40 YEARS



Per Erik Haram  
DS Nor  
31. JUL • 40 YEARS



Clemens Schmidt  
DS Stahl  
10. AUG • 60 YEARS



Sven Kröger  
DS Stahl  
24. AUG • 50 YEARS



Tonny Köhler Simonsen  
DS Stålsprofil  
19. SEP • 50 YEARS



Asbjørn Henriksen  
DS Flexhal  
20. SEP • 70 YEARS



Simon Jan Larsen  
DS Stålkonstruktion  
23. SEP • 30 YEARS



Jon Axel Lybæk  
DS Stålkonstruktion  
30. SEP • 60 YEARS



Hanne Nielsen  
DS Stålkonstruktion  
15. OCT • 60 YEARS



Anita Skov Frederiksen  
DS Stålsprofil  
19. OCT • 50 YEARS



Tomasz G. Renachowski  
DS Stålkonstruktion  
27. OCT • 50 YEARS



Artur Filipiak  
DS Elcobyg  
28. OCT • 40 YEARS



Gert Rønnov Nielsen  
DS Stålkonstruktion  
6. NOV • 40 YEARS



Morten Strøm Pedersen  
DS Stålkonstruktion  
10. NOV • 60 YEARS



Anders Hansen  
DS Elcobyg  
16. NOV • 30 YEARS



Wojciech Brzozowski  
DS Stålkonstruktion  
23. NOV • 40 YEARS



Tomasz Piatkowski  
DS Elcobyg  
25. NOV • 40 YEARS



Peter Stounberg  
DS Flexhal  
28. NOV • 60 YEARS



Martin Duch Søndergaard  
DS Stålkonstruktion  
29. NOV • 50 YEARS



Andrei Tutu  
DS Elcobyg  
30. NOV • 40 YEARS



Jens-Jacob Eriksen  
DS Stålkonstruktion  
2. DEC • 30 YEARS



Thomas Overgaard  
DS Stålkonstruktion  
5. DEC • 50 YEARS



Madalina Todea  
DS Elcobyg  
6. DEC • 30 YEARS



Radoslaw Zwierzynski  
DS Stålkonstruktion  
10. DEC • 40 YEARS



Sebastian Baden  
DS Stahl  
21. DEC • 50 YEARS



Heiko Albers  
DS Stahl  
23. DEC • 30 YEARS

# Anniversaries

2023



Erik Thomsen  
DS Stålkonstruktion  
8. JAN • 15 YEARS



Lars Løth Christensen  
DS Stålkonstruktion  
27. JAN • 25 YEARS



Martin Pedersen  
DS Elcobyg  
12. FEB • 20 YEARS



Jan Larsen  
DS Elcobyg  
17. MAR • 15 YEARS



Mads Bay  
DS Elcobygt  
24. MAR • 20 YEARS



Jan Andersen  
DS Elcobyg  
30. MAR • 20 YEARS



Thomas Rasmussen  
DS Stålfprofil  
3. JAN • 20 YEARS



Jan Eriksen  
DS Stålkonstruktion  
01.05 • 10 YEARS



Jens Skjellerup  
DS Stålkonstruktion  
01.05 • 10 YEARS



Brian Jensen  
DS Elcobyg  
15.05 • 25 YEARS



Kenneth Raun  
DS Stålfprofil  
01.06 • 10 YEARS



Erik Stokholm Andersen  
DS Stålkonstruktion  
4. JUN • 10 YEARS



Michael Sørensen  
DS Stålkonstruktion  
10. JUN • 20 YEARS



Torben Geertsen  
DS Stålkonstruktion  
20.04 • 40 YEARS



Susanne Kreibich  
DS Stahl  
1. AUG • 15 YEARS



Nico Heins  
DS Stahl  
1. AUG • 10 YEARS



Jakob Rousing  
DS Stålkonstruktion  
11. AUG • 15 YEARS



Steen Andersen  
DS Elcobyg  
25. AUG • 15 YEARS



Rezan Guli  
DS Elcobyg  
2. SEP • 10 YEARS



Thomas Overgaard  
DS Stålkonstruktion  
1. OCT • 10 YEARS



John Alfatsen  
DS Stålkonstruktion  
1. NOV • 15 YEARS



Jens Hald  
DS Stålkonstruktion  
1. NOV • 10 YEARS



Peter Stounberg  
DS Flexhal  
1. NOV • 10 YEARS



Bjarne Damsgaard Lanng  
DS Stålkonstruktion  
16. NOV • 25 YEARS



René Lykkegaard Nielsen  
DS Stålkonstruktion  
25. AUG • 20 YEARS

# Marlene Østerballe speaks from the heart...

HR COORDINATOR, DS STÅLKONSTRUKTION



FIE BAUMANN

## The day I stepped through the door “carrying” a brand new HR department

It's now been a year since I arrived at Samsøvej for the first time, marking the start of DS Stålkonstruktion's HR “department”.

What do you do when you're the only one actually working on the HR assignments? Well ... a little bit of everything. Over the past year, my “dance card” has been filled with everything from employment contracts, policies and procedures, to expos, employer branding, OHAS and well-being.

When I submitted an unsolicited application for a position of “HR multitasker”, I wrote about my commitment to helping companies through

communication and employee involvement. So it's been so great to come to an organisation where all the staff have enthusiastically participated in initiatives large and small – and have been happy to go along with some weird and wonderful ideas as well.

### **Well-being is my motivation**

My biggest source of motivation is still employee satisfaction and how a good working environment makes a positive contribution to the individual – at both personal and professional levels – and to the organisation as a whole. I'm looking forward to continuing to work in this area in order to generate

more enjoyment which, in turn, generally contributes to even better results.

DS Stålkonstruktion and the entire DS Gruppen organisation are on an exciting journey, where I am convinced that HR will naturally come to play an increasingly important role for us all. In his speech at this year's New Year's party, Kent Hejn Kristensen mentioned the vision of being an attractive partner for customers and employees alike – and even the dream of one day being crowned “Employer of the Year”. Who knows ...? One day, we hope. Whatever, it is certainly a journey I am keen to share and – I trust – contribute to. ■