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Photo: Paweł Dworakowski

This picture shows the file factory in Koszalin, Poland, with full staffing at high activity.

I must admit that this is one of my favourite pictures, strongly reminding me of the spirit of our company and where we came from.

Editorial

Klaus Beyer Nielsen

The above picture brings me to the strategy process we initiated in the autumn of 2015. The process involves all parts and corners of the Group and is expected finished in May after the approval of the Board.

The strategy process is coordinated by consultant Nikolaj Galskjøt, whom many of you might have met during his tour of our sites.

In brief, the target of our big, common efforts is to map Espersen's growth potential from 2016 to 2019.

It is important that we all understand where we came from as a company, and given our growth ambitions in the coming years, we need to reconcile which direction we are moving towards.

We look very much forward to presenting the results to you.

2016 has started out well and in some areas even better than expected.

Accordingly, we are more than confident that it is in fact light we see at the end of the tunnel—and it is time to look forward.

As a company, we are in a transition process; this means that we are introducing new systems (e.g. Espersen Working Smarter) and procedures as well as other things that we need to adapt to as employees. This will also mean that employees will leave us and others will join us.

In Management, we consider this a sign of a healthy company full of activity—although it may seem difficult to say goodbye to a dear colleague.

On my own, Max's and Ole's behalf, I wish all employees and your families a

HAPPY EASTER and a lovely spring!

20th anniversary Espersen Polska

Janusz Łukasik

On 23 January 2016 we celebrated the 20th anniversary of Espersen Polska. The event organized in the Sports Hall in Koszalin was attended by over 800 people - employees of Espersen Polska, representatives of different Espersen branches and invited guests, including the Mayor of Koszalin - Piotr Jedliński.

This special evening consisted of two parts: an official part and an entertainment part. During the official part, the Group President - Klaus B. Nielsen, along with the Espersen Polska President - Adam Basalaj among other things thanked all employees for their contribution to the building of the company's image.



The Mayor of Koszalin thanked Espersen for contributing to the development of the city and the region and for fruitful cooperation.



The entertainment began with performance dance and gymnastics, and continued with a rock concert performed by a very well known (in Poland) band FEEL.

A very good evening !

New products - busy times

Sonja Christensen



Q1 2016 has been the busiest quarter in Espersen Consumer in terms of developing new products and implementing in the production.

Several new products have been developed, and we have also implemented the new products from Norway Seafoods, e.g. rolls (see the picture).

The latter has required installation of new equipment and handling of new processes in the factories.

It has been a good learning experience thanks to great cooperation across functions. Also it has required an extra effort by a lot of colleagues in the whole organization.

From all factories we have felt great enthusiasm for implementing the new products on the lines, and we always get good input from colleagues who do the daily operating of the line.

Thank you for your support .



EBS informs

SECURITY (empty pages)

Cezary Kalinowski

If you get a blank webpage when you navigate to a random website, it is probably because it has been blocked by our Anti-Virus program.

The list of infected and infecting pages is being updated with addresses containing dangerous items detected by the anti-virus agent on our computers.

Service Desk has that catalogue and can initiate a process of website cleaning by informing its administrators about any found threat.

The anti-virus program will also alert you about infection found on websites not yet blocked. Please let us know about such findings too. It will help us minimize the risk in future.

DK change of Network and Internet service provider

Rafal Pucula

We are glad to inform you that Espersen has signed an agreement on change of network to GlobalConnect - an Internet Service Provider in Denmark.

What does that mean for the organization?

Primarily, it means faster internet connections, but also fibre delivery to the sites on Bornholm (Hasle and Beck).

We are sure that the change will improve the quality of our connections and services provided.

The transition from our current provider is planned for the next two months and should be finalized around May this year.

IT infrastructure - current improvement

Bartlomiej Wazny

IT Support Team takes different initiatives on the way to making IT infrastructure as stable and secure as possible. These initiatives involve members of IT Support Team and also external consultants.

IT Support Team has initiated the Security Project.

It has three defined stages and three defined targets today.

The first stage is to find and describe areas in which we should pay more attention to security in Espersen IT infrastructure.

The second stage and target is to describe the current level of security in comparison with best practice known in IT.

The third and final stage and target of this project is to find methods and ways to improve security in Espersen IT infrastructure.

The advantage of this project will be stable and secure IT environment in which all employees in Espersen will be able to work independently of cyber threats and increased awareness of need to be secure in a digital world.

New e-mail servers

Rafal Pucula

One of the most important ongoing projects in IT Support is migration of Espersen's mail system to the latest version.

It will cause a few changes in company mailing standards. One of the main changes is alignment of email addresses in the whole group. When completed, all employees will have @espersen.com address. A few changes are planned for email archiving as well.

The project is in the implementation phase, and therefore you might experience some planned short maintenance periods on the email system.

Obviously, our goal is to keep service unavailability at a minimum and outside business hours.

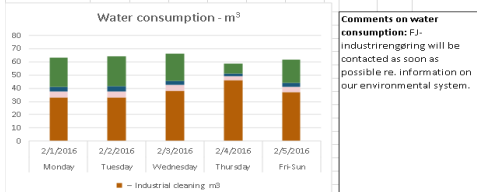
The project is expected finalised in May.

HASLE IS ENVIRONMENTALLY CERTIFIED

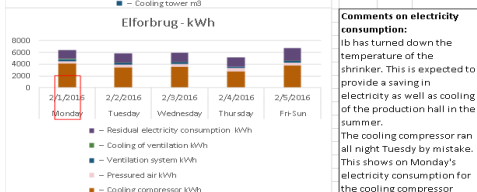
Mads Ville Markussen

Espersen's environmental policy includes, among other things, the target that Hasle will be certified for ISO14001:2015 in 2016, as well as a target of focussing on effective resource consumption.

Environment figures - Week 5 - 2016							All week		
	Monday	Tuesday	Wednesday	Thursday	Fri-Sun		Total	Target	Expenses
Production	h	42.8	47.9	46.9	22.9	40.6	201.1	190	-
Electricity consumption	kWh	6391	5928	5907	5151	6705	29982	34190	kr. 23,386
Electricity efficiency	kWh/kg	0.149	0.122	0.126	0.225	0.165	0.149	0.170	-
Water cons.	m ³	63.2	64.0	66.0	58.7	61.7	314	344	kr. 10,665
-of this cleaning	m ³	33	33	38	46	37	187	-	kr. 6,358
Water efficiency	l/kg	1.48	1.34	1.41	2.56	1.52	1.56	1.71	-
Direct heating	MWh	1.98	1.83	1.96	2.07	3.22	11.1	-	kr. 6,205



Comments on water consumption: FJ-Industrirengøring will be contacted as soon as possible re. information on our environmental system.



Comments on electricity consumption: Ib has turned down the temperature of the shrinker. This is expected to provide a saving in electricity as well as cooling of the production hall in the summer. The cooling compressor ran all night Tuesday by mistake. This shows on Monday's electricity consumption for the cooling compressor kWh.

Other comments on the week:
The very good production figures in week 5 reflect in good consumption of water and electricity.

Udarbejdet af Mads - 08-02-2016
Spørgsmål vedr. miljø rettes til Mads eller Stig

GIVING BACK

Alysa Belova



Since July 2015 Espersen Novgorod has been sponsoring a children's home, and every month we deliver frozen breaded fish products to "our" kids.

In autumn, we organized a drawing contest for children on the topic of "Autumn tints". The children's works were great! They made beautiful drawings and crafts. And, of course, all were winners and all the young participants got their prizes and diplomas. An award ceremony took place at our factory, and after the ceremony, the children had a tour of the factory and a festive lunch with fish patties and juice. It was great to see all those little smiling faces! It should make us realize even more how blessed we really are.



Moreover, we, as the company, were invited to celebrate the children's New Year's Party, after which we gave them small presents from the company. Even through our company's difficult times, we will continue helping our kids whenever we can in the coming years. We will keep you up to date.



The work towards the environmental certification is at full speed. Since the summer of 2015, procedures have been written and an IT system has been developed, EspEn (short for EspersenEnvironment). Now, focus is on operating the environmental management system.

We have applied the principle of *What gets measured gets managed* as our starting point. For all production days, electricity and water consumption is calculated in total and per produced unit. It provides us with a complete overview of the resource consumption and is reviewed at weekly meetings before being posted on the info board. This means that deviations are quickly detected, and that anyone can follow the fluctuations and current improvements of efficiency.

Together we can accomplish—and in Hasle we now accomplish implementing the environmental system. The environmental work is to be a part of the everyday life for the whole factory, and it needs to go hand-in-hand with economic gains. Accordingly, all staff in Hasle have taken basic environmental training with focus on environmental policy and environmental targets.