

SPCC e-magazine

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INSPIRATIONS

HUB ECOSYSTEM - NETWORKING
AS THE MAIN DIRECTION
FOR BUSINESS DEVELOPMENT



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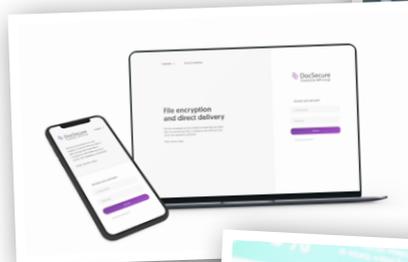
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SPCC E-magazine: Scandinavian-Polish business community online

E-magazine is a quarterly publication in online format distributed by Scandinavian-Polish Chamber of Commerce (SPCC) among wide group of readers interested in Scandinavia and Scandinavian-Polish cooperation. We reach SPCC Members, business organizations, media and individual readers interested in topics related to Scandinavia.

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Dear SPCC Members,

Scandinavian investors are non-stop seekers for the better tomorrow. I have always admired this approach in creating important changes in our daily lives and in the business environment with a synergy not seen anywhere else. This approach has laid the foundation for innovations – Scandinavian leaders first of all focus on the resources within their network, think of innovation as a part of a social process. Finally this leads towards hubs of entrepreneurship where new ideas are created and tested.

Nordic investors have a strong business models to implement sustainable growth, jointly discover new ways to achieve it and educate the society.

I truly hope that with the trust and engagement of our Members SPCC will be at the forefront of organizations and represent the voice of Nordic investors in Poland bringing to light solutions and actions changing the future.

That is why last year SPCC presented 14 trends shaping the future of business. In this issue of the SPCC E-magazine we decided to have a closer look at one of them – HUB ECOSYSTEM. That is also the reason we constantly focus on showcasing Nordic companies and success stories of sustainable growth, innovative solutions and Scandinavian values: openness and collaboration, trust,

innovation, sustainability and equality. Moreover, in this issue you will find interesting interviews with Filip Czerwiński from DSV, Artur Tomaszewski from DNB and Patricia Deyna from Bonnier Business Polska about their vision for the growth here, economic challenges and life in general.

In 2019 SPCC has a lot of plans for continuing our flagship projects, but also looking for new opportunities for development of the Scandinavian-Polish cooperation, stimulate discussions on relevant issues, represent the voice of our Members to the Public Sector.

We will focus on the priorities of representing member companies on the following areas:

- The future of energy cooperation between Nordic countries and Poland – join our Debate on the 7th of May with the Ministry of Energy, Nordic Ambassadors and business representatives;
- The presence of Nordic FDI in Poland – a case example of how to develop a win-win relationship in the perspective of 15 years, based on the synergy between Nordic countries and Poland;
- Scandinavian workplace – showcasing Nordic investors as important and strongly demanded employers on the Polish market (don't miss the latest issue of *Personel i Zarządzanie* dedicated to this topic);
- Nordic Insights – panel discussions and seminars showcasing the Nordic solutions for the future stimulating the sustainable growth of the market In May we will be present with Smarter living and working panel at Scandinavian Days in Szczecin,

We trust and rely on our Members to help us, for signaling what is important to you, what trends you see ahead.

This is a synergy we want to create over time with Members, Partners and Friends on both sides of the Baltic Sea.

Agnieszka Zielińska
SPCC Managing Director

SUMMARY OF EVENTS

Kick-Off Business Mixer

■ 15th of February

Together with our Members we celebrated the beginning of the new business season during Kick-Off Business Mixer which took place in Dom Dochodowy. Our partners of the event were Bank BGŻ BNP Paribas oraz Credstep. It was a great evening!

The event took place in unique interiors of Dom Dochodowy



Our first guest of SPCC Influencer meeting was Wojciech Herra



SPCC Influencer

■ 5th of March

SPCC Influencer is a cycle of meetings with renowned experts who are influencing the market and setting new trends. For the first meeting this year we invited Wojciech Herra - Motivational Speaker, Sales & Leadership Consultant. We were hosted in Powiśle by **Marro** - a company which offers an original selection of products and solutions for offices, hotels and shopping centres.



In Marro you will find good design from well-known brands as well as independent designers, tailored to different budget needs (economy-premium).

Annual General Assembly

■ 20th of March

During one of the most important events this year SPCC summed up its activity in 2018 and presented this year plans. We also welcomed new Member companies!



△ The AGM was attended also by the Ambassadors of Nordic and Baltic States. From left: Ole Egberg Mikkelsen, Ambassador of Denmark; Juha Ottman, Ambassador of Finland; Martin Roger, Estonian Ambassador; Olav Myklebust, Ambassador of Norway; Eduardas Borisovas, Lithuanian Ambassador

▶ Carsten Nilsen, SPCC Chairman opening the meeting



▶ Jan Prejsnar, longlasting Member of SPCC Board has received a commemorative engraving for his contribution to the Chambers' development



△ 22 New Members received their membership certificates



▶ Companies which have been associated with SPCC for 15 years received special pins



SPCC Businesswomen network

■ 7th of March

On the 7th of March together with Ericsson we organized the first SPCC Businesswomen network meeting. Our special guest was Birgitta Finnander, Head of R&D in Poland and Ukraine. We were talking about modern career path in IT, we also listened to fascinating stories of women working for Ericsson going back to the beginnings of the XX century.



△ Katarzyna Pałk, Head of Marketing and Communication and our participants



△ Birgitta Finnander, Head of R&D Center in Poland and Ukraine



2019 is a special year for SPCC - we celebrate our 15th Anniversary. On this occasion we offer you a small journey into the past and this year we will show you a bit of our history. Let's begin with years 2004-2008.

At the very beginning the Chamber had around 200 Members. In 2006, first Economic Conference with the attendance of Leszek Balcerowicz was held and first business mixers, first picnic. The Chairmans of the Chamber were: Henrik Jelert, Kristian Hausken, Mats Johansson and Esko Kilpinen. At our events our special guests were among others: Leszek Balcerowicz, Henryka Bochniarz, Jan Maria Rokita, Manuela Gretkowska and even a screaming choir from Finland - Hultajat.



First Economic Conference with Leszek Balcerowicz as special guest, November 2006



Scandinavian Business Mixer, April 2004



Swedish-Finnish struggle during Nordic Social Event, September 2004

SPCC Premium 15

This year we would like to bring your attention to companies, which have been SPCC Members since the very beginning. In this issue, we present you the Premium 15 Members from the Danish Section. Thank you for your loyalty and trust!

#SPCCPremium15

Danish Section
SCANDINAVIAN - POLISH CHAMBER OF COMMERCE



When it comes to outsourcing your accounting, it's good to have a partner you can trust.

ARPI Accounting is a team of professionals specialized in all aspects of accounting, payroll and administration.

Since 2001, we have been supporting international companies enter the Polish market in many different industries.

Our flexible approach towards each client allows us to find the best possible solutions for their businesses in Poland.



ARPI Accounting is part of the Norwegian ARPI Group specialized in providing outsourcing solutions.

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HUB ECOSYSTEM - NETWORKING AS THE MOST IMPORTANT DIRECTION FOR BUSINESS DEVELOPMENT

The Scandinavian culture of openness is confirmed once again in one of the key phenomena of recent years - the Hub Ecosystem trend. This trend, emerging from the SPCC report „Nordic Insights”, is visible very strongly due to existing platforms or development accelerators - but not only. Bearing in mind the fact that 48% of companies surveyed by SPCC aim at further development of solutions enabling cooperation and networking with other companies/organizations in the near future, we are looking again at this issue and checking how Scandinavian companies bring these solutions closer to Poland.

Innovation, openness and cooperation are values that have long characterized the Scandinavian approach. This idea leads them to take action in solving global problems, improving the quality of life and health of people, building the economy, education, but above all - in business. The leaders of those markets set the trends of change and development, thus encouraging mutual inspiration, non-standard thinking, vision and effective cooperation. That is why they see the most benefits in the Hub Ecosystem.

The Hub Ecosystem trend perceives **innovation as a social process, requiring the exchange of experience and cooperation between various companies.**



62% of companies surveyed by SPCC have solutions enabling cooperation and networking with other companies or organizations,

and **48%** focus on further development of such solutions

How does this cooperation happen?

At many levels - through the exchange of experience in the company itself, between employees; at the local level, up to networking between various types of organizations - start-ups, corporations, government administration or the science sector.

Such an approach is of great importance in the **work on innovation**, and it is well known that in this area, the Scandinavian countries are strong leaders. In the Global Innovation Index 2018, Sweden took 3rd place, while Finland and Denmark were in the top ten of the most innovative economies taking 7th and 8th places. Effective cooperation is also possible thanks to a dynamically developing **environment of start-ups**. In Stockholm alone, about 8,000 startups are active, employing almost 52 thousand people. What's more, 5 out of 10 fastest growing companies in Europe come



Stockholm's Norrsken House hosts over 350 entrepreneurs. Fot. www.norrskenhouse.org

from Stockholm, and 18 percent of all employees are associated with the technology industry.

Another factor that favors the development of this trend in Scandinavia is **business culture**. A modern, collegial style of action and leadership overcomes a hierarchical approach and one-man decision-making. Our Northern neighbors much prefer teamwork.

Hub Ecosystem the Scandinavian way

The natural sequence of things is therefore the creation of places that are designed to connect different organizations and environments in order to develop the best solutions for business and society. They take different forms - co-working spaces are becoming more and more popular, but above all - **hubs** grow. Hubs and development accelerators bloom all over the Scandinavian capitals to support the market in finding the successor of Spotify, Skype or Minecraft. Their task is to combine startups and scientific environments, enterprises, technology companies and investors financing R&D. Hubs can gather partners from a given city or region, but there also industry hubs, which focus on the development of specific technologies.

Time for examples. Founded by Niklas Adalberth, co-founder of Klarna, **Norrsken House** is currently the largest technology center in Europe devoted exclusively to social affairs. It is a kind of eco-

system in which over 350 entrepreneurs operate in the space of a modernized tram depot with an area of 2.400 sq m. in the center of Stockholm. Their operation is supported by the Norrsken Foundation, which invests in start-ups with the greatest potential. It gives them access not only to financing, but also to knowledge, expertise and, of course, contact networks.

In Copenhagen, in turn, operates **Copenhagen Fintech Lab**, which is a place for start-ups from the fintech industry, but is also a center for creating new partnerships in this area. In Helsinki, the **Startup Sauna** deserves attention, functioning as a co-working space, while organizing 100 events per year, including one of the largest conferences dedicated to this industry - Slush.

In addition to hubs and co-working, online platforms are also created to quickly solve problems by connecting experts with beginner entrepreneurs.

A Scandinavian trend on Polish soil

Scandinavian culture and proven solutions - and hence the benefits resulting from networking - begin to be visible in Poland, and companies see more and more potential in them.

Let's start with coworking spaces - **Skanska**, which has been cooperating with **Business Link** for some time, has seen an opportunity in the

further development of this sector and this year has decided to buy this largest co-working and private rental office network in Poland. However, Skanska's cooperation with start-ups goes deeper - every year its **Urban Quest** competition is organized to promote innovations from the PropTech industry. Skanska also implements pioneering solutions of Saule Technologies - an innovative Polish company developing perovskite photovoltaic cell technology.

In Warsaw, **Explorer HQ** - a Scandinavian hub for technology companies, founded in Poland by a group of Norwegian investors - has recently started operations. The goal of Explorer HQ's creators is to create a space for cooperation and establishing business relationships. The second location was opened in Białystok in cooperation with the Białystok University of Technology.

But co-working spaces is just one of the examples. With the participation of Scandinavian business in Poland, cooperation platforms are also being created. **Swedish Ericsson** has a rich portfolio of activities in this area. The company signed a letter of intent with the Łódź Special Economic Zone and is one of the partners of **StartUp Spark** - an acceleration program aimed at combining the startups' potential with resources, infrastructure and experience of mature businesses, while educating medium and large companies in the field of innovation and cooperation with startups. In addition, the Swedish

company has opened two centers in Poland called **Ericsson Garage** - it is a project in which entrepreneurs, programmers and startups, as well as a team of experts from Ericsson all meet. They work, among others, on the use of 5G technology.

Operating in the medical industry, Medicover launched in 2017 a cell specializing in the development of innovation and cooperation with startups - **Health Innovators by Medicover**. It is a team whose task is to implement innovative medical projects. The company wants to build a community of innovators around the project - consisting of startups, patients and employees, and thanks to that - increase the pace of implementation of new solutions.

The fastest growing share crowdfunding platform in Scandinavia - **FundedByMe** - has also been operating in Poland since last year. The platform has high hopes in the Polish market due to the high level of technological abilities among entrepreneurs and the environment friendly to startups.

Bearing in mind the broader global context - the creation of Knowledge-Based Economy and the growing importance of information, networking and mutual exchange of information is gaining importance. Therefore, the Hub Ecosystem trend is a natural direction of development and experiences from Scandinavia can be a valuable inspiration.



The unique concept of Ericsson Garage operates in Kraków and Łódź. Fot. Ericsson

POLAND PRIZE PROGRAMME

The government has joined the battle to attract foreign tech talent to Poland, launching a programme called *Poland Prize*, which is aimed at start-ups with foreign roots.



Tomasz Rysiak, legal advisor, partner at Magnusson Tokaj and Partners

In practice, the requirement to have foreign roots means that funding may be granted to a company with a registered office in Poland, provided that at least a half of its shares and at least one seat on its management board are held by a foreigner. Another formal requirement

for obtaining funds from *Poland Prize* is that at least one team member resides in Poland on a permanent basis. Persons who already pursue or pursued business in Poland are not eligible.

The total amount of non-refundable funding available for start-ups is PLN 250,000, which may be used for product development and remuneration for team members involved in a project, as well as to cover the costs of legal, accounting, and consulting services for doing business in Poland.

One of the operators of the *Poland Prize* programme is *Starter* with its registered office in Gdańsk, offering funding for a team of entrepreneurs (2-4 persons), predominantly from Sweden, Finland, Norway, as well as Germany and the United Kingdom, who already have experience in establishing start-ups. The structure of the programme includes:

- support in finding suitable candidates;
- soft landing, i.e. providing any support necessary to establish a company in Poland, including support for team members permanently residing in Poland;

- acceleration, i.e. a four-month stage of working on a product, with financial, technological, and business support;
- demo day, i.e. presentation of the product developed as part of the acceleration stage.

Starter is particularly interested in innovative ICT solutions for the fintech, healthcare, education, logistics, and telecommunications sectors that are viable for commercialisation, both on the Polish market and abroad. Consequently, one of the prerequisites for a start-up to make it to the acceleration stage is demonstrating the business concept of a given start-up is of interest to a financial or professional investor with a registered office in Poland by producing a letter of intent signed by such an investor.

The foreign start-up support scheme powered by *Starter* envisages a total of three calls for applications to be submitted by start-ups and a selection of a total of eighteen projects that will receive the funding. The first six grant recipients have already been chosen, and another twelve



The total amount of non-refundable funding available for start-ups is PLN 250,000. Fot. Helloquence, Unsplash

start-ups to be grown in cooperation with *Starter* are currently being selected.

THERE IS NO PLACE FOR BOREDOM IN OUR INDUSTRY

- We talk to Filip Czerwiński, Managing Director, DSV Road

The Danish logistics operator DSV is one of the biggest Scandinavian employers on the Polish market. We talk to Filip Czerwiński, Managing Director, DSV Road about the structure of the company, what are the future development plans in Poland and challenges related to Brexit.



DSV Group is present in Poland for nearly 25 years and is in the top five of the largest logistics companies. What is the current structure of DSV in Poland and how has it changed over the years?

The history of DSV consists of many extremely interesting threads including dynamic development and numerous mergers and acquisitions. In 40 years a small Danish company became one of the largest global logistics operators, employing over 45 thousand people on six continents.

In Poland, the DSV Group has been present for nearly 25 years. The key areas of activity of the DSV Group in Poland coincide with the corporate organization and are divided between three divi-

sions: DSV Road (forwarding and road transport), DSV Air & Sea (air and sea freight) and DSV Solutions (warehouse logistics). In addition, DSV International Shared Services Center is located in Poland. It is a Global DSV Competence Center, which provides the entire Group with business support in the areas of finance, accounting, IT, customs administration, transportation damage settlement, data analysis and reporting.

Currently, DSV Group companies in Poland employ approx. 2,000 employees, and annual revenues of over PLN 900 million put them together in the top five largest and most profitable companies in the industry.

How does DSV see the future on the Polish market - can you share with us the closest plans?

DSV is a leader on the European transport market. This is due to the extremely extensive distribution network, covering over 20,000 vehicles on roads and 300 reloading terminals located in all key areas of Europe.

Our plans in Poland assume further development of the groupage network by opening new reloading terminals and replacing older locations with new functional X-dock terminals. We started 2019 with the opening of new branches in Bydgoszcz, Rzeszów and Koninek near Poznań and we are planning on changing our key locations near Wrocław, in Poznań and Łódź.

We implement the strategy of building a fully independent and efficient groupage network consisting of approximately 15-16 own reloading terminals over the next 2-3 years. Our ambitions include entering the top three largest operators on the TSL market in Poland.

Another very important milestone is the opening of the new ISSC DSV headquarters in Warsaw at the beginning of 2020, in which more than 1.5 thousand DSV employees will find a new, friendly workplace.

Last year SPCC published a report dedicated to trends that will affect the future of business. 73% of the companies surveyed by us decided that it is worth following trends. Which of the trends relevant for the industry and its customers do you consider to be key?

One of the key trends in my opinion will be globalization and the ongoing consolidation of the industry. The global logistics market (TSL) is very fragmented, and the largest operators have relatively small shares in it - not exceeding 5%. The market will therefore be consolidating and DSV will be a player actively participating in this process.

One of the biggest challenges for the industry is undoubtedly Brexit. How is DSV preparing for it and to what extent will Brexit affect DSV's daily operations in Poland?

Until the Brexit case is resolved, we can not say what its consequences will be. Depending on the scenario, we only know that the impact will be either very large or very limited.

The most important change resulting from hard Brexit scenario will undoubtedly be Great Britain exiting from the customs union. The introduction of customs clearance will result in longer delivery times, for example through problems with efficient customs and transport services in ports, which currently serve over 90% of British trade. If hard Brexit comes true, a vision of multi-kilometer-long traffic jams and impassable main ports for ferry crossings will become real. The challenge for the transport industry will be to execute orders in a time-based manner for example in case of "just in time" deliveries.

Great Britain is one of our key transport destinations in Poland, so we closely monitor the development of the situation and try to prepare for all possible scenarios. DSV in Poland is also the holder of the AEO Certificate (Authorized Economic Operator), which allows us to provide efficient and secure customs services for our clients. A specially appointed working group deals with the development of the necessary operational, documentary and customs solutions. At the same time, we are hiring new team members for our Customs Agencies, so that we are ready for any scenario.



New seat of DSV ISSC

The DSV Group is one of the largest Scandinavian employers in Poland. Does DSV in Poland draw on the Scandinavian work culture and which elements do you consider to be the most inspiring?

The transparency and openness are certainly exceptional for me. Our goals are clearly defined and the strategy is simple and transparent. You can talk to both employees and supervisors honestly and openly, which is extremely inspiring and influences high work efficiency.

Another element that distinguishes Scandinavian companies is the high ethics of business operations. The areas of activity particularly important for DSV concern environmental protection, business ethics and anti-corruption based on the Code of Conduct established for this purpose.

What fascinates me the most about my work is its diversity and great independence - elements that are an extraordinary motivation for me.

If you were to name one thing that fascinates you most in your work, what would it be?

First of all, I have the unique pleasure of working with exceptional people for a large international organization, which allows me to develop my skills and expand my knowledge. What fascinates me the most about my work is its diversity and great independence - elements that are an extraordinary motivation for me. In addition, the transport industry is full of challenges and surprises. Every day we are surprised by situations that require quick decisions and non-standard activities. There is no place for boredom in our industry.

ECONOMIC EGOISM IS NOT GOOD FOR ANYONE

Interview with Artur Tomaszewski, CEO of DNB Bank Polska S.A.



But what the economic egoism actually means?

Economic egoism means actions that from a global point of view have negative socio-economic consequences, but for a given country they seem to be beneficial and are justified by the need to protect individual interests. The long-term effects of these changes are difficult to predict. In recent years it has been clearly seen that politicians have changed their approach to globalization and cooperation with their neighbors. However, from the point of view of entrepreneurs operating in Poland and other Western countries, the key question is whether behind the slogans and election rhetoric there are real changes in exchange of goods, access to markets, foreign labor force and capital. So far Polish entrepreneurs do not feel it. According to the survey performed by DNB and PwC among the companies doing business with DNB, over 65 percent of the respondents do not see any signs of discouragement of cooperating with their foreign contractors. This is a positive message. It is interesting that this answer was chosen both by companies with large share of foreign capital and cooperating with foreign entities, as well as by those operating only in Poland.

The newest report “Directions 2019” is focused on the economic egoism. Why?

After the collapse of the communism, the globalization processes accelerated. It was linked with the intensified integration within the region and increased economic openness. The globalization began to include not only the turnover of goods, but also the financial markets, capital flows and the migration of people. The situation started to change after the financial crisis of 2008. The confidence between the business partners has decreased. The migratory crisis of 2015 is one of the most obvious signs of a reverse from openness and integration, as well as Brexit and new trade policy of the United States. All these events are a manifestation of growing individualism or even economic selfishness of individual countries.

Do you find the origins of economic egoism in the migration policy of the European Union?

Undoubtedly, the migration crisis in 2015 influenced the change of EU countries' point of view. In 1998 there was 1 immigrant per 230 EU residents, while in 2015 we have 1 per 109. The number of all migrants who at that time came to the European Union countries, also from other EU countries, reached over 4.6 million - 0.95 percent of its population.

What is important, however, over 91 percent of respondents who took part in DNB-PwC survey, does not agree with the statement that foreigners have a negative impact on the labor market. The sector most dependent on the work of im-

migrants is the industrial processing where 14.1 percent of the employed are immigrants from the European Union, and 11.1 percent - outside of EU. This means that every fourth person working in this sector is a foreigner. The work of immigrants is important in trade, construction, as well as health care and social assistance. Simply - without employees from abroad Polish economy would not develop.

Is Brexit one of the symptoms of the economic egoism?

Both one of the symptoms, as well as the consequences. For many Britons, the main argument for leaving the European Union was the Community's migration policy and the conviction that British citizens are worse off because foreigners take their jobs and agree to lower wages thus reducing average earnings in the economy as a whole. Today it is difficult to judge what would be the effects of the first in the history exit for the entire European Community and individual countries. Naturally, if Brexit materializes. According to the estimates, without Brexit the United Kingdom's GDP in 2020 should be lower by 3-5.5 percent. On the other hand, depending on the scenario, the European Union will lose from 13.3 to 63 billion euros as a result of Brexit, which means a decrease in GDP by 0.11 to 0.52 percent. The consequences for Poland are expected to reach from about 0.4 to 0.55 percent of GDP. Polish export to the United Kingdom is dominated by machinery, equipment, electrical and electrotechnical equipment (including computers), transport equipment (including cars and spare parts), as well as groceries and industrial goods.

But according to your report Polish companies are not afraid of Brexit.

Yes, but in my opinion they should. Only about 13 percent of polled companies believe that the so-called "hard Brexit" will have big or huge impact on their operations. According to as many as 60 percent respondents, the effect will be small. Meanwhile, in my opinion, this peace of mind is at least unjustified. We are in mid-March, in two weeks Britain is about to leave the European Union and we still do not know the conditions.

Paradoxically, Polish companies are much more afraid of a trade war between the US and China than Brexit.

It is true. Almost one fourth of our respondents is afraid of the consequences of the dispute initiated by Donald Trump's administration. Industrial processing, in particular automotive sector and electronics are the areas with the highest exposure to the international trade, and therefore also the most exposed to restrictions regarding openness of the countries. That is why the German automotive industry is expected to be most affected by the new US trade policy. Poland, as a supplier of semi-finished products for car manufacturers, may also feel the effects of the customs war.

The more open the Polish economy, the better for all of us - as I understand this is the main conclusion coming from this year's „Directions”?

In the long term, economic egoism and disintegration processes will not serve anyone. They can be particularly severe for economies that, like Poland, are developing dynamically, but they are still far behind global leaders. Such ideas as two-speed Europe, Three Seas Initiative or Brexit mean the retreat from previously chosen direction of development and most likely these ideas will consequence in the drop of the average level of global openness. The industry will be most threatened by deepening isolationist tendencies in Poland, especially in case of such sectors as automotive industry, machinery and furniture sector, wholesale and retail trade, transport and storage, as well as services and business activities.



Directions 2019 - report by DNB

Simple and effective data encryption in compliance with GDPR

In connection with GDPR, business owners have begun to implement procedures for securing files containing personal data, e.g. with the use of a password. Is this solution sufficient? We have posed this question to ARPI Group representatives who have developed their own tool to share files and folders in an encrypted way.



DocSecure
Powered by ARPI Group

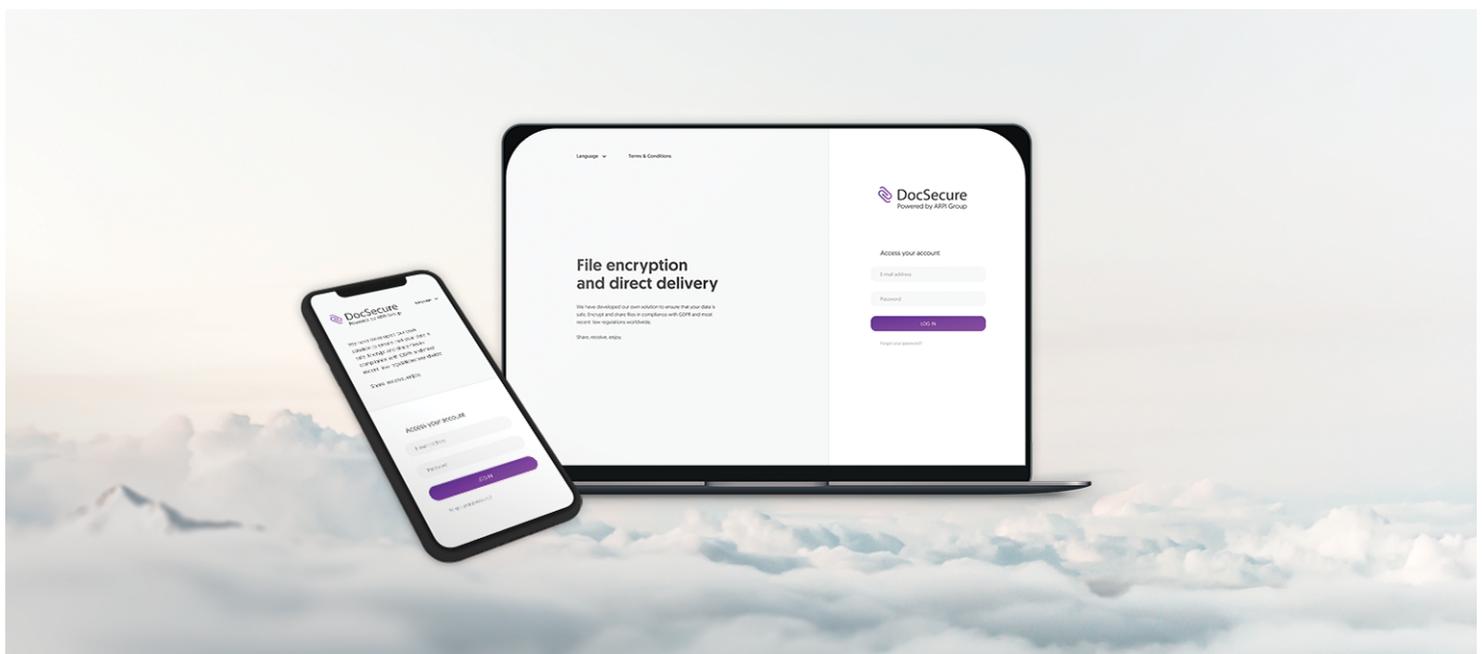
The idea of DocSecure is absolutely intuitive. A user who would like to share a file or folder adds it to their online storage space and indicates the e-mail addresses of their recipients. That's all the user has to do because the system automatically guides the recipients through a short registration process and then grants access to the relevant files or folders in an encrypted manner. 'We are focusing on new technologies and automation of time-consuming processes,' explained Michał Ratyński, Creative Manager at ARPI Network, in charge of the team responsible for the implemen-

tation of DocSecure. 'Under standard conditions, an employee would password-protect a file, for example in pdf or zip format, and send it by email. DocSecure operates outside the overstuffed email box, because all communication related to files and folders takes place in the system,' he added.

The application contains functions that can also be used in HR, payroll and accounting departments, where the number of unencrypted documents sent monthly is very high. One of them is Dispatcher, which allows you to send even several hundred files to individual recipients with a single click. Users will also have access to several language versions, to the possibility of interface personalisation, notification management and additional file encryption.

DocSecure will be available to companies already in the second half of 2019 via mobile applications or the website <https://docsecure.arpi.com>.

More information: <https://arpinetwork.com>

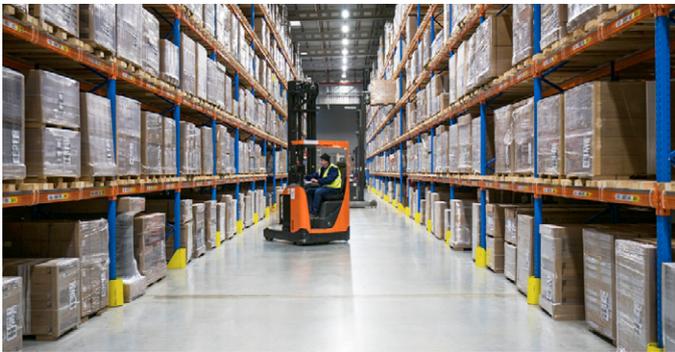


2018 IN A NUTSHELL - SCANDINAVIAN INVESTMENTS

JANUARY

IKEA opens a new distribution centre

IKEA opened a new Customer Distribution Center in Jarostów near Piotrków Trybunalski, which will fulfill the execution of orders placed via the Internet and sent directly to customers. The building includes two automated high storage warehousing systems: one with a height of 22 m and a capacity of 52.5 thousand m³ and the other with a height of 34 m and a capacity of 90,000 m³.



YIT starts construction of Aroma Park apartments

Aroma Park is the second YIT residential project in Poland. As part of the investment, one of the most important historic buildings in the north of Warsaw will be revitalized - the historical buildings of the yeast factory of Henryk Bienenthal from 1902-1904. The estate is being built on a plot of nearly 3 ha, located at 10 Klasyków Street in Warsaw.



Greencarrier Freight Services opens a new branch Distribution Park Sosnowiec

Greencarrier Freight Services Poland, a Scandinavian forwarder and logistics company, has signed a contract for the lease of warehouse and office space in Distribution Park Sosnowiec - a warehouse and production park owned by Hines Global REIT. The company will lead logistics operations in an area of 2,660 sq m.



FEBRUARY

Lantmannen Unibake expands its capabilities in Poland

Lantmannen Unibake - a Scandinavian bread producer, present in Poland since the early '90s, has launched a new bakery in Nowa Sól. This is the third and, at the same time, the largest and most modern bakery in Poland, and also the second largest in Europe. The current value of the investment in Nowa Sól is EUR 37 million, and its total value until the end of 2019 will amount to EUR 75 million.



MARCH

The biggest window factory in Poland now with a new distribution centre

A new distribution centre of DOVISTA was opened in Pomerania. The company belongs to VELUX Group. The facility in Wędkowy is the biggest win-

dow factory producing wooden windows and employs around 2400 workers.

Skanska Property Poland sells Nowa Fabryczna office building

Skanska has sold Nowa Fabryczna building in Łódź, Poland, to Niam, the real estate fund manager for 52 mln EUR. It is the developer's second office project in the city, and the seventh Skanska property Niam has acquired in the Polish regional markets since 2015.



MAY

Nordea Bank opens IT Campus in Warsaw

Nordea is the largest financial group in the Nordic countries and it has now chosen Warsaw as the location for the development of its new technology centre. Nordea's Warsaw office will be responsible for the development and provision of technology for the bank's customers. The newly planned Campus will be an open community for people, who share a passion for technology. The plans include organisation of events in Warsaw, which will allow for the exchange of experiences.



SEPTEMBER

Fortum opens new multi-fuel CHP plant

The plant will provide district heating to some 70,000 households in Zabrze and Bytom, in southeastern Poland. The new plant has a pro-

Photos - company press materials

duction capacity of 225 megawatts, and the annual production is estimated to amount to approximately 730 gigawatt hours (GWh) of electricity and 550 GWh of heat. Initially the plant will be fuelled by refuse-derived fuel (RDF) and coal, but it can also use a mixture of these fuels and biomass. The investment amounts to approximately 200 million euros.



OCTOBER

Kongsberg Automotive opened its third factory in Poland

The new plant with an area of 17 600 m², which is located in the Brzeska Economic Zone in the Kujawsko-Pomorskie Province, after the launch of all production lines will employ nearly 1,000 people, the company said. The new KA plant will produce heating mats for car seats, as well as fuel and air lines.

NOVEMBER

Klippan Safety is expanding its factory in Stargard Szczeciński

The company has moved to new premises located at the Industrial Park of New Technologies. Klippan Safety is the producer of safety belts, car beds, seat covers and luggage racks for Volvo, Scania, Man, Daimler and Renault. The operations of the Andrenplast being in the holding together with Klippan Safety were also launched. Current employment is expected to increase to 400 people in a short time.



Fot. www.stargard.pl

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If you're interested in further cooperation with PURO Hotels, please contact Ewa Koprowska, Key Account Manager via ewa.koprowska@purohotel.pl

A cultured hotel in the home city of Polish cinema is PURO Hotels' sixth property. Standing in-between Poznański Palace and the renovated factory complex Manufaktura, PURO Łódź fuses industrial heritage with contemporary culture. With its mini cinema PURO Łódź pays homage to a city so intimately linked to film. Two independent kitchens promise a vibrant gastronomic experience and the rooftop terrace is the perfect place to enjoy cocktails and a stunning city-scape view. With its blend of soulful food, holistic wellness and visual arts, PURO Łódź encourages guests to experience the city's creative cultural legacy.

GDS bookings available
25th February
Puro Hotel Łódź

| | |
|----------------|--------|
| Konsolidator | WV |
| Sabre | 322677 |
| Amadeus | LCJ329 |
| Galileo | E8267 |
| WordSpan | LCJ29 |
| Pegasus(DISCO) | 107329 |

PURO
ŁÓDŹ

SPCC Recommends

Ladies and Gentlemen,

We are pleased to announce that on the **14-19th of May 2019** the **sixth Scandinavian Days** event will take place in Szczecin, for which we cordially invite you today.

The Inauguration Gala on the **14th of May** in Szczecin Philharmonic Hall will open the event.

On the 15th of May the organizers invite for a business event which will be dedicated to topics such as to start-ups, Industry 4.0 and Smarter Living and Working. Along with this event a series of workshops, meetings and business presentations will be organized.

More detailed programme will be available soon. For more information please visit www.ds.szczecin.eu



Organizator



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FIVE QUESTIONS TO...

Patricia Deyna, CEO, Bonnier Business Polska



1. What is the most valuable advice you were given through your career?
Pick your fights.

2. In your opinion a good leader is someone who...
Sets a good example and also gives other people the possibility to develop and do their thing.

3. The most important trend shaping our future in the years to come is...
The environmental problem being fully recognized and dealt with.

4. Name one thing that Swedish and Polish people can learn from each other
Polish people can learn that in the long run, it pays off to be transparent and fair. Swedish people can learn how to be more spontaneous.

5. What is your favourite place you would recommend visiting in Scandinavia or Poland
In Scandinavia I would recommend visiting Copenhagen - a fantastic city that has something for everyone.



Fot. Maciej Semeniuk

PATRICIA DEYNA was born in Stockholm and is half-Swedish half-Polish. Patricia graduated from Stockholm School of Economics and has worked as an equity analyst at an investment bank in London and Moscow. Patricia has been working at Bonnier for 10 years and has been the CEO of Bonnier Business Polska for 7 years. Patricia is fluent in 6 languages and enjoys travelling, yoga and food.

Scandinavian business aims at sustainable development implementing new projects based on circular economy and renewable energy. And at the end of March sensational news reached Warsaw - a famous Danish architecture office BIG Bjarke Ingels Group has designed a complex of buildings in Warsaw!



Fot. Pixabay

IKEA will be leasing furniture

IKEA has introduced leasing of office furniture to its offer - tests of this new service has begun in February this year. As IKEA representatives say, in the future the offer will be extended to kitchen furniture. The leasing strategy is part of Ikea's wider effort to design and sell goods that can be repaired, reused, recycled or resold and promote services that prolong the life of a product. Ikea has said it wants to source 100% of its wood and paper from more sustainable sources by 2020 and plans to ditch fossil fuels by 2030.

Finland again the happiest country in the world

The release of the 2019 World Happiness Report again confirms that impression with four Nordic countries in the top five happiest nations. Finland, which headed the table last year, came top again, followed by Denmark, Norway (top in 2017) and Iceland. The survey, conducted by Gallup, uses a three-year rolling average of survey responses around six factors: GDP per capita; social support; life expectancy; freedom to make life choices; generosity; and corruption levels. Finland scores well on all factors but particularly strongly on generosity. More about the happiness of Fins you can from the employees of the Finnish Embassy in Warsaw [in this video by TVN24](#).



Photo by Tommaso Fornoni, Unsplash

Unique research project by Volvo

The inauguration of what is probably Europe's first ever energy warehouse using electric bus batteries is currently under way. Batteries from electric bus route 55 in Gothenburg are getting a second lease of life for solar energy storage. It is part of

a research project where Volvo Buses, Göteborg Energi, Riksbyggen and Johanneberg Science Park are working together to examine electricity storage in apartment blocks that have their own electricity production via solar panels.

Bjarke Ingels Group will design a complex in Warsaw

A studio founded by a famous Danish architect has designed its first project in Central Eastern Europe. Towarowa 22 is a city square between the streets of Towarowa and Miedziana. 230.000 sq m will contain a park, shops, cafes, restaurants and office buildings. Echo Investment and EPP are the owners of the project.



Fot. www.echo.com.pl

