

SPCC e-magazine

fot. Justyna Glowka

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SPCC Activities

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- **Women in the labour market** – Poland vs Scandinavia

SPCC Community

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SPCC Patrons



The Scandinavian-Polish Chamber of Commerce is an association created by and for business people and entrepreneurs associated with Scandinavia. Currently, SPCC brings together around **390 Members** and is one of the largest bilateral chambers in Poland. Membership in the Chamber gives plenty of networking opportunities with an elite group of high-performing managers of Nordic companies and is also a good way of finding inspiration for everyone who would like to expand their business.

EVENTS

We are looking forward to see you at:

- **5th of September** - SPCC Legal Morning Meeting with Kancelarią Goźlińska, Staszewska - Lisiak i Wspólnicy
- **8th of September** - SBC Kräftektiv
- **11th of September** - Nordic and Central Europe Maritime Ties Business Mixer, Gdańsk
- **13th of September** – SPCC Recommends: “Good energy” conference, Łódź
- **27th of September** – Legal Morning Meeting with Magnusson
- **28th of September** – Speed Business Meeting in Kraków

More events in the **SPCC Calendar of Events!**

MEETING WITH MATEUSZ MORAWIECKI, DEPUTY PRIME MINISTER AND MINISTER OF DEVELOPMENT WITH THE LARGEST BILATERAL CHAMBERS OF COMMERCE



On the 17th of May the Deputy Prime Minister Mateusz Morawiecki met with the representatives of fourteen bilateral Chambers of Commerce in Poland, including SPCC. Chambers that were present on the meeting associate together more than 3500 companies which are the biggest foreign investors operating on the

Polish market. Companies represented by the Chambers provide workplaces for 1.5 mln people in Poland. The meeting was a great opportunity to learn about the latest developments of the Responsible Development Plan which had been announced by Minister Morawiecki. Participants also had a chance to ask questions related to issues that bother investors the most. Communication with investors as a crucial element for good cooperation was also highlighted as well as maintaining Poland's attractiveness for future investments.



MEMBER COMPANIES

SPCC brings together **391 Members**

366 corporate Members, **23** honorary Members and **2** individual Members

 142 companies  69 companies

 96 companies  59 companies

The Chamber represents **8** countries:

- **5** Nordic countries: Denmark, Finland, Iceland, Norway, Sweden
- **3** Baltic states: Estonia, Latvia and Lithuania.

Meet new SPCC Members
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SUMMER WISHES



Fot. Katarzyna Szota

Midsommar and Sankt Hans often are already behind us, which means that we are entering the summer season!

We wish you all a terrific and relaxing summer holiday season!

We hope to see you all at our events in Autumn.

SCANDINAVIAN INNOVATIVE SOLUTIONS – MANUFACTURING & CLEANTECH CONFERENCE & NEW SPCC REPORT

On the 20th of June, the second SPCC conference on the Scandinavian innovative solutions in Poland took place. The conference and the report prepared on this occasion are a continuation of last year's project. This time, together with partners – the Scandinavian Embassies in Poland, the Industrial Development Agency and Monitor ERP; we put a special emphasis on industrial innovation and cleantech.



The conference with the Scandinavian-Polish audience was opened by Mr. Marcin Łata, Director of the Department of Innovation and Development Support

Programmes in the Ministry of Development, with a discussion about programs available to companies and the possibilities for their use. The event's partner, the Industrial Development Agency, presented innovative solutions for small & medium enterprises: the Technology Transfer Platform, and the "Open Innovation Network", co-developed with the Ministry of Development. Innovative solutions for Industry 4.0 and

cleantech were presented by companies: Monitor ERP, Kongsberg Automotive, Skanska S.A., and Volvo Buses.

The conference and report provided an opportunity to exchange experiences between Scandinavia and Poland on the subject of challenges and opportunities stemming from global changes in manufacturing & cleantech sector, and also to discuss potential cooperation areas.



In Poland, the manufacturing sector employs 5 million people, and the value of exports from Poland is almost 180 billion EUR (2015). Both Polish and Scandinavian markets are facing challenges related to the Fourth Industrial Revolution and manufacturing process digitalization. At the same time, our Scandinavian neighbors are the leaders in innovation & cleantech – according to the latest Global Innovation Index 2017, Sweden is the second most innovative country in the world, and all the Scandinavian countries ranked high, with Denmark placing 6th, Finland 8th, and Norway 19th. Denmark, Finland and Sweden are also the global top three of the recent Global Cleantech Innovation Index, which measures the countries' potential to create start-ups which will commercialize innovations in cleantech in the next 10 years. According to Cleantech Finland, the potential of the Polish market for cleantech will significantly grow in the coming years – this being one of many potential cooperation areas between Poland and Scandinavia in innovation solutions. Other areas were also pointed out in the report by Scandinavian Ambassadors in Poland. In the report, experiences and innovative solutions are also shared by Scandinavian companies which located their manufacturing sites in Poland such as: SCA Hygiene, Hempel, VELUX, Fortum, Stena Recycling, Danfoss, Poldanor and Rockwool.

We welcome you to read the report.

According to the EU study, some **79%** of companies that introduced at least one innovation since 2011 experienced an increase of their turnover by more than **25%** by 2014.

Recent studies estimate that **digitization of products and services** will add more than **€110 billion** of revenue for industry per year in Europe in the next five years.



DOWNLOAD THE REPORT

"Scandinavian innovative solutions – manufacturing & cleantech"

WOMEN ON THE LABOUR MARKET - THE SCANDINAVIAN PERSPECTIVE



Fot. Cecilia Larsson Lantz/Imagebank.sweden.se

Scandinavia is not only the place where the happiest employees live, which we described in the first issue of the e-magazine this year. International rankings indicate

that the North of Europe is the best place to live for women - the countries of that region also offer women the best conditions on the labour market. In Sweden and Iceland 44% of the seats in their respective parliaments are held by women, which represents the highest percentage all over the world. Sweden was the first country in the world to have introduced paternal leave, and Finland has the highest percentage of educated women (as much as 49%).

At the same time, in the latest ranking published by The Economist - „The Glass Ceiling Index 2017”, which assesses conditions for women on the labour market - Poland holds a high, fifth place among 100 countries. Do we have a reason for optimism, and how Scandinavia can inspire us? Let's take a closer look at women's situation on the labour market in Poland and the North of Europe.

Everything started in Denmark, where the Socialist International in Copenhagen established the 8th of March to be the International Women's Day, one year after the idea of the festival took hold in the United States, and since the very beginning it had a political and social dimension. In the Nordic countries, it involved the struggle for decent wages and working conditions for women, as well as access to the full rights to vote, i.e. broadly-understood gender equality. The issues of gender equality in the Nordic countries in the context of the labour market have been presented from an interesting point of view in the publication entitled „A Scandinavian Success Story? Women's Labour Market Outcomes in Denmark, Finland, Norway and Sweden”, which has been co-authored by three female professors of the Universities of Umea and Stockholm. The authors point to significant differences in this respect between Denmark, Finland, Sweden and Norway, but they agree that what is the biggest advantage of the equal gender status in the professional life is achievement of the financial independence. It is this independence that gives Scandinavian

women self-sufficiency, high self-esteem, possibility of self-determination, and, consequently, the happiness of being an independent person. Interestingly, despite achieving

such a strong position, Norwegian, Swedish and Danish women believe that although changes for better do take place, they are not as fast as they would expect. The opinion expressed by the female citizens of the countries which top gender equality rankings seems to be surprising, but it shows that a lot has yet to be done in this respect.

Position of women on the labour market has been a subject of interest and research also on the international scene. The latest edition of the OECD Employment Outlook 2017 report, which was published in June 2017, is devoted to the labour market, and presents the results of the research conducted in 33 countries in which such factors were taken into account, as: wage equality, percentage share of women in the labour force, female unemployment rate, as well as the share of women in full time employment as compared with the total number of women who work. Based on the previous issue of the OECD report the „Women in Work Index 2017” created by PwC, indicates five countries holding the highest positions, they are sequentially Iceland, Sweden, Norway, Denmark (6th place), Finland (7th place) and Poland 9. The results are in line with a broader research perspective, i.e. the analysis of women's and men's equality in the world presented in the latest report by the World Economic Forum entitled „The Global Gender Gap Report 2016”. The women's and men's situation was compared in four areas: participation in politics, economic situation, health care and access to education. This report also shows that women's situation is the most favourable in the Nordic countries. Iceland tops the list (as has been the case for the last eight years), followed by Finland, Norway and Sweden. Denmark ranked the 19th. whereas Poland the 38th.

The percentage of women who work or seek employment depends, to a large extent, on their level of education, the number of children in the family, salary offered, guarantee of the work-life balance, solutions which help run the company, as well as the cultural model preferred by a given society. According to the PwC „Women in Work Index 2017, the countries with one of the highest rates of women labour market participation include Iceland, Norway, Finland and Sweden. In Poland, as many as 90% of women are employed full-time in the group of working women. In Finland, ladies with the full-time agreement represent 84% of all women employed, 82% in Sweden, 74% in Denmark, in Norway this ratio is 72%.

In search of harmony between work and family life

The ability to balance the family and professional life is the art mastered by just a few, which is why institutional solutions, in particular availability of day-care centres and kindergartens, as well as regulations applicable to maternity/paternity and paternal leave are such invaluable support. The countries with the highest rates of women labour market participation, such as Iceland, Norway, Finland and Sweden, are, at the same time, the countries which have implemented advanced mechanisms aimed at achieving the work-life balance. As compared to the Nordic countries and all OECD countries, Poland has



Fot. Katarzyna Szota

one of the lowest percentages of children aged 0-2 and 3-5 covered by institutional care (day-care centres, kids' clubs, kindergartens, legally employed babysitters). It translates, to a significant extent, into women's share in the labour market. In Poland, as little as 61.4% of women aged 15-64 participates in the labour market, which is below the European average, i.e. 63.2%. A similar tendency is indicated by the employment rate expressed in terms of the working age and gender. According to the OECD Employment Outlook 2017, Poland is far from the Scandinavian countries in terms of the proportion of female employment compared to male. The result of 61% of the working women to 75% of the men gives us 63 places, while Finland, which employs 74% of women versus 76% of men occupies eighth position. Norway is placed on thirteen with a proportion of employees 76% / 80% and Denmark on nineteenth with 75% to 81%.

Why 4 out of 10 Polish women of working age do not work or seek employment, if according to the latest GUS [Central Statistical Office] data the unemployment rate has fallen, and the male-female wage gap is lower than the European average?



Fot. Simon Paulin/imagebank.sweden.se

The answer to this question can be found in the results of the above-mentioned „The Global Gender Gap Report 2016” report. The average time of paid work for men is 7

hours and 47 minutes per day, whereas for women 8 hours and 39 minutes. At the same time, men perform unpaid work, i.e. household activities, on average for 1 hour and 30 minutes per day, whereas women for 4 hours and 47 minutes. The smallest difference was recorded in Sweden, which tops the ranking, followed by Norway (2nd place), Finland (4th) and Denmark (8th). Poland ranked 21st, which means that in numerous cases for Polish woman professional work is a too big time burden to meet the requirements of the work at home, and, at the same time, wages are too low to cover the costs of external child-care or cleaning services. Consequently, Polish women face a more difficult choice between work and family life, which, in the case of Nordic women, is not as dramatic.

What is also worth taking into account is the difference in perception of the woman's role in the Nordic societies, which has big influence on the extent of their labour market participation and, indirectly, the employment rate. The OECD study shows that according to the predominant opinion in Poland the key role in child rearing is played by the mother, and, consequently, 2/3 of Poles believe that the whole or most of paternal leave should be taken by the mother. In comparison, in Sweden more than half of respondents (61%) favour equal division of responsibility, in Denmark and Norway, the percentage distribution in this regard is about half (about 50%). In Finland, about 45% of the population think that it is mainly the mother who should take parental leave.

Wage gap

It is hard to provide a clear answer as to whether and to what extent the wage gap affects female employment rate and labour market participation.

In Poland, the wage gap reported by GUS was 7.7%, which is a positive results against the background of the EU average of 16.1%. In Finland, however, where women demonstrate bigger labour market participation than in Poland, a 19% gender wage gap persists, which is the largest difference in comparison with the rest of the countries of the region. The smallest wage gap was recorded in Norway, where it was just 6%. Examination of the unemployment rate gives similarly inconclusive results. The 7.5% result recorded in Poland is nearly 2 percentage points better than the EU average and Finland's result. However, Finland, Norway and Sweden are interesting, because the female unemployment rate is lower than the male one there.



Fot. Henrik Trygg/imagebank.sweden.se

A lot has yet to be done

The long-standing opinion according to which women's contribution in prosperity still remains at a decisively lower level than its potential, despite the fact that women account for the half of the global population (**49.5% in 2015**), does not properly reflect their role and situation on today's labour market. Despite the UN recommendation to recognise the equal importance of women's and men's work for society, the underestimated value of the global economy resulting from the fact that women are not paid for their work or paid lower wages is huge. Polish sociologist and economist H. Zarychta, citing research conducted as part of the United Nations Development Programme (UNDP), indicates that if the value of the work in the household was calculated and included in the income, the gross national product would increase by 30-40%. Naturally, this value is not included by any country in the GDP, if household chores are performed by the household members themselves. However, the economist points out, if somebody is hired to perform such chores, their earnings are included in the GDP. Consequently, the failure to include the value generated by households is the reason why a number of statistical data are incorrect, in particular those related to countries' economic growth. If we add to that the fact that women in developed countries spend two hours more than men performing professional work, and they, on average, devote 35 hours per week to household chores, whereas men just 10 hours, we can come to the conclusion that women constitute the biggest group of employees and, at the same time, the one whose contribution is the most underestimated.

Sources

SCANDINAVIAN WORKPLACE

Is the main theme of many SPCC activities this year. The project will be finished in October with a conference and report dedicated to good practices and solutions of Scandinavian companies in the HR area.

AN INTERVIEW WITH PIOTR PADALAK, COUNTRY MANAGER JYSK IN POLAND



Piotr Padalak

Last year JYSK opened its 200th store in Poland. You have been associated with the company since its beginnings on the Polish market – how has JYSK changed in Poland over the years and how is the Polish market ranked nowadays on the JYSK global business map?

The Polish market is very important for JYSK.

That's right, I have a pleasure to work in Polish JYSK from the very beginning. We opened our first two stores in Gdańsk in the spring of 2000. Poland wasn't yet a Member of the EU at that time and we encountered a lot of bureaucratic barriers. Today our market is fortunately much more in order in every aspect.

Poland is one of the most important markets for JYSK. We have more stores only in Germany (more than 1000), where our company has been operating for more than 30 years. In addition to our investment in over than 200 stores in Poland, we also built a huge distribution center in Radomsko. We have 80,000 sq. m of high storage warehouses in there. Our distribution center supports over 600 stores in Central and Southern Europe.

So what are your plans for the upcoming years, what are your priorities regarding further development? Are there any challenges that the company will have to face?

In Poland there is still space for another 100 stores, which is a total of about 300 JYSK stores. 15 years ago, we were wondering if the cities with „only” 100,000 inhabitants are not too small for us. Today, our stores manage very well in cities with even 20,000 inhabitants.

Our online store is growing rapidly and it works very well. We are definitely entering the „omnichannel” world, where the customer moves freely between the various sales channels and communication with the store. It works and creates many interesting opportunities.

JYSK is described as „Scandinavian sleeping & living”. Are Polish people already familiar with Scandinavian design and can we say that the Danish roots constitute a part of the company's competitive advantage on the market?

Scandinavian design is very popular in Poland. Scandinavian forms, colors, materials, functionality – it sells very well. We can observe a big change in our Polish tastes. Such phenomena as the Danish „hygge” or „Scandi love” remain very popular.

Apart from the „Scandinavian sleeping & living”, our success is certainly based on the principle that the customer is always right. In JYSK, this approach to trading is called „customer first.” Customers see it and appreciate it. We implement and develop solutions which are customer friendly. In JYSK we have a 30 day price guarantee or unlimited return of goods, any complaints we always accept and deal with a smile.

JYSK is also an important employer – the company employs around 2,000 people. What inspiration do you draw from the Scandinavian working culture in everyday business? Do you think that one can successfully combine the Scandinavian and Polish working culture?

In JYSK, we call each other in an informal way, both in the literal and metaphorical way, regardless of the position in the structure of the company. In our mutual relations we try to be guided by a simple human decency and common-sense trading. This approach to co-workers and business we define as „JYSK Values” and it's not a corporate Newspeak, just something that works in reality.

„In Danish business, also the corporate one, I respect the big pragmatism, quick and simple decision-making processes and the assumption that the other party has good intentions.”

The fact that as the only retail chain in Poland we closed all stores for the last Christmas Eve may serve as an example. We have lost a big turnover, that's right, but we have certainly won the smile of our colleagues and the recognition of many customers - both priceless (smile).

In Poland it may be hard to believe, but the founder's wife is still working in one of our Danish stores today, serving cus-

tomers even though the family name can be found on the world's richest Forbes list.

Because of a mutual respect, companionship, flat organizational structure and development opportunities, we enjoy high average work experience among our employees and relatively low turnover of staff, despite the fact that work in trade can be hard and the industry is generally not perceived as especially attractive.

Scandinavian style of management is also different from the Polish one. In your opinion, which features of the Scan-

dinavian manager are crucial and contribute the most to the development of the organization?

In Danish business, also the corporate one, I respect the big pragmatism, quick and simple decision-making processes and the assumption that the other party has good intentions. In Denmark titles or positions are less meaningful, a lot more important are arguments and experience. A lot of people are willing to compromise both in business and politics. On the other hand, Danes in Poland are impressed by our great entrepreneurship, rapid development and enormous diligence.

START-UP LOOKING FOR FUNDING? DIRECTION: POLAND



MAGNUSSON



Laura Piórkowska, Magnusson

Stockholm is now being hailed the "new Silicon Valley" and "unicorn factory" following a wave of successful tech start-ups. Poland has similar hopes and is now creating a propitious environment for start-ups. With this in mind, the Polish government has decided to allocate PLN 3 billion to the 'Start In Poland' programme, launched by the Ministry of Regional Development. The Ministry is focusing on all aspects of innovation as an incentive for all entrepreneurs planning to establish start-ups in Poland. This is the largest programme of its kind in the CEE region.

at an international level. Moreover, cooperation between start-ups and large enterprises lends credibility to the former, strengthening their as yet unknown brands and sending a message that the products or services they offer must be excellent if a well known company is willing to risk its reputation by betting on them.

Another programme dedicated for start-ups that is worth mentioning is Bridge Alfa. Within this programme, public financing will be provided with the help and participation of venture capital funds and, in some cases, business angels, who shall co-finance a given project at the level of at least 20%. This will allow for a more selective and competitive process, which is expected to increase the rate of success of such investments. It is due to the fact that the selection will be done by professionals who regularly deal with start-ups and will be able to supervise projects in various ways, depending on the provisions of specific investment agreements.



Tomasz Rysiak, Magnusson

At first glance, the prospect of large companies cooperating with start-ups might seem unrealistic, but 'ScaleUP', a grant-awarding accelerator, part of the 'Start In Poland' programme, aims to change that. Its goal is to combine the potential of creative entrepreneurs who have innovative ideas with the experience and resources of large companies, including those controlled by the State Treasury. Such cooperation could prove to be mutually beneficial, on the one hand allowing the innovative spirit to spread but on the other offering both companies and start-ups the chance to succeed

The above is but a partial and general overview of the financing available to start-ups. More funding opportunities exist, depending on the stage of development of the start-up and the products or services it has to offer.

*Laura Piórkowska,
Lawyer at Magnusson*

*Tomasz Rysiak,
Partner at Magnusson*

WASTE MANAGEMENT AS SUPPORT FOR THE CIRCULAR ECONOMY

Taking of many small steps at every stage of the waste management process at the enterprise is important to effective implementation of circular economy. Monika Mąkowska, Hazardous and Other Waste Business Director at Stena Recycling, talks about them.

The aim of the circular economy is, among other things, obtaining the highest level of waste recovery and recycling and optimum management of materials used in production. Enterprises pay ever greater attention to balanced development, implementing solutions which make it possible to effectively manage waste management processes in an economically friendly manner. Improvement of every step of that process is a step towards implementing circular economy.

Product design

As Monika Mąkowska indicates, rational product design (so-called design for recycling) is of key importance to circular economy. Decisions taken during the course of creating products define the degree in which materials used in them can be re-used in the future. The objective of design for recycling is to limit the use of natural raw materials in the production process in favour of those from recycling and to achieve the highest rate of recycling after the end of the product's life cycle. Materials used in production, the way they are used, the possibility to separate them from one another later on and to recycle them are taken into consideration.

– When designing a product it is a good idea to think which remains after the production process can be processed and what is the best way to use them. Design which makes it possible to re-use waste of certain parameters in production or for them to be used by other entities is important – says the Stena Recycling expert.

An excellent example of a metal which is worth recovering is aluminium because its production requires a lot of energy. Meanwhile, recycling makes it possible to save 95% of energy in comparison to production of aluminium from bauxite (which is the source of aluminium). At the same time it is worth pointing out that use of materials in production which come from recycling makes it possible to maintain high quality of the product.

Planning of production procurement

Mąkowska points out that planning of production procurement in such a way so that none of the substrates is wasted also has an impact on the quality of waste management. The

quantity of materials needed, the time of delivery of substrates (they should not expire) and the way they are packed are taken into account in the plans. Use of re-usable packaging, i.e. packaging which can be re-used to distribute one's own product or which can be recycled is important in this case.

Production

Waste management has an important impact on production continuity, and thus it should be organized in a manner that supports it. In order to appropriately manage waste it is important to analyze the waste being produced and its quantity. On its basis it is possible to optimize the segregation processes by implementing solutions which fulfil the requirements of a specific enterprise. In all cases attempts are made to avoid polluting the scrap because contamination thereof makes it impossible to successfully recover materials. For this purpose, for instance, sorting at the source, i.e. segregation at the production line, is used, which contributes not only to maintaining the purity of the waste but also improves the company's internal logistics. For instance, we recommend that bio-degradable bags be used in containers for waste intended for composting. Use of plastic packagings contaminates organic waste, which significantly hinders its later use. Meanwhile, lack of any bag whatsoever means the need to wash the container every time after it is emptied.

Storage of waste and transport

In order to shorten the distance which waste must travel from the place it is generated to the designated container, enterprises may use, for instance, waste chutes from production halls. This solution makes it possible to limit internal



transport of waste between production halls and its multiple re-loading.

– *What is important in the waste management process is to appropriately match the number and size of equipment and bulk containers to the waste in order to optimize the removal and purity thereof. For instance, containers used for transporting hazardous waste can be used multiple times but they must be maintained and cleaned properly. Appropriate markings facilitating identification thereof, which prevents waste from being mixed, are also important. It is also helpful to implement solutions such as waste pressing machines and balers. By compacting waste it is possible to decrease the number of internal transports by up to 80%, and thanks to better selection of materials, to reduce the costs of waste management by a few dozens thousands zlotys a year* – replies Mąkowska.

Waste management

At the post-production waste management stage it is important to appropriately match the solutions to their physical and chemical properties. Enterprises bear legal liability for the waste they produce and are subject to specific waste management regulations. It is mainly the enterprises which decide about the re-use of materials – from the product design stage until the moment the waste is sent for processing. Waste – raw materials – such as paper, plastic, glass, ferrous metals may be recycled multiple times. Paper may be processed 6-7 times, plastic up to 10 times and can be used, for instance, in plastic pallets and baskets, sound screens, plant pots or outdoor furniture. Waste coming from jute sacks can be used, for instance, to make new products such as bags, deckchairs, etc. Meanwhile, organic waste which fulfils specific purity requirements may be used as feed material. Hazardous ashes are also recycled to make substitutes for construction and road materials. There are many ways to manage waste.

Documentation and control

Mąkowska also indicates that the key to optimizing waste management processes is monitoring and control of the entire process. For this purpose waste audits are conducted, which constitute an analysis of production processes, waste management logistics and the legal situation, which is supposed to contribute to the improvement of the management system. An enterprise which wants to improve the waste management process should monitor the quantity and type of waste being generated, as well as the methods of managing it on a monthly basis. Reports and statements will help improve the implementation of changes so that the waste management process is more effective.



Work on improvements

Waste management requires continuous work on improving the management process. In order for it to be optimized cyclical meetings of recycling companies with customers during which the effects on on-going cooperation are discussed. Talks contribute to bi-lateral improvement of solutions and to increasing the effectiveness of waste management. It is also necessary to educate employees on how to proceed with waste, to increase their knowledge on how to store and sort waste and to maintain specific parameters.

– *Activities in the area of effective waste management contribute to a decrease in the quantity of the waste, saving of employees' time, improvement of the company's business operations, increase in work safety, contributing to the achievement of environmental objectives. Changes in every chain link offer an opportunity for effective and conscious change of the waste management system, which allows materials to get a new life in new products* – says Stena Recycling expert.



GREENCARRIER: WE ARE TAKING A COURSE ON „GREEN“



GREENCARRIER

In modern times, in each industry, two aspects are the most important. The first one is the time of production, while the second is the high quality of product or service. Many companies, in order to be able to handle such task, forget about the most important thing, actions which are friendly to the nature - says Grażyna Greśkiewicz, Administrative Specialist in Greencarrier - In Greencarrier we do not allow such situations. In the basis of our company, is the protection of environment and we require such actions from our workers.



Yes, it's possible!

Greencarrier is an example, in what way the ecological solution should be implemented in the company. What is even more important, each branch of the company in Scandinavia or in the European Union,

remembers an important rule: the newest technological solutions, are not going to protect the environment from devastation, if workers do not have required knowledge and experience.

First of all, education

This is why each worker of Greencarrier is constantly educated in the context of environment protection and informed that it is as valuable as cargo provided by customers. Courses, trainings, materials provided inside the company, results with the increase of the awareness of the members of the team. Thus allowing them to make a correct decision during their work, in the context of environment protection.

The program of the training courses in the context of the environment protection was divided in a few parts. First of all a person which is hired in the Greencarrier, is taught about the basis of the ecological acts and he learns about the aims of the training program. The next step, is the explanation of the aims connected with the balanced development of the company and the deep analysis position of the Greencarrier on the market in the near and a little further future.

At this level we expect our workers, to join the dialogue about protection of the environment from the economical point of view - says Akradiusz Prejna, Managing Director in Greencarrier - *We talk also about how we can decrease the level of the pollution in both transport and logistics and also, how does the company and its local branches, as the provider of the ecological transport solutions, can become even more competitive on the market.*

Ecological education and dialogue are not the end of the actions inside the company. Each person, hired in the Greencarrier can change the world into a better place, due to the protection of nature. It requires only the creation of your own CSR project and contact with the company for help in the realization of the project. Money for their task, they are going to get by proper endowment submit form. The money which

they are going to get are taken from the Greencarrier savings - in each year a one percent of the annual profit is places in the Greencarrier Spirit Fund.

The effects are awesome

How does it look like in practice. Workers with the essential knowledge and awareness of the requirement of the ecological acts are able to create a strong team, which is able to provide the principal with the huge variety of solutions and transport and logistics services.

A perfect logistics planning with the use of the sea, air and land transport together with the developed net of the warehouses allows us to provide the Greencarrier customers with the fastest transport of the cargo, with the conservation of the strict norms connected with the carbon dioxide emission. Furthermore it should be added, that the company uses the ecological fuels, a modern equipment and technology which is friendly to the nature and also introduction of the Greencarrier to the social help. This is why the company is the leader in both logistics and transport industry.



A growing among the principals felling of the protection of the environment, requires the choice of the proper solutions. This is why they decide to invest in the Greencarrier offer. In order to show them that they trusted a proper company, the firm acquired two important certificates - ISO9001 and ISO14001.

Documents proving the highest quality of services

The first from abovementioned ensures the principals of the Greencarrier about the highest quality of services. The audit, was evaluating the risk management, changes and the knowledge. The second norm on the other hand focuses on the environment management. The ISO14001 shows to the Greencarrier customers, that the company put a lot of emphasis into ecology and it has the System of the Environment Management, based on the Process Approach. Fundamental criteria of the norm is the identification of the environmental aspects, based on which aims, tasks and environmental programs are build.

These two certificates, the company treats as the next step in the self development and it is planning to introduce further certificates of the highest quality and acts which are friendly for the nature. Soon enough, when they are going to be released, we will inform the readers of the Scandinavian-Polish Chamber of Commerce.

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NEW INVESTMENTS

Kongsberg Automotive is building a new factory in Brześć Economic Zone



Kongsberg Automotive Pruszków has signed a letter of intent with Panattoni Europe for the construction of a new manufacturing plant in Brześć Kujawski near Włocawek. The value

of the contract is app. PLN 150 mln. a letter of intent with Panattoni Europe. The new factory is to be built on a 6-ha site next to the A1 motorway within the Brześć Economic Zone. The factory will produce heating mats and ventilation and massage systems for car seats. Construction work is planned to start in Q2 with completion scheduled for Q4 this year. Eventually the plant is to employ 1,000 people.

Vastint opens Business Garden Wrocław

At the end of May Business Garden Wrocław was officially opened. Business Garden is located on Legnicka Street, in the vicinity of the Magnolia shopping and entertainment center and the Mikolajow railway station, near the city center. Ultimately, the complex will consist of nine office and service buildings with a total leasable area of 117,000 m². At present, the first three office buildings of 37,000 m² leasable area are opened.

Panattoni for DSV Solutions again



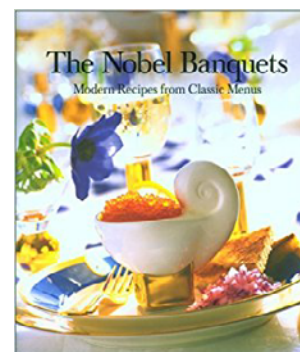
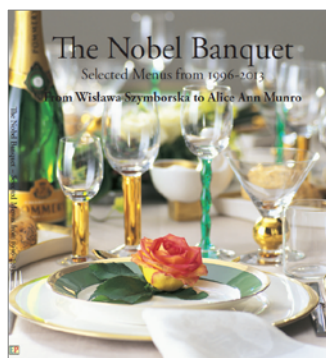
The 25,000-square-metre logistics centre will be erected in Pęcice, as part of Panattoni Park Janki II. The cornerstone ceremony initiating the project took place on 23 March, and completion of the investment is scheduled for July 2017. The lease was mediated by experts from JLL, and the general contractor of the investment is Kajima Poland.

Marine Harvest opens a BSS centre

Marine Harvest, an Atlantic salmon producer and supplier of fish and seafood products, opens a business support centre in Gdańsk. The Norwegian investor plans to employ 100 people.

Prime Construction will build a factory for Klippan Safety

Prime Construction wins contract for 'design & build' of new automotive parts factory for the Swedish company Klippan Safety in Stargard-Kluczewo Economic Zone. This Greenfield project designed on 3.86ha plot covers total build-up area of 18.947m² and consist of: Klippan factory (textile production), Andrenplast factory (big size plastic elements production), warehouse, office building and all necessary infrastructure.



Dear Ladies and Gentlemen, Dear SPCC Members!

The **EP Publishing & Books**, the publisher of albums *"The Nobel Banquets"*, part I and II, has the pleasure to announce that a cooperation with **Wisława Szymborska Foundation** has been established. Part of the income from the sales of the albums, which have been considered magnificent by Mr Michał Rusinek, President of the Foundation, will be dedicated to the Foundation as a tribute and expression of gratitude to such a remarkable and world-class poet as Wisława Szymborska was.

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The most valuable brands in the Nordics



Fot. Simon Paulin/imagebank.sweden.se

Brand Finance has unveiled its annual list of the most valuable brands, in the Nordics and globally. IKEA is the indisputable king of the Nordic region, ranking 43rd globally with the brand value worth 24,1 bln USD. Swedish companies are overrepresented in the very top of the table. There are eleven companies among the Top 20, diversified across sectors like finance, industry and retail. H&M on second place is worth almost \$20 billion, followed further down by Statoil, Lego and Telenor - all valued around seven billion. Norwegian Statoil (7,6 bln USD) is ranked 3rd. LEGO, recognized by Brand Finance as the world's most powerful brand, has jumped from 18th to 4th place in the Nordics in within the past two years. Denmark is also widely represented on the list – 49 of 100 companies come from this country, which gives the biggest amount of companies in relation to country inhabitants.

Denmark's largest offshore wind farm approved by EU

Denmark's largest ever offshore wind farm project using 600 MW turbines has been approved by the EU commissioner for competition, Margrethe Vestager. Kriegers Flak in the Baltic Sea will be able to supply 600,000 households with renewable energy.

Nordic countries among innovation leaders in the world: Global Innovation Index 2017



According to the Global Innovation Index 2017, Sweden is the second most innovative country in the world. Switzerland is the winner in the ranking, for the seventh time in a row. Innovativeness is measured thanks to 30 sources coming from international sources, both public and private and by 81 indicators connected with innovative actions undertaken in the areas such as institutions, human capital, research, infrastructure, technology and creative solutions. The theme of the GII 2017, "Innovation Feeding the World," looks also at innovation carried out in agriculture and food systems.

Finnish startup investments break new record

Statistics on private investments and venture capital investments in Finnish early stage companies in 2016 reveal growth of 42 per cent on the previous year. The total amount invested in Finnish early stage companies in 2016 was 383 million euros.

Stad Ship Tunnel in Norway – the first transport project of its kind



Fot. Kystverket / Flickr

The Norwegian government submitted a white paper on transportation (National Transport Plan 2018-2029) on 5 April 2017. One of its propositions is planning of the

Stad Ship Tunnel. It will be the first ship tunnel of this size in the world, and makes one of the most challenging and hazardous shipping lanes in Norwegian waters safer for sea transport. Studies for selection of the route and cross section were finalized in 2010 and the subsequent external quality assurance process in 2012. The Stad Ship Tunnel will be 1.7 kilometres in length, 50 metres high and 36 metres wide. Ships the size of the Coastal Steamer (Hurtigruten) will be able to navigate through the tunnel. Estimated building time is 3 - 4 years, with a projected cost of approximately 293 million Euro.

More information from Scandinavia you can find on our website in the Investor's Guide: [click HERE](#)

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