
Svane News



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Whistleblower ordning in Svane

What does whistleblower mean?

Definition: A whistleblower is a person who informs authorities, the workplace or the public about objectionable conditions or violations of the law. For example, fraud, corruption or abusive behavior.



So with a bit of delay, we now have a whistleblower solution ready in Svane cf. EU legislation. The link below or QR code can be used if a case is to be created.

It is briefly described as the following;

Svane Enterprise Whistleblower Order.

As an employee, you can anonymously report serious matters or if you have reasonable suspicion of this.

Anonymous reporting of serious matters

Through this page, you can submit information about objectionable matters or report actions that are unethical, illegal or in violation of internal policies. The scheme is to be used to bring facts to light that would otherwise not have come to light.

Reports can be made confidentially with name and contact information or, if desired, 100% anonymously.

All inquiries are treated confidentially and secured.

HR related matters

HR related matters cannot be reported in this system, but must instead be discussed with the immediate manager or director. From this page you are able to make a new secure report or follow up on an existing report.

For information, the link – QR code in the future will be found on our intranet – but for now and until the page is ready, the link or QR code below will have to be used.

<https://whistleblowersoftware.com/secure/Svaneenterprise> Or





Work environment and training

We all know it – little sore back – knee – shoulder etc.

Every morning we jump out of the car and jump on the first task...

Maybe a little stiffness in the bones from the day before – there was a lot of work going on...

Most sports enthusiasts know that as with elite athletes, it requires that the muscles are warmed up well before starting the task.

The question is...

In Svane, you could do 5 exercises of 1 min every morning – so that the body is warm and ready before jumping into the first task of the day.

If you have just had a longer drive – perhaps you should repeat the exercises ??.

Just some thoughts – physical activity, which the tasks we do require – there is a need for the body to be fit.

Attached are 5 exercises that can be done in 5 minutes – for your health – for your well-being

Below are excerpts from the 3F website.

Facts about training:

In general, we can say that:

- Training is suitable for both preventing and treating pain in muscles and joints.
- It is important that employees receive the right kind of physical training.
- Training should be especially focused on strengthening the muscles and joints that are most heavily strained in the work.
- A good physical shape requires both fitness and muscle and joint strength.
- Hard physical work cannot replace exercise.
- The intensity of work is too low in virtually all job types to increase fitness and strengthen the body appropriately
- Common to most types of pain in muscles and joints is that it helps to keep going. Exercise and exercise postpone physical impairment.
- Even if you are in pain, you can be physically active without putting too much strain on muscles and joints. In fact, exercise is often an effective treatment for pain, as long as the training is adjusted according to pain and physical capacity.

See attached appendix for exercises 7 pcs in 5 min 😊

Post by Malene Asmussen



Environment – Cleaning – Waste

Waste

Our customers place greater demands on the handling of waste from our sites.

At the Presidents' meeting, it has been agreed that chairmen will always have clear garbage bags in the cars, which can be handed out at the sites.

Waste must be collected and sorted, and not just thrown into the gutter – if we see this behavior, it will be reprimanded to the individual employee.

Get your waste picked up so it doesn't lie and float on the pitches.

For the smokers.

Don't throw your cigarette butts in the excavation trench – collect them in your pocket and throw them in the garbage bag.

This has been criticized several times by Norlys - if we see this behavior, it will be reprimanded to the individual employee.

Of course, this also applies to everything else in relation to residual paper, plastic, etc. We must set a good example, both to ourselves but also, of course, to nature and the environment.

So keep that in mind 😊 .



Minuba Status

We have now all got off to a good start with Minuba – it has exceeded all expectations.

Yes, some challenges are still there – but the repetition means that we will all soon be very confident in the task – with a little joint help, we will probably succeed together on the project.

The time registration is now running and we can already see the hours go into the projects.

Some of the next steps we need to initiate are.

1. Billing from Minuba. (office)
2. Standard price lists entering Minuba – almost finished 😊 (office)
3. Case documents for Minuba. (so that you in the field can see the drawings to be used) (Office)
4. Photo – ks possibly into Minuba. (office – Marken).

We take it step by step and before we look around, we are there – so we can pull the data we want.

Thank you for your good way in relation to handling / conversion to new working methods - remember we must help each other across the company, so we ensure that everyone is involved 😊



Svane Contract: Extra hours in the Mark

In connection with our chairman's meeting on 19-01-2024, the management has proposed that for a period over the next period – if wind and weather allow this, overtime will be accepted to a certain extent.

Max 3 hours per day at 50% overtime rate.

If there is someone who would also like to work on Saturday, it can be agreed with the chairman / project manager after further agreement - hours overtime on Saturday will be up to 50%. Must in all cases be approved by the immediate manager before.



This applies to both project and after-sales.

November - December 2023 and January 2024 have seen a significant decline in turnover – we would like to collect this revenue, so Svane's Budget for 2024 is kept.

The weather has been very unstable both in terms of precipitation and winter. We hope that the rest of the winter will work out, so that we can continue to keep everyone busy – so that we avoid further furlough of employees.

If there are any questions about the above, please clarify this with the nearest chairman / project manager.

Thank you for your efforts.

Svane intranet

Very soon we can unveil our new Intranet page. As soon as it is in place, you will all be informed.

This will be done by accessing via our website, where there will be access via a login with code.

When the page is completely finished, Svane News will be found there, as well as information about staff manual, staff association, various forms and much more.

Looking forward to getting this in place – it will be really good 😊.



As always, I would like to hear from you if you have input, good stories from everyday life or good tips colleague-to-colleague 😊. If you have any good pictures, you are welcome to send them to me.

Svane News is published as a Danish, English, German and Polish version.

Thank you all for your daily efforts for Svane Enterprise 😊.

Torben Ilsøe Nielsen