

fiskeby news

Fiskeby contributes to a sustainable society

Werner Müller:
Meet our German office



Lars Ekecrantz:
"I am impressed by Fiskeby's work"



Fredrik Johansson:
"There should be something to suit all tastes"





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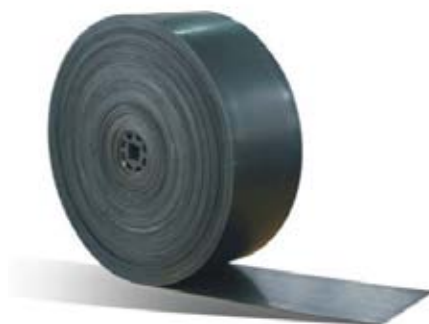


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Welcome!



Fiskeby Board AB is one of Europe's leading manufacturers of packaging boards. Our Multiboard brand is based on 100% recycled fibre. Our premises are located in Norrköping, Sweden where we have 300 employees. We manufacture 170,000 tonnes of cartonboard each year and our turnover is expected to reach 1,000 MSEK in 2011.

Read more at www.fiskeby.com.

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Fiskeby News is Fiskeby's magazine for customers, staff members and other stakeholders.

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Printing: Printfabriken 2011

ROXX Media
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Leaders in the field of sustainable packaging

After enjoying good order levels for a long time, we are now in the middle of a tough period for the packaging board industry. Both Fiskeby and the entire industry have experienced a downturn in order levels during the autumn. The explanation for this development is that our customers built up their stocks during 2010 and the beginning of 2011 in reaction to the lack of product availability that existed during 2010. The troubled financial situation that exists in the world economy at present has also contributed to the downturn in orders. However, all indications suggest that the market situation will return to normal during the winter. Thanks to the solid efficiency improvements that have taken place and that continue to take place within Fiskeby, we are well prepared for the challenges that await us.

We have begun a process to gain the permission of the authorities to increase our production volumes. We have reached our production limit, and now we are ready to take the next step which means increasing our production volumes. We are also taking the next step in our ongoing efforts to improve our business based on the principles of lean production. During the autumn we have begun a pilot project involving work methods in accordance with lean production in collaboration with the national Production Lift programme.

Sustainability issues have long been a natural and integral part of the ongoing business operations at Fiskeby. Our ambition is to be leaders in the field of sustainable packaging. Fiskeby contributes to a sustainable society through its use of recycled fibre and renewable energy. As Scandinavia's only plant with manufacturing of cartonboard that is based on 100% recycled fibre, we are contributing to the efficient recovery of recycled fibre. The fractions in the incoming recycled fibre that can't be used in the manufacture of cartonboard are instead used as fuel in our new energy-efficient boiler plant. The overall effect is a more efficient use of resources which is fully in keeping with today's demands for a sustainable society.

In closing I would like to wish you all a very merry Christmas and a happy new year!

Torbjörn Hansen, CEO





Germany

PHOTOS: REINHARD BRAUN



Fiskeby has a sales office in scenic Ottobeuren.

Join us on a visit to Fiskeby in Germany

For two years now, Fiskeby has had its southernmost sales office in Ottobeuren at the foot of the Alps in Germany. This is sales manager Werner Müller's workplace.

OTTOBEUREN IS AN idyllic small town situated at the foot of the Alps in the state of Bavaria in southern Germany. The town is located in a very beautiful landscape about 10 kilometres south-east of Memmingen.

It takes around an hour to drive to the cities of Munich and Stuttgart. It is also possible to make a quick trip by car up to the ski slopes in the Alps. Ottobeuren has just under 8,000 inhabitants.

The town is famous for its 1,200-year-old Benedictine monastery. The abbey's church is one of the largest in the world.



Werner Müller is sales manager in Germany.

Closer to the customers

For two years now, Ottobeuren has also been home to Fiskeby's southernmost sales office. It is here that Werner Müller works as sales manager for the German market.

– The fact that Fiskeby has a sales office in Germany has led to improved service and brought us closer to our German customers, says Werner Müller. Many smaller customers aren't particularly comfortable communicating in English. So Fiskeby is providing them with good service by having a local representative who speaks German as his native language.

The German market is very interesting with many different parties involved. The market consists of a number of very large packaging companies and a great many smaller players. Furthermore, there are several recycled fibre-based cartonboard mills here offering production within the country's borders. So the competition is tough. The overall market for cartonboard in Germany has grown during the last few years. And so has Fiskeby's market share. Our customers can be found within a variety of different market segments, although the emphasis is on the food sector.

Germany, with more than 82 million inhabitants, is the second-largest country in Europe in terms of population, and its economy is one of the largest in the world.

Product quality

Fiskeby's Multiboard product is a strong brand name on the German market.

– The German customers want to have stability in their production, explains Werner Müller. And

that makes Multiboard a very sound choice. Multiboard offers good stability and stiffness, and it runs well in both printing and packaging production lines. Furthermore, the fact that Multiboard is made from 100% recycled fibre provides distinct advantages from an environmental viewpoint.

Apart from product quality, it is also important that the customers receive good service. Our customers need to be able to rely on the fact that Fiskeby will deliver that which has been agreed - and deliver it on time. If something does happen that affects the delivery situation, we make sure that the customers are informed as quickly as possible.

– The fact that there are German-speaking customer services personnel in Norrköping is greatly appreciated by the customers, says Werner. It helps to create a close relationship between Fiskeby and the customers.

Werner Müller has worked at Fiskeby for two years.

– Working at Fiskeby is extremely enjoyable, says Werner. Fiskeby has a good reputation on the market, and the German customers view Fiskeby as a green, environmentally-friendly company with high levels of quality and service. Personally I am very comfortable with the Swedish culture which I find to be friendly, open and relaxed - yet still efficient. I also appreciate the contact I have with my colleagues at the various sales offices throughout Europe. So for me it is a perfect situation to work for a Swedish company with its office at the foot of the Alps, because skiing and mountain hiking are two of my favourite pastimes, concludes Werner.

Hans-Jürgen Katzer regarding Fiskeby Board:

“A very good and important partner”

Colorpack is one of the larger packaging companies in Germany. The company is part of the RLC group, a group that had a turnover of € 230 million in 2010 and that has 1,200 employees. RLC has production facilities in Switzerland, Germany and Poland. Colorpack had a turnover of € 38 million in 2010 and has 180 employees.

COLORPACK'S CORE BUSINESS AREA is foldable cartons with focus on the food sector, a sector that accounts for around 90% of its total sales. The company's most important markets are frozen foods and baked goods (Biscuit). Colorpack's customer base includes many well-known brands such as Dr. Oetker, Freiberger, Kraft Foods and Danone. The majority of the customers are located in Germany, although the company also has customers in other parts of Europe including Poland, Austria and Belgium.

– Colorpack works according to the principle of continual improvements and continuous improvement processes, an approach that has its origin in the Japanese philosophy of Kaizen, explains Hans-Jürgen Katzer, group CEO for RLC Packa-



Hans-Jürgen Katzer appreciates the collaboration with Fiskeby.

ging. This makes the continual optimisation of our processes and our supply chain possible. In ac-

cordance with this process-oriented approach, Colorpack works to integrate our most important customers and suppliers. Fiskeby Board is one of the company's largest suppliers, and that is why we are starting a project in collaboration with Fiskeby next autumn to identify possibilities for improvement.

– Here at Colorpack we provide a very good delivery service to our customers, and we can respond to our customers' wishes quickly and in a flexible manner, says Mr Katzer. Naturally this means that we must have very good partners in the supply chain, such as Fiskeby. Our factory in Rüdersdorf is highly automated, something that enables us to respond very quickly to high demand with the best quality. Last year we made several larger investments, and these are now being followed by great success. This gives us even better possibilities to respond to customer enquiries and to create a very strong market presence.

Colorpack uses 28,000-30,000 tonnes of recycled fibre-based cartonboard each year. Fiskeby is one of the company's largest suppliers.

– We view Fiskeby Board as a very good partner and supplier, says Mr Katzer. Multiboard works very well in our production facility when it comes to printing and gluing as well as in the packaging of the products. And the good delivery service we receive is a big plus. Our collaboration works very well. Fiskeby are easy to get into contact with and we have access to a close and direct contact through our contact person Werner Müller.



Målbild2013

Målbild 2013 has pointed out the areas that Fiskeby needs to improve. The work being done shall enable us to build an aware organisation that promotes leadership and togetherness. It is all about creating a good team where everyone can embrace our values, visions and goals. In order to get there the company is currently conducting an intensive programme involving various training measures.

Åke Pettersson is Personnel Manager and tells us about the work that is taking place:

Internal communication is one area that we have agreed needs to be improved. Consequently we have developed our Monthly Newsletter and our intranet, we have put up posters and twice a year we publish this magazine which is aimed at our customers as well as our personnel. The management team has also "trained" at various departments within production so that everyone can get to know each other better.

All our employees have participated in a seminar about effective communication. The seminar allowed us to highlight the work that has been done to date and to discuss the importance of knowing to whom one wishes to convey a message and how to communicate effectively.

Coaching leadership

Leadership is a prioritised area in Målbild 2013, which is why 40 managers have spent three days

attending a course in coaching leadership. Coaching leadership is based on taking a genuine interest in one's colleagues and learning to ask and listen more. One must be prepared to let go and allow people to take responsibility. A major part of the course has focused on employee appraisals.

A course in practical management by objectives has also been conducted. That course involves learning how to break down our goal-oriented work and give feedback and create motivation and commitment. We have even held a one-day course in the art of creating motivation and commitment through presentation techniques.

Open House

Last but by no means least we must mention the Team Fiskeby Day. It ended up being a particularly successful and enjoyable day in glorious sunshine during which all employees and their relatives were treated to an Open House with guided tours and various other activities. Around 400 persons came and enjoyed the day together. It is important that our employees' relatives gain an insight into and an understanding for what we do and how we work at Fiskeby. They are also valuable ambassadors for our company.

Åke Pettersson, Human Resources Manager at Fiskeby Board.



PHOTOS: SOFIA ANDERSSON

What did you think about the training day this autumn that dealt with effective communication?

Markus Bergman, Post-processing

It was pretty interesting. The best thing was hearing what my colleagues at other departments think about things. The exercise involving handshakes clearly demonstrated the different ways there are to interact with each other.



Elisabeth Thoreson, Accounts

It was a rewarding day. Learning more about communication is really good. I learned to interpret certain signals that I might not have thought about in the past.



Adil Ramic, Mechanics

It was great. It was really good to get more information about Fiskeby and to meet colleagues that work at other departments.



Joakim Aréus, Loading

The time went by quickly as it usually does when you're enjoying yourself. There were some good discussions and everyone participated. The course supervisor was good.



What did you get out of the course in coaching leadership?

"I received a useful reminder about some things that I had already learned during previous courses. The important thing is that we at Fiskeby have now begun a process within the company whereby we are prepared to discuss opportunities for improvement."


Monica Lindholm, IT Manager



"The course was based on the employee survey in which we managers were graded by the company's employees. It gave us a clear picture of what we need to improve both individually and within the company. It was useful to receive individual tips about things that I can improve."

Thomas Jonsson, supervisor EB





Corrina Fogelberg,
Development Manager at Fiskeby.

“We want to gain the full benefit of our employees’ knowledge and skills”

Fiskeby is in the middle of a dynamic development process. It began in 2010 with work relating to the company's fundamental values, and that subsequently led to the development of Målbild 2013. One of the goals with Målbild 2013 is to create an aware organisation that promotes leadership and togetherness. Another goal is to create more efficient processes. Two goals that go hand in hand. One means of achieving these goals is to introduce Lean Production* with the help of the Production Lift**.

THE WORK HAS BEGUN with the formation of a steering group consisting of the company's management team and union representatives as well as a number of other people. This steering group meets for one whole day every other week in order to learn and to reach a consensus as to how we want Lean production to work at Fiskeby. The group is being helped in its work by Jan Linell, a coach from the Production Lift which is an organisation with the assignment of helping medium-sized Swedish companies to develop their processes and thus their competitiveness.

– The purpose is to create a culture where improvement of the company's processes is a natural part of its everyday business activities. Just now we are formulating the methodology for how this shall happen. We expect to have a finished action plan ready around Christmas time, says Jan Linell.

– We also want to achieve a standardised work methodology that works and that means that everyone does things in the same way. The idea is to be able to get rid of unnecessary “that's the way

we've always done it” elements and to catch errors and bugs directly rather than the process having to take an unnecessary detour around the office before action is taken.

Working smarter

Corrina Fogelberg is Development Manager at Fiskeby and explains what the company's management wants to achieve through this investment.

– We are doing this because we want to gain the full benefit of our employees' knowledge and skills. Those that actually perform the work often see the opportunities that exist for improvements, be they simple things or more complex in nature, and it is that insight and knowledge we want to capture and utilise. We are starting with a pilot project that involves improving the appearance of our pallets, since they create a customer's first impression of us; although eventually the entire company will be involved in the work. Personally I believe that there is a lot of potential for improvement within the administrative processes, but it might be a bit more difficult to identify possible improvements in that area than in production, for instance, since efficiency is traditionally measured in another way there.

– The goal is not to work harder, but to work smarter. By increasing the level of participation and placing more focus on improving our work methods in small but numerous steps, we hope to create a safer and more enjoyable workplace while at the same time increasing our competitiveness and our customers' satisfaction.

In practical terms, increased levels of participation means such things as meetings within the various teams to discuss possible areas of improvement, handover meetings between shifts and

visual communication with boards that show the status of projects, activities, discrepancies etc.

More responsibility and more authority

Claes Nöid is one of the union representatives in the steering group, and he explains what he is hoping for as follows:

– The idea is that the work will result in all our employees receiving a greater degree of responsibility and authority. We will be involved in the making of the decisions that affect our work situation. It will make it easier to get the work done, and above all else it will be more fun and more challenging. But it requires that the company goes all out and that everyone receives the training and the information that is needed. The thing that suggests that this will indeed be a successful project is that the entire management team is involved and they are all extremely committed to the work being done. That is very important. Furthermore, we have very competent and knowledgeable coaches helping us to develop the work methodology to be implemented.

**Lean Production is a western interpretation of the Japanese Toyota Production System. It is based on the formulation of an economical and efficient production system with the customer in focus. The "customer" in this case could refer to internal teams or other employees within the company, not just the external customers. Continual improvements are a vital part of the system. It's not about looking for faults or scapegoats – it's about finding opportunities for improvement.*

***Read more at www.produktionslyftet.se*

Sustainability



Cycles with unique methodology



Two parallel cycles are in progress at Fiskeby. The first cycle is the energy production, which is an internal cycle. The second cycle is the products' life cycle, which is itself part of an external cycle.

FISKEBY IS THE only plant in Sweden that uses 100 per cent recycled fibre in its production. Every year the company buys close to 180,000 tonnes of recycled paper consisting of all kinds of paper packaging and corrugated paper as well as printing waste and office paper. The deliveries come from all over Sweden, but preferably from the nearby region in the middle of the country. In theory a paper fibre can be reused seven times before it is worn out.

– It means that a lot less energy is used to produce cartonboard that is based solely on recycled fibre compared to when virgin fibre is added, and we help to conserve our forests at the same time, explains Sten Christoffersson, Strategic Supply Manager at Fiskeby.

Around 90% of all newspapers and 70% of all paper packaging is recycled in Sweden. A large part of this recycled paper becomes a raw material in Fiskeby's production.

Sten Christoffersson explains how Fiskeby contributes to a sustainable society.

Separating the plastic

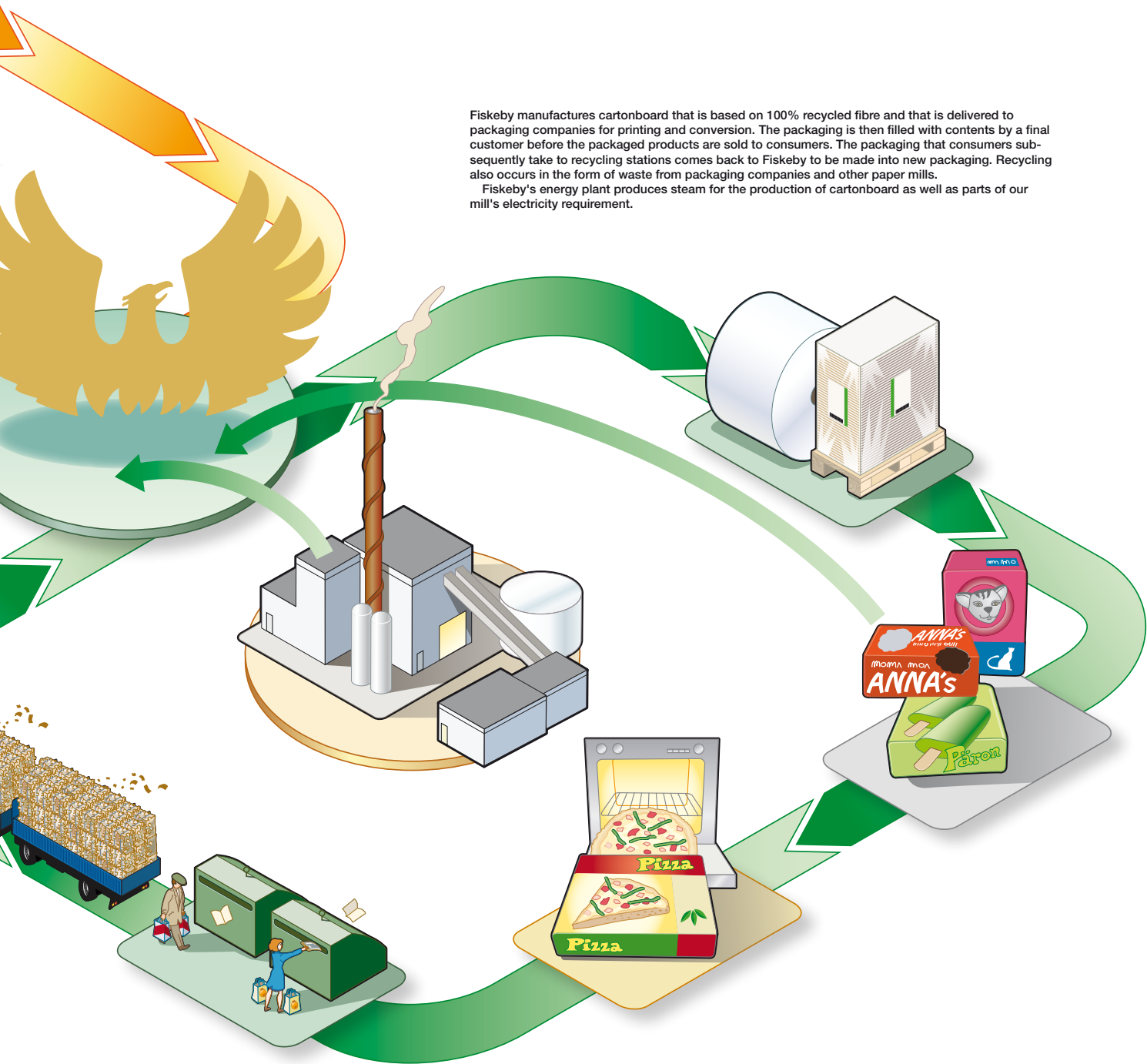
The recycled paper is processed and refined, after which it is sent to a 40 metre-long drum where we add water. It is here that the plastic that exists in milk packets, for example, is separated from the paper fibre. The fibre becomes a raw material in our production process, while the plastic that has been rejected is incinerated in the boiler along with other bioproducts. There it is converted to new energy that is used to make steam. Furthermore, the energy created is sufficient to cover 40 per cent of Fiskeby's own electricity use.

– The ability to separate the plastic makes Fiskeby somewhat unique. It means that we can accept milk packets and other plastic-coated packaging that otherwise would have gone directly to incineration without fully utilising the recycled fibre, explains Sten Christoffersson.

– The fact that we can then incinerate the rejected plastic and make our own energy is a key factor in our success and a requirement for our continued existence on the market.

Fiskeby manufactures cartonboard that is based on 100% recycled fibre and that is delivered to packaging companies for printing and conversion. The packaging is then filled with contents by a final customer before the packaged products are sold to consumers. The packaging that consumers subsequently take to recycling stations comes back to Fiskeby to be made into new packaging. Recycling also occurs in the form of waste from packaging companies and other paper mills.

Fiskeby's energy plant produces steam for the production of cartonboard as well as parts of our mill's electricity requirement.



Leaders in the field of sustainable packaging

Sustainability issues have long been a natural and integral part of the ongoing business operations at Fiskeby. Our ambition is to be leaders in the field of sustainable packaging.

We use nature's resources in our manufacturing process: recycled fibre, energy and water. We strive to minimise the impact on the environment in every step of the process. Fiskeby contributes to a sustainable society through its use of recycled fibre and renewable energy.

- Recycling contributes to a sustainable society through the efficient use of nature's resources.
- Recycled paper-based production uses significantly less energy than manufacturing based on virgin fibre.
- Fiskeby utilises every part of the recycled materials that we buy. That which cannot be used in the production of cartonboard (plastic for example) is separated and used in the production of energy instead.

Sustainability



Lars Ekecrantz and his fellow guests got to see with their own eyes how the recycled packaging ends up as new cartonboard at Fiskeby, and they were impressed by what they saw.

PHOTO: VICTOR BROTT

Impressive plant

Lars Ekecrantz, special investigator with the waste investigation department at the Ministry of the Environment, visited Fiskeby recently to study how the recycling of packaging works. Joining him on the visit were secretary general Anna Sanell and acting secretary Jon Löfdahl.

– WE HAD HEARD rumours that the recycling of paper packaging wasn't working and that the materials were going directly to incineration. Conse-

quently we wanted to check out the situation for ourselves, and it was suggested to us that we should visit Fiskeby. There we were able to see with our own eyes how well the recycling of packaging materials actually works.

Our visitors followed the entire process and were shown how the old packaging is taken apart and chopped up, how plastic is separated and how the paper fibre is treated for different levels of quality and finally becomes new cartonboard.

– It is an impressive plant and we were provided

with solid evidence that the recycling of paper packaging does work very well. It was also interesting to see the entire picture, namely how the residual materials are incinerated in the new boiler to become energy and steam for the production process. That is also recycling.

The visit was much appreciated by Fiskeby, who received an opportunity to demonstrate its operations, as well as by our visitors, who gained an insight into how the recycling process works in practice.

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Fiskeby's Carbon footprint

A carbon footprint is a method for calculating the amount of greenhouse gases that a product generates during its life cycle. The calculation begins with the raw materials and ends with the disposal of the product. Fiskeby's business operations generate 130 kg of carbon dioxide for every tonne of Multiboard product the company manufactures.

FISKEBY'S CALCULATION IS BASED on guidelines that have been developed by the European trade organisation CEPI. We have also used reports from IVL and Pro Carton. When choosing the system boundaries, our goal was to include as large a part of the raw materials as possible.

Toe 1 Sequestration of carbon dioxide in forests and Toe 2 Carbon stored in forest products

Since Fiskeby does not use new fibre, toe 1 is not included in the calculation. However, the recycling of fibre does contribute to the storing of carbon in the product during a longer period of time. Because fibre can be recycled up to seven times, the effect of recycling becomes greater the more times the recycling process is repeated. IVL's survey shows that one tonne of cartonboard made from new fibre stores about 1.5 tonnes of biogenic CO₂.

Toe 3 Emissions of greenhouse gases from the production facility
Emissions of greenhouse gases from the factory area are restricted to only a few sources. The solid fuel boiler is the main source of emissions.

Toe 4 Emissions of greenhouse gases in connection with the production of fibre

This refers to the sourcing of recycled fibre. It mainly has to do with the transportation of the recycled fibre from the recycling stations to the storage areas and the activities that then take place, such as baling. These activities can be compared with deforestation during the production of new fibre.

Toe 5 Emissions of greenhouse gases in connection with the production of other raw materials and fuels

Other raw materials, primarily chemicals, are presented here. The information is gathered from Fiskeby's suppliers and is based on estimations.

Toe 6 Emissions of greenhouse gases in connection with the purchase of electricity, steam and heating

The values for the electricity that Fiskeby purchases are based on an LCA study from Vattenfall. Fiskeby has chosen to use the CO₂ emissions for Nordic mix electricity.

Toe 7 Transport-related emissions of greenhouse gases

Transportation to the company relates to raw materials in the form of fibre, chemicals and fuel for the boiler. Transportation from the company includes waste, for example fly ash and bottom ash.

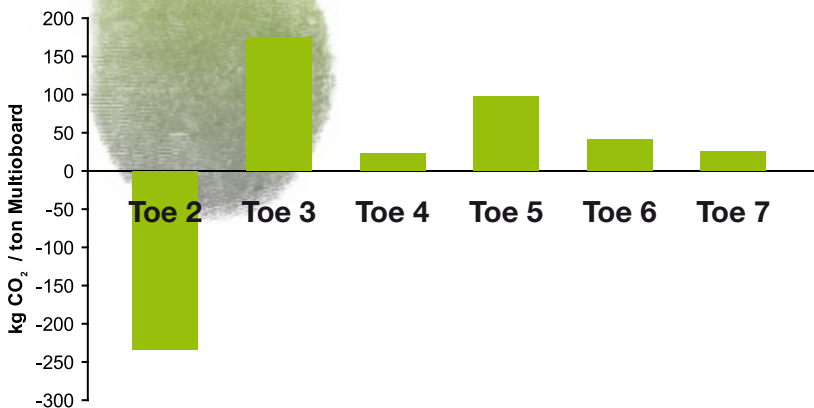
Toe 8 Emissions in connection with product use

The cartonboard does not generate any CO₂ emissions during its use.

Toe 9 Emissions in connection with final handling of the product and Toe 10 Emissions that are avoided

Because Multiboard replaces other fossil packaging materials, a positive environmental effect is achieved. This effect is difficult to calculate. The effect of the various methods involved with the final handling of the product, such as the recycling of materials, energy recovery or landfill, is also difficult to calculate. Fiskeby does not include toes 9 and 10 in its calculation.

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Market



The customers' stock levels are still high



After a period of high market demand during which many of our customers built up significant stock levels in order to assure themselves of a good supply of cartonboard, we are now seeing that the customers are reducing their stock levels.

– 2010 AND THE FIRST half of 2011 was in many ways an extreme period in our industry. We had an order backlog of 80 days for a time, something that we have never experienced previously. The reason was that our customers decided to build up significant stock levels in order to assure themselves of a good supply of cartonboard, says Anders Nyrén, Sales and Marketing Manager at Fiskeby.

Now the balance between demand and supply has evened out more, and the customers are working to reduce the large stock levels that they had built up.

– The food industry, where we have the majority of our customers, is stable and relatively insensitive to cyclical fluctuations in the economy. It is therefore my assessment that, after the end of the year, we will most likely return to a situation

Anders Nyrén expects to see a more normal market situation after the end of the year.

similar to that we found ourselves in prior to the turbulence of 2010, and I expect to see a gradual increase in the demand for MULTIBOARD as the customers' stocks return to more normal levels.

Increased collaboration

During the autumn we have developed our collaboration with a number of our customers. Dr. Oetker is one of them. The company is one of the larger players on the European food market, with a range of market-leading brands within product categories such as frozen pizzas, muesli, baked goods, snacks, dairy products and fish dishes.

– It is satisfying to see that we are further strengthening and developing our relationship with Dr. Oetker, now also on the English market.

On the Scandinavian market we have strengthened our collaboration with Orkla. Orkla is a global group incorporating names such as Swedish Procordia, Abba and Felix, to name but three. Their product categories include pizzas, pies, sauces, convenience foods, canned fish, jam, juice, cakes, chocolate and baked goods, among others.

– We are delighted with the further development of our collaboration with Orkla, concludes Anders Nyrén.

Relaunch of Fiskeby's website

Please feel free to visit Fiskeby's new website www.fiskeby.com that is being relaunched at the end of December. Here you can find information about our products, our sustainability work, contact details and much more useful information besides. Fiskeby has become easier to reach and understand with the launch of the new website.



- THE AMBITION HAS BEEN to simplify and clarify things so that our visitors can more easily find the information, product or person they are looking for, says Pia Jakobsson, who has been the Project Manager for the work.

The new website contains significantly more information than the previous version. There is now information about our sustainability work and about Fiskeby as an employer. The use of simple tools guides the customers to the right product choice. We have also gathered together our printed materials, certificates, specifications, news and facts about the company, all of which can now be found on the site.

The new website is also more inviting, it is easier to find your way around and it is better suited to the different types of visitors to the site. And the personal contact is always close at hand.

Pia Jakobsson is Project Manager for the new website which contains significantly more information than the previous version.



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In brief

Welcome to Fiskeby's staff canteen



Fredrik Johansson is restaurateur at Sörby Herrgård

Sörby Herrgård, under the direction of restaurateur Fredrik Johansson, has been running Fiskeby's staff canteen for just under a year now. The ambition is to offer traditional homemade fare of high quality, seasoned with exciting new tastes.

THE COMPANY SÖRBY HERRGÅRD Catering & Events was founded in its current form in 2003 and is located on the outskirts of Norrköping at the site of the decommissioned F13 air squadron. The company provides catering services to companies and individuals and has three reception rooms of its own that are available for hire, including the old officer's mess at the air squadron, Sörby Herrgård, which has also given rise to the company's name. The company has nine permanent employees. Sörby Herrgård also delivers lunch to around twenty companies in Norrköping on a daily basis.

Fredrik Johansson is restaurateur at Sörby Herrgård and has been running the company since 2003. Fredrik is a qualified chef and has worked at several well-known restaurants including Grythyttans Gästgivaregård in Grythyttan, Erichs Fisk, Paul & Norbert and Den Gyldene Freden in Stockholm. He has also run the Guskelov and La Mansion restaurants in Norrköping.

– A lot has happened in the restaurant industry since I started, says Fredrik Johansson. The corporate market is still the biggest, but it is becoming more and more common to arrange catering for private customers in connection with parties and weddings. Our business has grown considerably since we started.

– Our goal is to offer well cooked and tasty food of high quality, regardless of whether we are preparing everyday fare, buffets or gourmet dinners, says Fredrik. We listen to the wishes of our customers, and we are more than happy to prepare dishes using raw ingredients that are produced locally or dishes with a somewhat unusual orientation if we get such requests.

Sörby Herrgård has been running Fiskeby's lunch canteen for just under a year now. The canteen is open to the public, although most of the guests work at Fiskeby and other nearby companies.

– My ambition with Fiskeby's canteen is to offer traditional homemade fare combined with some delicious new varieties, says Fredrik Johansson. There is a great variety of people that guest the canteen, and everyone should be able to find something on the menu that appeals to them. Everyone is very welcome!

Now Christmas is just around the corner, and all through autumn we have been looking forward to the special atmosphere that is created at this time of year, and not least to the Christmas food! Food is an important part of our Christmas celebrations in Sweden, and meatballs are being rolled and saffron buns are being baked in many Swedish homes. Fredrik Johansson treats us to a piece of the chocolate cake with orange flavour that Sörby Herrgård usually offers as part of its Christmas fare.

On the last page of the magazine Fredrik lets all Fiskeby News readers in on a recipe for a really delicious dessert!



Fiskeby reduces its CO₂ emissions

Fiskeby has changed the diesel used to fuel the vehicles that operate within the factory area, in other words trucks and loaders. The new diesel product is partly made from tall oil, a byproduct from the Swedish forests that reduces CO₂ emissions. Calculations show that carbon dioxide emissions from the vehicles are reduced by 16 % during the summer and by 5 % during the winter thanks to the new diesel.



Recycling app

Have you ever found yourself standing at a recycling station, wondering if the packaging you are holding in your hand should be sorted? SITA has now developed a mobile phone application that might help. The application is designed to help both individuals and companies sort their waste correctly. It also shows the benefit to the climate gained by the recycling of each type of packaging. The application is called "Källsortera" which roughly translates to "Sort Waste", and it is available in Swedish for Iphone and Android. Download the app by searching on "källsortera" in App Store or Android Market.

Packaging gains ground

Packaging has sometimes been described as an environmental problem in public debate. But now the insight that packaging actually contributes to more efficient resource management has gained a foothold. Food and Agriculture Organization (FAO) has presented a research report that shows that a third of the world's food is destroyed on its journey from the growers to the consumers. The lack of effective packaging is a big part of the problem, especially in low income countries. The researchers' conclusion is that taking measures to reduce such food wastage is more efficient and environmentally-friendly than trying to increase food production. They also point out that the packaging materials of the future must be in line with a sustainable and climate-friendly development. And in that respect cartonboard offers distinct advantages.

NEW EMPLOYEES

Rickard Stark is our new project manager. Rickard started in September and joins us from Siemens.

Robert Björn began working for us as an automation technician in October.

Tobias Gyllensvärd has joined us as a new automation service engineer. Tobias started in October having previously worked for OMT Service.

Lena Follin is new to our customer service department and will be focusing on the German market. Lena started in November and joins us from EBV Elektronik.

In the name of the rose



Fiskeby has had a rose named after it. The Fiskeby Rose is an interesting recent discovery in Sweden. The Fiskeby Rose blooms with half-filled pink petals in early June. The thing that makes the rose special is that it doesn't have any thorns apart from thin thorns at the base of young stems. The origin of the rose is unknown but can most likely be traced back to the seed company Algot Holmbergs that had a seed cultivation station, manager's house and gardens adjacent to Fiskeby during the 1930s and 1940s.

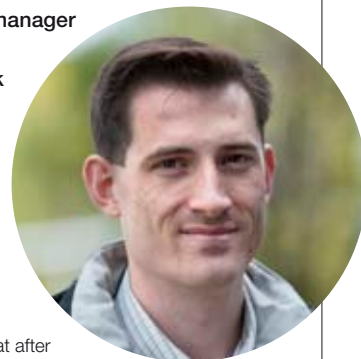
PHOTO: HENRIK MORIN/POH

Sponsor for a school class

Fiskeby is one of the largest employers in Norrköping. Consequently, our business is extremely important to the levels of employment in the region. In addition to the company's own employees, one must also consider all the subcontractors, entrepreneurs and transporters that make their living thanks to Fiskeby. In order to support the local community, Fiskeby is participating in the Eastern Sweden Chamber of Commerce's "Trampoline" project as sponsor for the eighth grade class at Victoria School in Norrköping. The purpose is to provide information about our industry and our company in order to make it easier for the young school students to make the transition to adult life.

Report from the USA

Timothy Coors, the ex-manager of Fiskeby's Energy production, moved back to the USA with his family this summer after three and a half years in Fiskeby and Norrköping.



Hello all my friends and colleagues at Fiskeby!

My family and I are doing great after our move back to the USA. We moved into our new home and new hometown just a couple of days after getting back into the country. I started working straight away so I didn't have much time to get used to our new surroundings. The children, however, have taken more time to get back to old ways. Just the other day my eldest son asked me if we were going to "fika", which naturally caused us to smile. The kids are busy with home schooling during the week.

And my work is totally non-stop, which is a big adjustment from the work environment in Sweden. I am back to working 11-12 hours a day. I am responsible for a factory with 100 workers. We make ceramic discs that are used on circuit boards and LEDs. It's a big challenge for me, but it's also fun to be learning something new.

In my spare time I keep up with developments at Fiskeby. I wish you all every success with the continued work!



Bake and enjoy!

Chocolate cake

Sponge

375 g dark chocolate
375 g butter
375 g sugar
187 g wheat flour
6 eggs
Grated peel from one orange

Melt the butter in a saucepan on medium heat.

Pour in the sugar and finally the chocolate. Remove the saucepan from the heat. Everything should blend together into a cream. Add orange peel to flavour.

Separate the egg yolks from the egg whites.

Beat the egg whites into a soft meringue.

Stir the egg yolks in with the chocolate cream and sift in the flour. Stir with a spatula, not a beater! Add the beaten egg whites into the mixture until the mixture is smooth.

Pour the mixture into a cake tin with a removable bottom approx. 24 cm wide.

Place the cake tin in the oven at 175° for about 18 minutes. NOTE! Make sure that the oven is warm when you put the cake in.

Let the cake cool completely, ideally over night in a refrigerator, before you remove the side of the cake tin and ice the cake.

Icing

3.2 cl milk (Note! centilitres)
3.5 dl cream
250 g dark chocolate
35 g butter

Heat the cream/milk and let the chocolate melt in the cream/milk.

Mix in the butter.

Allow to cool slightly and then spread the icing over the cold cake.

Decoration

Fresh or frozen berries
Icing sugar

Finally, feel free to garnish the cake with fresh or frozen berries and sprinkle a little icing sugar over the top.