

fiskeby news

Joakim Svensk:

**We focus on
quality, performance
and productivity**



Marianne Thor:
**Look out for new
barrier solutions
from Fiskeby!**



Andreas Davidsson:
**Schur Pack
goes for innovation
and development**

Development is the key to success

THERE IS CERTAINLY A LOT GOING ON AT FISKEBY at the moment. In this edition of Fiskeby News, you can read about some of these activities.

WE STRIVE CONSTANTLY TO DEVELOP our products according to our customers' needs and the increasingly rapid pace of change in the world around us. Thanks to far-sighted investments in Fiskeby's 375-year history, we now have a safe and stable ground to stand on. In order to maintain our position as one of Europe's leading manufacturers of packaging board we need to continue the process of continuous improvement.

CONTINUOUS IMPROVEMENT IS ALSO one of the key ingredients in the philosophy of Lean Production. Fiskeby has ended its cooperation with *Produktionslyftet* and will now continue the already started Lean programme in-house. By empowering people and putting more focus on improvements Fiskeby wants to create a more pleasant and safe workplace while increasing our competitiveness and improving customer satisfaction.

FROM APRIL 2013 FISKEBY has sub-contracted the warehousing and loading to an external business partner, AGNA Logistics AB. The new solution with storage capacity within the mill will not only bring higher quality, simplified management and lower costs, but also lower environmental impact.

FINALLY I CONCLUDE WITH the pleasant news that the Multiboard Barrier family will be expanded with new members in the autumn! New equipment on our extrusion and lamination machine allows us to offer Multiboard Barrier laminated with PET film and aluminium foil.



Torbjörn Hansen, CEO



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.

Read more at www.fiskeby.com

Fiskeby Board AB

Box 1, 601 02 Norrköping, Sweden. Tel +46 (0)11 15 57 00
info@fiskeby.com www.fiskeby.com

Fiskeby Board A/S

Tingshøjveej 5, DK 3650 Oelstykke, Denmark. Tel +45 (0)33 25 16 66

Fiskeby Board Ltd

2 Prebendal Court, Oxford Road, Aylesbury Bucks. HP19 8EY, United Kingdom.
Tel +44 (0)1296 42 62 19

Fiskeby Board GmbH

Bergstrasse 61, D-87724 Ottobeuren, Germany. Tel +49 (0)8332 796 132

Pack partner Sp.Z o.o

Wynalazek 4, PL-02-677 Warszawa, Poland. Tel +48 (0)22 607 0460

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

Editor and text: Pia Jakobsson. **Photo:** Sofia Andersson, Pia Jakobsson.

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Torbjörn Hansen, CEO Fiskeby Board AB



It's awesome to see the recovered paper turn into new recyclable cartonboard packages that are both stylish and functional.

Marianne Thor

Facts EX19:

10-45
gsm plastic coating

300
metres/minute

6
persons

40 000
tonnes per year



The future looks exciting with the new products that we are developing, says Mats Kulander manager EX19.

Look out for new barrier solutions from Fiskeby!

Fiskeby is one of the few board producers with coating and extrusion laminating capability. This autumn we will be able to offer new barrier solutions from our extruder.

FOR MANY YEARS FISKEBY has coated cartonboard with plastic to protect the carton against grease and moisture and to preserve flavour and aroma. The coated board, branded Multiboard Barrier, is available with different types of plastic coatings and in various colours based on customer requirements. Typical applications are pet food, confectionery, fruit trays, fresh fish and detergent.

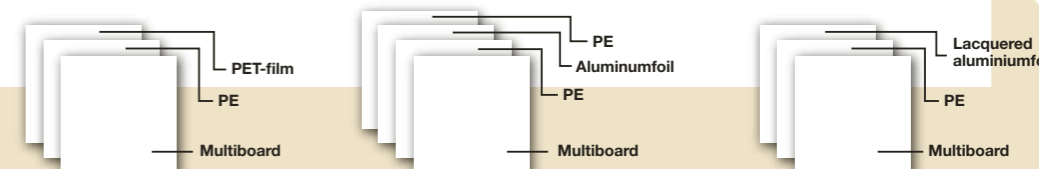
Various plastic coatings

The plastic coatings can be single or double sided and Fiskeby offers three different kinds of plastics: LDPE (low density polyethylene), HDPE (high

density polyethylene) and PP (polypropylene). In addition to plastic coatings Multiboard can be laminated with an additional layer of cartonboard for a heavier weight and higher strength cartonboard or with paper.

Multiboard Barrier family expanded with new members

Keep an eye out! This autumn Fiskeby introduces new barrier solutions where Multiboard can be combined with metallised or pigmented polyester (PET) film and aluminium foil.



Metallised PET film provides excellent conditions for decorative printing where a luxurious appeal is required. Moreover, PET film has excellent barrier properties against moisture and fat as well as gas. Typical applications include toiletries, cosmetics, confectionery, wines and spirits as well as medical products.

Transparent and coloured PET film provides excellent barrier properties against moisture, grease and gas. Typical applications include fast food and confectionery.

PE laminated aluminium foil is particularly suitable for sensitive products that must be protected from light, moisture, grease and gas. Aluminium foil lamination makes the packaging virtually impervious to light, moisture, flavour and gas. Extra polyethylene coating on the aluminum foil can also shield the foil from aggressive products. Typical applications include tobacco, confectionery, cakes and seafood.

Lacquered aluminium foil provides good conditions for decorative print where a luxurious appeal is required. Aluminium lamination makes the packaging virtually impervious to light, moisture, flavour and gas. Typical applications include tobacco, toiletries and confectionery.

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Customised development for EX19

The customised development and production of new materials present new and exciting challenges for the experienced staff of Fiskeby's extruder.

IT IS AN EXPERIENCED GROUP working on Fiskeby's extrusion and lamination machine. The machine that has been at Fiskeby for forty years is called EX19. (EX as in the extruder and 19 because it was the 19th machine that came to Fiskeby) A total of six people work in three shifts on EX19. Most have been here for many years and know the machine inside and out.

– The interesting thing about working on EX19 is the variety of work, says Mats Kulander, the manager of EX19. There are many different parameters that must be matched in order to achieve a perfect result. All materials react a little differently in the process and the challenge is to set the machine so that the end result is the best possible. The advantage of having EX19 in the same place as board production is the flexibility it brings to the planning and transport perspective. It is easy to discuss solutions with our colleagues in the other departments.

LDPE is the most widely used plastic coating material. It accounts for about 60% of production. HDPE equates to 39% and PP one per cent. Standard colours are white, black, brown, blue, green, gray, gold and silver.

– In recent years, we have worked closely with converters and end users to develop new colours. For example, we have developed LDPE in a yellow and a pink shade that will compliment a customer's cakes. It's fun to create new, customised colours, even though it also entails a lot of administrative work before a new colour can be introduced. The new colour must be created from an approved set of chemicals and a number of different analyses must be carried out before the work can begin.

During the summer, a new idler is being installed on EX19. This means that Fiskeby can provide customers with film and foil laminates such as metallised PET film and aluminium foil (see page 2).

– The future looks exciting with the new products that we are developing, says Mats Kulander. ●



Joakim Svensk is the new Production manager for the finishing department. Joakim joins us from Å&R.

The new packaging line is in place

The new packaging line is now in place in Fiskeby's finishing department. The installation work that has been undertaken in parallel with regular production has gone very well. So well, in fact, that the equipment was operational ahead of schedule.

» **THIS SPRING, A CONVEYOR BELT** from Fiskeby's four cutting machines to the packing station and to the warehouse has been installed. Alongside this, the old packing station for pallets has been replaced with a new so-called Ark-pack.

– We can already see improvements in terms of increased capacity at the packaging station as well as improved appearance of the packed pallets, says Joakim Svensk, Production Manager of Fiskeby's Finishing Department. That fact that we have succeeded so well with the introduction of the new equipment at the same time as maintaining normal production is due to the staff. They were flexible and motivated to support this new project. Periodically, we have had many subcontractors on site, which has led to an occasionally difficult working environment.

FOR FISKEBY'S CUSTOMERS the new equipment will result in improved quality, appearance and function of the packed pallets.

But do not think that the department can relax now that the installation is completed. This spring, all staff in the Finishing Depart-

ment have received training in Lean Production. They have come a long way with the introduction of this new work methodology in the department. Each week improvement meetings are being conducted. Next to all the machines you can find boards with figures showing goals, proposed improvements and activities.

WE WILL FOCUS MUCH ON our improvement work onwards, says Joakim Svensk. It is the staff who have the knowledge of what can and should be improved in order to develop each workplace. It can be about small things like writing a new routine for cleaning or putting up a shelf, as well as more substantial improvement ideas. With many small steps we will get far. We will let the staff influence what improvements should be made. Employees are getting more responsibility and authority. It will be more fun and challenging.

My vision is that all of us in the department will create an even more enjoyable place to work, with good team spirit and a focus on quality, performance and productivity, concludes Joakim Svensk. ●



Major investments in warehousing, transport and traffic management are taking place in preparation for the transfer of the warehouse and logistics functions to AGNA.

» **FROM APRIL 2013** Fiskeby has subcontracted the warehousing and loading to an external business partner, AGNA Logistics AB. In preparation for this change, work has started to build new storage capacity within the grounds of the Fiskeby Mill. Ground work has started and is going to be finished by the end of June. Once the new warehouse is built, in October, Fiskeby's total warehouse capacity will be 20,000 m² and will replace the external warehouse at the Port of Norrköping.

– The new solution with storage capacity within the mill will not only bring higher quality, simplified management and lower costs, but also lower environmental impact due to reduced local transportation, says Torbjörn Hansen, CEO at Fiskeby. AGNA has the strength and expertise to develop this side of the business while Fiskeby can focus on our core business.

ALL EMPLOYEES OF the transferred business, 23 people, were offered employment with AGNA Logistics AB. Virtually everyone accepted the offer. This has helped AGNA to achieve a flying start according to its Operations Manager Joachim Cederberg.

– There is plenty to be done but it's been very good, summarizes Joachim. It is certainly a change for everyone but as soon as a question mark or problem occurs we deal with it and solve it together. The staff have worked very constructively.

For Fiskeby's customers there will be no difference with AGNA handling the warehousing and logistics. Your contacts at Fiskeby's shipping department are the same as before.

In time, however, the hope is that customers will notice an increase in quality in the product's appearance. This is connected with the new warehouse being built. The goods will be handled exclusively indoors and loaded via weather sealed docks as opposed to the current loading that takes place outdoors.

– **WE ARE MAKING A SIGNIFICANT** investment as we establish ourselves at Fiskeby, says Fredrik Granberg, co-owner of AGNA Logistics. In addition to the above investments, we will replace the current diesel powered trucks with battery-operated trucks, which are just right for the environment. We will also invest in new truck computers.

Another new feature of this development is

that the traffic plan at the mill is being redrawn. All trucks to be loaded will enter through the security area and on to a new road around the mill area to the loading docks.

– It is our goal to develop the business in a good way for both AGNA and Fiskeby, say Fredrik and Joachim. In order to achieve this we will introduce loading times to create a smoother traffic-flow. With the investments being implemented, we are aiming at more efficient management and increased quality. We look forward to an exciting and fulfilling collaboration with Fiskeby. ●

Facts AGNA Logistik

AGNA Logistics in Norrköping AB was formed by Alfredsson's Transport AB and A-Service Logistics Ltd, two local companies with extensive experience in logistics and warehouse management. The companies have a total of 100 employees and a warehouse area which comprises 30 000 m². AGNA Logistics at Fiskeby has 23 employees.



Welcome to Fiskeby in Scandinavia

It is still, after 40 years at the company awesome to see the recovered paper turn into new recyclable cartonboard packages that are both stylish and functional, thinks Marianne Thor.

» The Scandinavian packaging industry is a mature market. The trend is towards increased efficiency and automation at all stages. The number of packaging manufacturers is decreasing but the capacity is being increased by the players that are left. Fiskeby has increased sales in recent years but the overall volume is declining in Scandinavia. This is the result of increasing globalisation. Large parts of Scandinavian manufacturing have moved to countries with lower production costs. And purchases of packaging have followed.

MULTIBOARD HAS A MARKET SHARE of around 80% in its niche in the Scandinavian market. – The high market share is due to Multiboard being based on a superior raw material in the form of fibres from the Swedish forest industry as well as the short transport distances being advantageous, explains Marianne Thor, Sales Manager Scandinavia. Fiskeby has long been open and forward-thinking in building relationships with their customers.

– My ambition is to create a good relationship with both the packaging companies and the end-users, says Marianne Thor. We often have visits in the mill by both converters and end-users in order to develop business with respect to the material or logistics. All parties should see it as an opportunity to discover the strength of gathering skills at the same table to find new solutions.

NEXT AUTUMN FISKEBY will offer new barrier products.

– I'm very optimistic about the new products, explains Marianne, irrespective of whether the customer wants a decorative look with a touch of luxury, or if the need is the barrier properties of the products in question.

In recent years, environmental awareness has increased in Scandinavia, to the benefit of the entire forest industry.

– It's fun to show the mill and explain about our sustainable business concept, says Marianne proudly. We play an important role in an environmentally conscious society.

MARIANNE THOR is something of an uncrowned queen of Scandinavian cartonboard. What she does not know about the industry is hardly worth knowing due to her 40-year career at Fiskeby.

– I have had the privilege to work with new things on a regular basis, it's been absolutely fantastic, says Marianne. In the '80s we moved from the old office space in central Norrköping to the mill. It gave me a greater knowledge and understanding of our products.

The fact that Marianne is enjoying her job is obvious and when asking what is best, she replies:

”The best thing about my job is all relationships and to see the benefit of what I sell in my everyday life. Furthermore, I must admit that I like to compete, especially with myself.”

When she is not working Marianne likes to be entertained both in terms of culture and sport. She also likes to spend time outdoors, preferably on or in the water. ●

As the temperature rises so does the orderstock...

Sweden is a country with an often long and cold winter. It was not until April we started to see temperatures above 0 degrees. When the light finally returns to Scandinavia and the temperature rises we also see how the order intake increases significantly. Maybe it's because of all expectations for the coming season, or maybe it's just early planning before a long and relaxing holiday?

Anyway, it's good to see the optimism which for Fiskeby is reflected by a strong order intake from our customers. The challenge is to manage the leadtimes and the service

during this hectic period. By forecasting and transparency between us and our customers as well as continuous updates on demand changes we can minimize the risk of late deliveries as well as redundant stock. More and better IT solutions helps us to communicate more efficiently and thereby improving the supply chain planning.

Even though Europe is experiencing some tough times, we see that with the spring and summer, so comes the optimism and for a fact also the orders!



Anders Nyrén,
Market & sales manager

Schur Pack goes for innovation and development



Andreas Davidsson,
CEO Schur Pack Sweden.



By using functional and creative cartonboard packages Schur Pack wants to help their customers to promote and sell their products.

» **SCHUR PACK SWEDEN** is a part of the Danish family-owned Schur group. Schur Pack Sweden started in 1987 in Norrköping. 1991 the company moved to its current premises in Kumla. In the past ten years the company has made major investments including two new printing presses. In 2011, the company invested in a new cut and crease machine and a new warehouse. In 2012 the large investment program ended with a state of the art gluing machine with a new waste management system.

– Our strength is that we can offer a complete solution to customers, says Andreas Davidsson, President of Schur Pack Sweden. We have two print formats covering all market needs. That we are a member of the Schur group with all its strength is an additional advantage.

– WE WORK HARD WITH INNOVATION and development, continues Andreas. Our aim is to help our customers to promote and sell their products through creative and functional packaging that looks great on the shelves.

A good example is a new packaging solution for the company Copter, which manufactures protective film for cell phones. Copter had problems with their old packaging becoming damaged in stores. Schur invented a new cartonboard packaging that worked in the stores. The package was fitted with contemporary QR code linking to an instructional video and the FSC label. Schur

also installed a new packaging line at the customer's factory, which increased customer efficiency considerably.

Another example of innovation is cartonboard packaging with a transfer printing capability. This is unique in Europe. A printed image on the package can be applied to a T-shirt or other fabric.

COOPERATION WITH FISKEBY extends far back in time.

– We have a good working relationship, says Andreas. A stable owner and the recent investment in the energy facility ensures sustainability. For us it is important to have stable suppliers. We live in symbiosis.

A large percentage of Schur's cartonboard consumption is Multiboard.

– Multiboard is a very good cartonboard that works well on our customers' production lines. Previously, we had comments about the surface but in recent times it has become much better. We also consume a portion of the PE-coated product Multiboard Barrier. It works very well. If there is something that I wish for in the future, it is that the Multiboard Barrier range is expanded with new barrier solutions. We need more sustainable barrier materials in a sustainable society.

ANDREAS DAVIDSSON SEES A positive future for carton packaging.

– Cartonboard is a great material! It is environmentally friendly and is seen in a



Produkt:
Mork sjokoladecake
Tillverkare: Lierne Bakeri
Konverterare: Schur Pack Sweden
Material: Multiboard Barrier

positive light by customers. Many times, cartonboard packaging is more functional than flexible packaging materials. Take for example a bag of sunflower seed. It is much easier to store seed in a box at home in the kitchen than in a flimsy bag. Moreover cartons look great when they stand on the shelf in the store. A cartonboard package is a marketing channel itself, concludes Andreas. ●

Facts Schur Pack Sweden

Turnover: 165 MESK
Employees: 60 persons
Production: 10 000 tonnes per year

IN BRIEF



Lean programme

Fiskeby has ended its cooperation with Produktionslyftet and will now continue the already started Lean programme in-house. During the year that cooperation has been going on Fiskeby has begun implementing Lean Production.

Efforts have focused on staff training and getting started with a systematic improvement method of working within the organisation. Over two thirds of the employees have been trained and the remaining employees will be trained in the autumn. To support these operations an organisation consisting of a steering committee and an operational task force has been formed.

By empowering people and putting more focus on improvements Fiskeby wants to create a more pleasant and safe workplace while increasing our competitiveness and improving customer satisfaction. Increased participation means improvement meetings in different teams, handover meetings and visual communication with boards showing goals, proposals and activities.

Bike in cartonboard

A cycle based almost entirely on cartonboard could soon be mass produced and sold for SEK 130 in poor countries, according to Reuters. The bike is made of coated cartonboard except for the brakes, tyres and chain. The brains behind the project is the Israeli innovator Izhar Gafni.



Thanks for the help!

Fiskeby conducted a customer survey in May. A number of randomly selected customers have answered questions about what they think of Fiskeby and what we can improve to increase customer satisfaction further. Since the same type of questions are asked with recurring intervals, it is possible to see if the improvements made have had the desired effect. The result of the survey will be available in June and can be viewed at www.fiskeby.com



Fiskeby has received support for biogas

Fiskeby has been granted SEK 12.6 million in state aid for the construction of a so called anaerobic waste water treatment facility connected to the existing water treatment plant. Through this anaerobic treatment process biogas can be produced that can replace electricity. The government grant is a percentage of the total project's investment cost. Fiskeby's Board of Directors will discuss the total cost of the project at the next board meeting in June 2013.



Angling next door

Angling in Norrköping is unique. You can fish for trout and salmon or naturally occurring pike, walleye and perch. It's perfectly possible to fish in Motala Ström water directly downstream from the Mill. Fiskeby Board is one of the most efficient and environmentally friendly manufacturers of recycled fibre based production with very low emissions.



Since 2012, Fiskeby has held the highest credit rating, AAA, according to the financial ratings company Soliditet. It is proof that we are a financially secure and stable company and a trusted business partner. In Sweden today only 2% of companies have this rating.

New Employees

Joakim Svensk has been appointed Production Manager of the Finishing department. He joined the company in January.

Rebecka Andersson has been appointed Development Engineer. Rebecka began her work in March.

Kerstin Ekkestubbe began his work as a Project Engineer in April.