

The BEWI way

*Welcome to join our race
for a better everyday*



BEWI
for a better everyday

Where we want to be and how to get there

If you were to ask us why you should work at BEWI, we would give you a host of reasons that make us a great and unique place to be. There is one asset in particular that sets us apart: Our team that never gives up.

We asked our employees how they and their colleagues would describe us as an employer and what they value most about working at BEWI. You will find more about it in these pages. We call it our **team book**.

The team book is about what makes us special, and the "everything" that keeps us together as a team. It's the compass reminding us of who we are and what we stand for.

At BEWI, we have a worthwhile and ambitious vision: Protecting people and goods for a better everyday. The vision tells us *where* we want to be. Our corporate culture shows us *how* to get there.

Want to work for a better everyday? Join our team!



Christian Bekken
Chief Executive Officer



Jonas Siljeskär
Chief Operations Officer



Marie Danielsson
Chief Financial Officer



Roger Olofsson
Chief Human Resources
Officer



Charlotte Knudsen
Chief Communications
and IR Officer



Petra Brantmark
Chief Legal Officer



Camilla Bjerkli
Chief Sustainability
Officer

About us

BEWI is an international provider of packaging, components and insulation solutions, committed to being sustainable in every part of the value chain, from production of raw materials and end goods to recycling, leading the change towards a circular economy for its industry.

Our brands

BEWI

POREDO
by BEWI

AISLENVAS
by BEWI

JACKON
by BEWI

Synprodo
by BEWI

IsoBouw
by BEWI

IZOBLOK
by BEWI

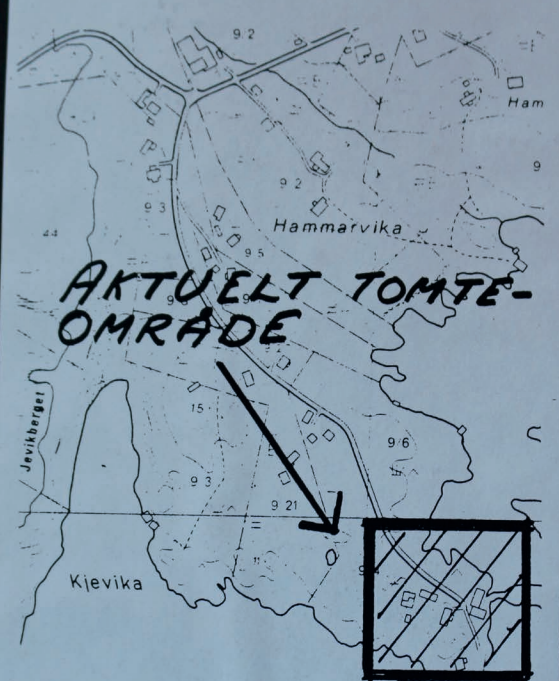
BERGA
by BEWI

Volker
Gruppe
by BEWI

KEMISOL
by BEWI

ESKEFABRIKK
by BEWI

Produksjon av styropor- artikler på Frøya neste høst?



Etter en hektisk planleggingsperiode er det nå overveiende sannsynlig at det blir produksjon av styroporartikler på Frøya fra neste høst. Det er dannet et selskap under stiftelse bestående av Gustav Witzøe, Svenn og Geir Bekken, og med Adolf Leivrik som styreformann.

1500 kvm nybygg

Bewi satser stort på byggebransjen. For å få til det, må de selv bygge ut stort.

HF Trond Hamnevik

Da lokalavisen presenterte BeWi-satsning på byggesystemet Iglo for ganske nøyaktig ett år siden, var Bewi-ledelsen meget klare på at det fortsatt var fiskeskassene som var deres hovedprodukt. Og at det ville være så i all overkuelig framtid. Når samme spørsmålet stilles nå, er ikke svaret like konstant.

—Det er ikke Iglo vi skal tjene pengene på de nærmeste åra. Vi holder på og arbeider oss inn på et marked, svarer prosjektleder Christian Bekken.

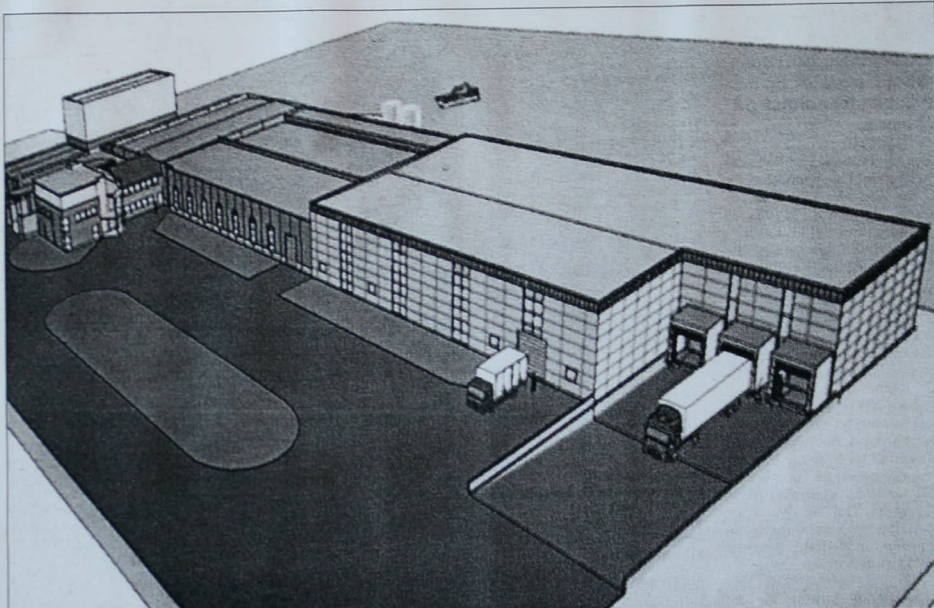
Men han nekter ikke for at satsingen på byggelementer er i ferd med å ta av. Mens man omsatte for under 6 millioner i Djor, har bedriften budsjertert med 21,5 millioner neste- vrende år. Et mål det ser ut som den kan nå.

WAHL ANSATT SOM MARKEDSJEF

For å bearbeide byggebransjen slik at flere skal velge løsningen med Iglo byggesystemer, har Bewi ansatt et helt salgskorps som opererer over hele landet. Til å lede disse har bedriften ansatt en frøysving. Eskil Wahl startet i sommer som markedsjef.

—Jeg skal i hovedsak ha fokus på Iglo. Min og selgerens oppgave er å arbeide mot entreprenørene, forteller Wahl.

Han forteller at flere entreprenører som i utgangspunktet hadde planlagt trebygg, nå velger betong. Flere lokale utbyggere har valgt det byggesystemet Bewi tilbyr, og Lolo bekken



STORT NYBYGG: Ny stor lagerhall og produksjonsbygg på Hamarvika. Den høyeste nybygget. (Dette er ikke den endelige tegningen)

FLERE BYGGETRINN

Tross satsingen på Iglo, er det ikke helt avklart om denne byggeteknikken blir brukt i Bewis eget bygg. Fordi bygget blir åtte meter høyt, må bedriften gå ennå en runde med sertifiseringsmyndighetene for å få avklart om Iglo kan brukes. Kvingedal forteller at det store tilbygget skal romme ca 50 meter lang lagerhall og nye produksjonslokaler for byggelementer.

BEWI i produksjon



BEWi's industriallegg i Hamarvika sett fra sjøsiden.

BEWi's industriallegg i Hamarvika er nå ferdig og en er også kommet igang med produksjon av kasser og plater i styropor. Kapasiteten er 800 kasser pr. dag + plater, og kassene leveres i størrelse 16 og 46 l.

Daglig leder Gustav Witzøe sier at bebygd areal er på 900 m² med lagerkapasitet på 25-30.000 kasser. Energiforbruket er ca. 60 kW. Maskinene som står for produksjonen er laget i Tyskland, og forhandles av et dansk firma som også har vært med under monteringen og prøvekjøring.

Det maskinelle utstyret totalt koster ca. 1,5 mill. kr., eller ca. halvparten av det totale investerte beløp.

NYE ARBEIDSPLASSE

As som i disse dager er i ferd med å etableres, vil stå for monteringen av produktmarkedbedriften. —Vi har et godt samarbeid Pro As. De er tent på oppgaven og vil starte ti vi har produktene klare, sier Knut Holgersen i BeWi Produkter As. Videre har de inngått et d med ASA Produkter ANS på Flatval. De g av stålkonstruksjonen i bilbarnestolene.

Asser i lokalt næringsliv

celhjelmene. Det være seg henholdsvis Dal-SA Produkter AS og Camisa AS. BeWi-prov vil selvsagt selv stå for EPS-isoporprodukt, forteller Knut Holgersen i BeWi Produkter As.

Mens tekstilbedriften Camisa As vil stå for syngen av stolltrekkene.

—For disse bedriftene vil det helt klart bety en vesentlig omsetningsøkning. Videre vil det trolig bli snakk om en 15 nye arbeidsplasser, forteller Holgersen.

Holgersen legger ikke skjul på at bedriften trolig ville ha spart penger ved å bruke utenlandske underleverandører.

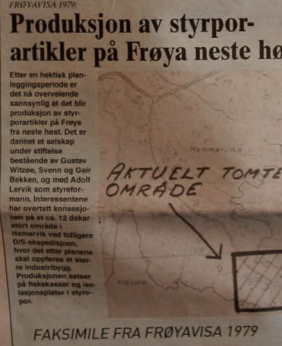
—Vi satser på lokal arbeidskraft. For oss er det viktig å bruke de ressursene som er tilgjengelig på øya. Det kan igjen føre til at folk flytter tilbake til øya. For det er ingen tvil om at Frøya er i vekst, sier Knut Holgersen i BeWi Produkter As.



25 år med Bewi:

Alliansen som endret Frøya

Produksjon av styroporartikler på Frøya neste høst



FAKSIMILE FRA FRØYAVIS 1979



BeWi står for Bekken og Witzøe.

HF Trond Hamnevik

Svenn Bekken hadde ideen, broren Geir var med, og Gustav Witzøe kom hjem for å bli den daglige lederen av isoporfabrikken. Etter at disse tre gründerne flyttet heim til Frøya på Sjustranda, startet de med å bygge opp på hele lokalområdet.

I 1979 kjøpte de det nedliggende handelsstedet på Hamarvika. Hvor fabrikkene ble plassert. Høsten 1980 var byggeprosjektet klart, og produksjonen av isoporkasser i gang.

Etter at Gustav Witzøe tidlig trakk seg ut for å satse på den lille bedriften seg ut for å satse på den lille bedriften

Nordskagfisk - som skulle bli den store inntektskilden.

Mar - er det Svenn Bekken som har hatt styringen med Bewi. Geir Bekken har konsentrert seg om hotell-drift og familiens forretningsinteresser på Sjustranda.

Fiskekassene har hele tida vært det sentrale produktet, men Svenn Bekken har gjennom hele Bewis historie hatt et stort fokus på fisk. Det er først etter at Gustav Witzøe tidlig trakk seg ut for å satse på den lille bedriften seg ut for å satse på den lille bedriften

Men, underveis i Norge støtter Bewis utviklingsprosjekt.

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Kraftig vekst i omsetningen



Etter at en ny produksjonshall på Frøya ble tatt i bruk i vår vil den samlede netto omsetningen fra midletilbud på Frøya og i Oslo nå være på 43 mill. kroner i 1999 til 70 mill. kroner neste årsvende år. Daglig leder Svenn Bekken ser ikke bort fra nye investeringer, men forutsetter at de lokale myndigheter også bidrar til å legge forholdene til rette for dette.

Daglig leder Svenn Bekken i BEWi AS. —Vi har skaffet oss flere beten å stå på og oppgjør en bredt utvalgt utvalg av produkter i emballasje i fiskeriketten, og under gittet kasse.

Men, underveis i Norge støtter Bewis utviklingsprosjekt.



BeWi AS ble etablert i Hamarvika i 1979, og har siden da vokst seg stort. I dag er det 15 ansatte i firmaet, og produksjonen av isoporkasser i full gang. Hovedproduktet er kasser med isoporinnhold. I tillegg gir de ut isoporprodukter til byggbransjen.

Vil industrialisere byggebransjen

— Han letter likevel litt på sløret: — Jeg kan si så mye som at det er rettet mot vår produksjon av byggelementer. Hvis vi lykkes med dette, skal det være vårt bidrag til industrialisering av byggebransjen. Her er det ungdomsteamet vårt som har stukket hodene sammen, og kommet opp med noe som både vi og Innovasjon Norge tror på, sier Svenn Bekken.

UNGDOMSTEAMET

Prosjektleder Christian Bekken har utformet søknaden som gikk til Innovasjon Norge. Sammen med fabrikkisjef Jan Erik Kvingedal, produksjonsleder Kai Berg og salgssjef Eskil Wahl utgjør han det ungdomsteamet Bewi-eieren sikter til. Christian Bekken kan fortelle at bedriften allerede er godt i gang med sitt nye prosjekt, men

at man var avhengig av Innovasjon Norge for å kunne realisere prosjektet i sin fulle størrelse.

— Dette er en storstilt og langsiktig satsning. Men jeg mener Bewi vil se resultater av det allerede i løpet av en treårsperiode, sier Christian Bekken.

ROSER INNOVASJON NORGE

Bewi har også tidligere fått støtte til Innovasjon Norge, og Svend Bekken mener bedriften har forvaltet de midlene godt.

— Vi er opptatt av to ting: å tjene penger og å skape arbeidsplasser. Det har vi fått til, og det skal vi også få til gjennom det nye prosjektet. Det vil bety industrielle arbeidsplasser på fabrikk på Hamarvika, sier Svenn Bekken.

Han er glad for måten Innovasjon Norge involverer seg.

The legacy

Outside Trondheim on the Norwegian coast lies the island of Frøya. Life on this island has been characterised by a harsh climate and dependence on nature for people to make a living. It was here that BEWI was founded by the brothers Svenn and Geir Bekken together with Svenn's brother-in-law Gustav Witzøe in 1980.

Although we're a different company today, where it all began still influences our culture and mindset. Our three founders saw opportunities where others didn't. They didn't give up when facing a challenge and wouldn't take no as an answer.

When they set their minds on something, it was implemented quickly and efficiently. Their philosophy rested on persistence and trusting in one's capability, believing that those who don't dare don't win. They demanded and expected a lot from both the team and themselves.

This mindset still thrives at BEWI and you can see it in our culture, in how we approach sustainability and in how we contribute to society.

This is our team book. It contains our vision, mission, values, culture and everything else you need to know to be successful with your team.

Read it, stay true to it and make your impact in shaping a better everyday.

Vision

Protecting people and goods for a better everyday.

Our vision is the reason we exist. It's a higher purpose that gives everyone at BEWI a shared objective and sets us apart. It reminds us of the difference we want to make in the world and helps us stay on that course.

What we do ultimately comes down to people. We innovate, develop and provide products and solutions that push the quality of life to new heights for as many people as possible. At home, at work and while getting from A to B.

By always looking to improve everyday life for people, we make sure to have competitive solutions. We also take responsibility for what we make and collect and recycle in order to close the loop and lead the change towards a circular economy.



Protecting people and goods for a better everyday

Mission

To create value by offering sustainable packaging, component and insulation solutions in innovative and efficient ways.

While you're reading this, our solutions are in active service all over the world to offer a better everyday, making us proud of the work we do. Our customers and society rely on our solutions to protect everything from people to things they depend on, such as fresh fish, vaccines and fragile products.

Our innovations are used in walls, roofs and floors to keep people warm and safe. Our products play important parts in the building of houses and infrastructure, as well as in cars.

We're determined to make society better and more sustainable and that's why sustainability is one of our strategic drivers.

By combining technology and innovation with production and operational know-how, we will develop new, sustainable solutions for our customers.



Our core values

Our core values are a natural part of our daily work and life at BEWI. They exist to guide us on how we should act and make decisions taking us closer to realising our vision and staying in the lead.

Responsible

We rely on each other and take responsibility for everything we do.
We keep our promises so that we deserve our customers' confidence.
We feel that every employee can make a meaningful contribution.

Proud

We are proud of our company, our colleagues and what our products do for customers and end-users.
We are proud to be innovators and to seek solutions that have the potential to make a difference for coming generations.

Stable

We are stable and reliable, we think strategically and plan for the long term.
By caring for each other, we work as a team.
We respect our customers and by understanding their challenges, we can offer the best possible solutions.

Care for quality

Quality is how customers measure our products. Every step of our value-chain needs to deliver on this basic principle, all the way from the factory floor to top management. In BEWI, quality is the job of every person.

When visiting Frøya, where it all started, make sure to take your picture by our stone

Our culture

Our culture is a special blend of challenging the conventional, never giving up, and work together as a team.

Our culture is based on a promise to ourselves, each other and the world around us. It's our shared values and beliefs that define who we are. It's what drives us to innovate products and solutions protecting people and goods, and lead the change towards a circular economy.

The *BEWI way* sets the stage for a company where everyone can grow, is proud to belong, takes responsibility - and have fun while doing it.



Leading the change

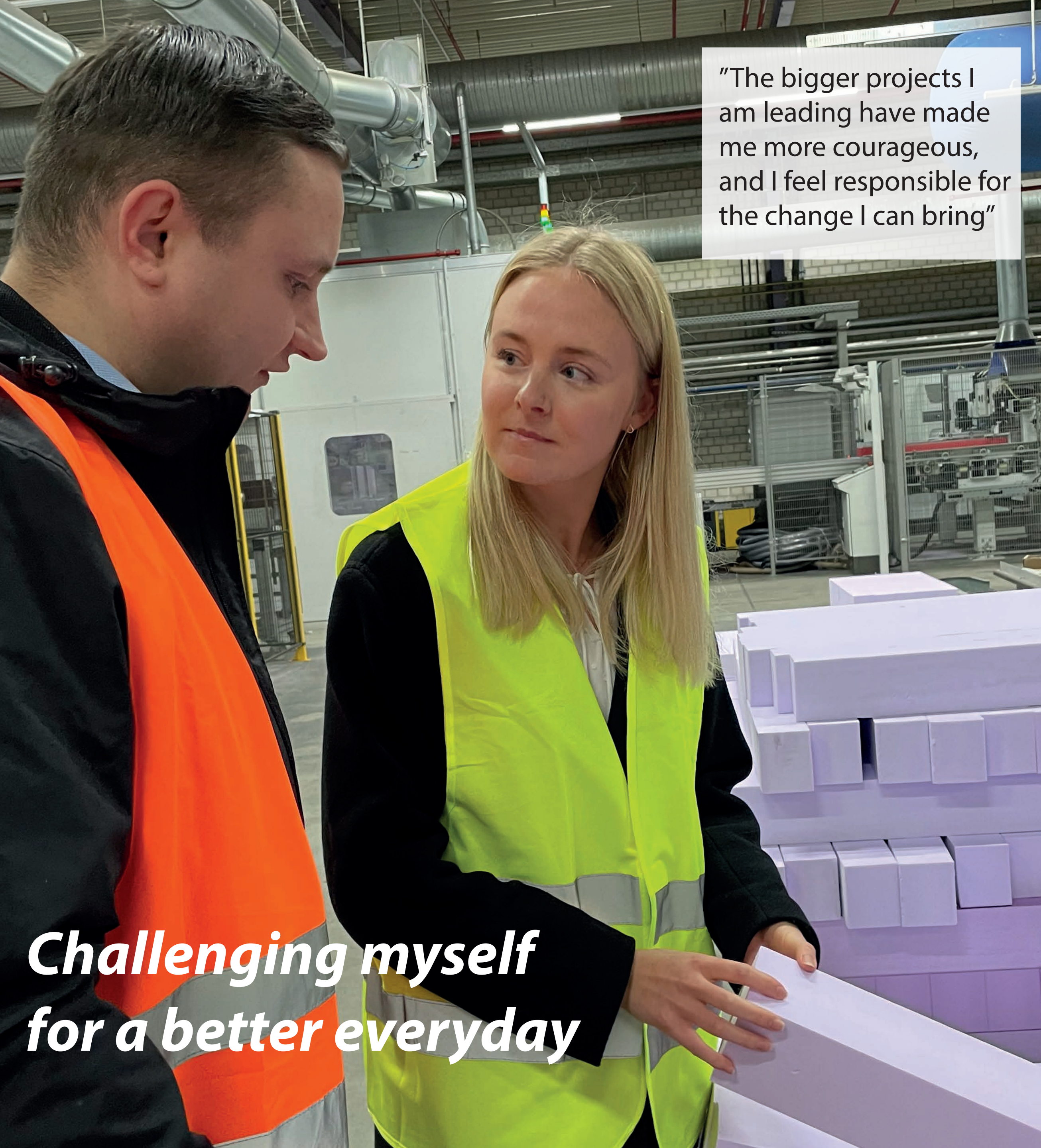
At BEWI, we remain responsible, flexible and open. We dare to think outside the box and move forward, both as individuals and as teams. We're determined to make society better and more sustainable - that's why sustainability is our strategic driver.

In 2018, BEWI launched the initiative Use ReUse, to *lead the change towards a circular economy* for our industry. The purpose was to raise awareness about EPS as a valuable and recyclable resource. At the same time, we established BEWI Circular, being responsible for collection and recycling.

Today, Use ReUse encompasses the *BEWI way*. It is how we see, think, and adapt to stay in the front. It is our promise, describing how we innovate and work to offer our customers the most sustainable solutions improving resource efficiency. It allows us to create more with less, sustainably using the earth's limited resources while minimising the environmental impact.

That's how we will lead the change towards a circular economy.





"The bigger projects I am leading have made me more courageous, and I feel responsible for the change I can bring"

**Challenging myself
for a better everyday**

Most projects I am working on go beyond mere selling of products. We develop solutions that add value for the customer and have a positive impact on the environment.

We have a responsibility to use our resources in a smart and sustainable way. I am proud to contribute in this field.

While our vision at BEWI is ambitious, we are also aware that we can't do it all alone. *I enjoy close cooperation with customers, taking a shared responsibility for a circular economy.*

As an engineer, I love problem solving. At BEWI, we dare to think big and outside the box. It doesn't make the project management easier, but I'm convinced this approach leads to better results.

As a project leader, the most important thing is to have a clear goal and be flexible in how to get there.

Hurdles along the way challenge my thinking and help secure a better result. I keep that positive mindset, seeing difficulties as constant learning.

"Trust the process" could be my motto. While I'm structured in my work, I always have space for the unexpected. That is the BEWI way of working.

The world is changing rapidly. We need to constantly challenge our processes.

I enjoy the time pressure in my work. It gives me energy and helps me focus on the most important tasks.

At BEWI, working together is the key. While it's more fun and leads to better solutions as a team.

Honesty is crucial. Mistakes happen, be open about them, and learn from them. *Don't hide and dare to ask* are the best advice I could give for true teamwork.

Linn Krüger
Project leader
Group R&D
Solna, Sweden



Breaking new grounds

You can't finish first by following in someone else's footsteps. At BEWI, we are breaking new grounds by challenging conventional knowledge, innovating and developing new solutions. We want to explore, because we believe that's what it takes to reach our goals.

We see obstacles as opportunities to learn. And when we try, we either win or learn.

Our high pace generates ideas and forces us to think in new ways. We need to find our path and constantly exceed our customers' expectations.

We offer individual freedom to explore and make decisions. We encourage everyone to adopt an entrepreneurial mindset and to try new things. With this freedom comes the responsibility to act with consent from leaders and make informed decisions. If you do your part, you get the chance to realise your ideas.



We never give up - we explore, win or learn

When I have an idea, I speak out. I know there is room and time to investigate new ideas.

Similarly, I can ask anything. There is no such thing as a "stupid question". Most important is to explore and learn, and sometimes that happens through mistakes.

I have been there myself. Instead of giving up, I learned from the experience, such as the importance of asking for the right help at the right time.

In my work, we face challenges or situations where the desired solutions are currently unavailable, encouraging us to develop our own models.

I love that mindset, it challenges me to think and explore, while I continue learning and improving my skills.

I'm proud to contribute to innovations of resource-efficient products and solutions.

Innovations and breakthroughs take time. You always need a clear purpose and a direction, knowing where you ultimately want to land.

My advice is to remain curious along the way and look at challenges from different perspectives.

Yvette Rademakers
Process Engineer
Stramit, the Netherlands



"We face challenges or situations where existing solutions are currently unavailable, encouraging us to develop our own models"



It's all about people

At BEWI, things aren't carved in stone (except our core values, they really are). Your journey isn't decided by someone else. Here, you get to grow with us, as a team.

It's all about people. We want diversity, different skills, backgrounds and personalities. This enriches our team and offers perspectives, providing more ideas and possible solutions to the challenges we face.

We expect everyone at BEWI to want to grow. We want our company to do the same. Our advantage to the market depends on everyone in the team being motivated to improve.

We rely on everyone performing to be successful. We work hard, never compromise on safety and have fun together as a team. Your job is to take responsibility by adopting our values, and to talk about them with your colleagues. Since the founding of BEWI, we've believed that a strong culture and a sense of belonging are crucial to achieve great results.

BEWI is not for everyone. High speed, constant change and a strong culture. We are a team that allows individual performance, but also requires the will and ability to collaborate. If you are willing to give what is needed, the possibilities are endless.

**"We work hard and make sure
to have fun while we do it"**

The team is stronger than the sum of its members

Teamwork and team spirit are key elements in my work.

At BEWI, we aim to collaborate and optimise outcomes together.

I engage in various project teams. I appreciate the freedom to express myself, while respecting and considering others' suggestions for better results.

I'm proud of my development, and grateful for all I have learned. I joined BEWI right after finishing my bachelor's degree in building engineering, and gradually grew into a Product Manager role that I enjoy. There is not one day similar to another!

The projects are varied and keep challenging me to improve in different areas, providing confidence and security in my work.

While my curiosity and willingness to learn contribute to my development, I also have a manager who encourages me to try new things and grow.

I enjoy my freedom to operate, away from micromanagement. Our open discussions encompass both positive and challenging aspects. Feedback conversations happen regularly, we don't wait for the year-end review.

My advice to grow and develop at BEWI?

Be yourself, always. Know your strengths in the team. Play them well. Differences make teams stronger.

Embrace feedback, be proactive, and don't be afraid of trying new things. The goal is to contribute to a better everyday, including customers and society.

Svein Tore Larsen
Product Manager
Fredrikstad, Norway



"Know your strengths in the team. Play them well. Differences make teams stronger"

Brave and supportive leaders

Growing people and growing business

At BEWI, leaders have a big responsibility. We believe a leader's most important skill is to see others and help their team grow. We focus on the willingness and courage to lead when we appoint managers, not on age or even necessarily experience.

A leader at BEWI understands that the team comes before any individual. And that their most important job is to help the team perform at its best. Effective leadership demands a combination of communication, accountability, and humility, alongside with confidence and courage in decision-making.

It's about getting the most out of the team in the long-term.





BEWI Business School

BEWI Business School is our internal academy and training platform creating learning opportunities for our employees, complementing the important learning that we do every day. As we grow as a company, it is equally important that our employees grow with us.

The ***Growth*** program is a talent development program preparing individuals to take a next step on management team level. Nominations result from our talent review process.

The ***Business & leadership*** program is for Business Unit management team members where we deep dive into various leadership tools and techniques.





***BEWI is home to
people dedicated
to pioneering
sustainability in
our industry.***

The customer is always our main focus and our shared passion to pursue our vision means that we work hard. But we make sure to have fun while we do it, and never compromise on the safety and well-being of our people.

Do you want to be part of leading the change, are you our next team member?

Read more on:
bewi.com/career



BEWI

for a better everyday