

# HSM NEWS

FOR STAFF

OCTOBER 2025 / NO. 101

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# NEWS FROM NICK STEFAN MARK



On the tender front, we are still receiving plenty of inquiries from both our existing customers and new ones. Over the past quarter, we have gained several new customers, including LEGO, Liftra, and Aarhus Protein. It is always a pleasure to get acquainted with new customers who will hopefully become long-term partners.

Right now, we have several different offers out where we are awaiting responses. Among the larger projects, we can mention a battery storage facility on Bornholm, renovation of Copenhagen Central Station, Bruun's Bridge in Aarhus, offshore equipment for Motas, and many more. In other words, things are looking promising in that area.

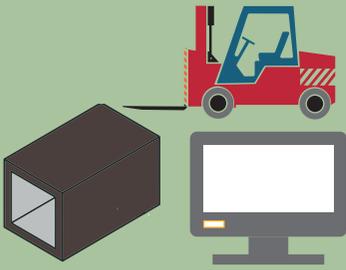
Projects are generally progressing well. We have received more orders, as you can see in the magazine and on the information screens. Over the past quarter, we have had a few minor issues with products that have been sent to customers. We're not happy about that — ideally, we should catch these errors before products reach the customers. Therefore, I encourage you to take an extra 10 minutes to review things with a colleague before we send

anything out.

Where work is done, mistakes will happen — but I would much prefer that we catch them internally. These are small things in the bigger picture, but customers must always have a good experience when working with HSM Industri.

We keep pushing forward — and before we know it, it will be Christmas.

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*Hello everyone,*

The wonderful Danish summer has now come to an end, and we are slowly heading into the beautiful, yet slightly darker, autumn season. Time to dig out the headlamp, the warm jacket, and the woollen underwear.

Luckily, things are looking a bit brighter when it comes to our order backlog. We have a solid mix of industrial service tasks, exciting new projects being manufactured and assembled in the workshop, and not least in the paint hall, where the team is working around the clock.

Over the past financial year, we have had around 300 active customers in our system. In just the past few weeks, we have added another 6–8 new ones. That’s pure luxury! And we have all of you to thank for that — because you show determination, are solution-oriented, deliver high-quality workmanship, put in the effort day, night, and weekends if needed, and remain friendly and welcoming towards our customers. That is the best advertisement we can get — and something we must always remember.

I would also like to remind everyone to stay focused on safe-

ty. Think through the task before starting. Keep the workshop tidy, as well as the installation containers, vehicles, surrounding areas, and installation sites. It makes everything much easier. We must ALL return home from work in one piece! Thank you very much. ❤️

Finally, a friendly reminder for those of you who still have many vacation days left — please remember to take them before 31/12. You can carry over a maximum of 5 days to next year; the rest will be lost. 🙅

*See you around!*

## **Framework Agreement with Kredsløb**

As most of you probably know, Kredsløb — or “Lisbjerg Incineration Plant,” as some still prefer to call it — is one of our major customers.

We carried out the first piece of work for them approximately 10 years ago. As Kredsløb is a public company, their procurement and service purchases must go through an EU tender process once they exceed a certain value.

An EU tender allows all companies within the EU to bid on the given assignment.

In July 2025, the tender was published and began with a pre-qualification phase to identify companies suitable for the task. We were deemed qualified, and on October 6th we submitted our offer, including a description of our strengths, competencies, project management approach, and a pricing catalogue.

It was expected that negotiations and revised offers would follow, leading to the award of the framework agreement in week 48. However, on October 13th, we received notification that Kredsløb intends to enter into a contract with HSM.

We are now waiting for a few minor adjustments to the agreement before it can be signed. The contract is expected to be finalized in November and will run for 12 months, with the possibility of up to 72 months of extension, starting from the New Year.



## Two sculptures for Varde - donated by the Poul Erik Bech Foundation

The Poul Erik Bech Foundation has donated two sculptures by the artist Amalie Jakobsen to Varde as part of the foundation's efforts to support local cultural life and community.

We have manufactured and surface-treated the sculptures here at the factory. Transport and installation were also carried out by our own team.



**Club92  
General Assembly**  
**Saturday 15 November**  
**at 14.00 i Grenaa Bowling Center.**

Program:  
General meeting + Bowling +  
Shared dining.

**Price DKK 175,-**

*Binding registration for Kim Jensen.  
No later than 7 November*



# Staff Discount



**Louis Nielsen**

**30%**

on the purchase of glasses for employees + immediate family

**Painter Tipsmark**

**20%**

on purchases in the store

**TEM HJORT MASSAGE**

**10%**

discount on all treatments

**Nymann Autoparts**

As an employee, you get a discount. There is no set percentage, it depends on the product.

**PAVA Bilsyn**

**95 DKK 50 DKK**

discount on vision Discount on "new vision"

**STARK**

**30-38%**

on the purchase of work clothes and shoes

**BYGMA**

**Good discount**

**TEKTROL**

**20%**

Discount on underbody protection

**Drejers Auto**

**15%**

on ALL spare parts.  
Hourly rate DKK 450.

## Junior Apprenticeship Program

The junior apprenticeship program is an introduction to the working world for students in 8th and 9th grade, where they combine school with practical experience in a company.

We have employed William Laursen, who works with us on Thursdays and Fridays each week. The rest of the week, he attends school, where he takes subjects such as Danish, mathematics, English, and physics/chemistry. The goal is to give him an early and realistic sense of working life — and perhaps spark an interest in pursuing a vocational education in the future.

Through the junior apprenticeship, William is getting a strong start on his journey as a small-scale blacksmith. He learns about the workplace, the tools, and the basic tasks. This gives him a head start in terms of skills — though

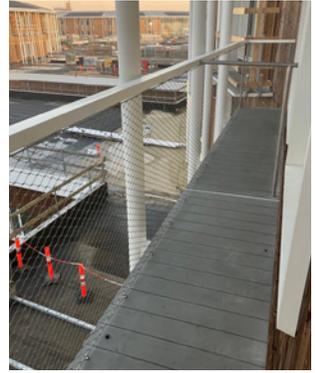
it does not shorten the duration of the formal apprenticeship if he later becomes a full-time apprentice.

We have also had a visit from William's class, where several students are participating in junior apprenticeships in various trades, including as chefs, carpenters, bricklayers, and retail assistants.

The students are excited about the opportunity to be connected to a company, gain good colleagues, and have school weeks that include more practical days and fewer academic subjects.

They also found it interesting that their classmates are working in so many different industries — and that already in 8th or 9th grade, they can get a sense of working life and discover what they are interested in.





## HSM Industri Participates in Complex Project at New Hillerød Super Hospital



HSM Industri is involved in an exciting and complex project in collaboration with NCC at the new super hospital in Hillerød.

We are supplying and installing three balcony corridors, each 120 meters long, as well as a total of 320 new balconies. For both types of balconies, we manufacture handrails, brackets, and balusters in our workshop.

On the upper balconies, safety nets are installed, which we attach ourselves — totaling 5,000 meters of netting.

The lower balconies follow the same design, but here two tensioned wires are used as the boundary instead of nets.

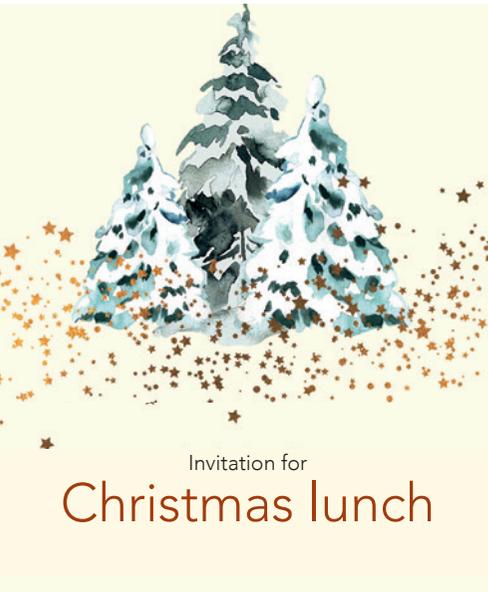
In addition, we are providing 17

roof and facade lighting fixtures, which are enclosed with nets and freestanding railings with counterweights, as the roof membrane must not be penetrated.

After an extended startup phase, installation is now well underway.

The building is architecturally unconventional and designed in a cloverleaf shape with large open areas. This presents special challenges for both production and installation, where precision and customization are crucial.

The work involves approximately 12 employees during the installation phase, and the project is expected to be completed by the end of 2026.



Christmas is fast approaching, and on this occasion we would like to invite you and your partner for Christmas lunch

**Friday, December 19, 2025  
at Gjerrild Kro at 19.00**

A bus service will be arranged. In the week leading up to the Christmas lunch, a note will be posted in the canteen with the exact collection times.

We hope you would like to come, so that we can have a festive evening together.

Sincerely  
Stefan, Mark and Nick

# Tinglørke school



Pre-assembled art sculptures



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## Farewell to the gondola in Viborg

At Viborg Regional Hospital, patients for many years have been able to take a rather unique trip between the hospital and the patient hotel — in a gondola running on tracks across the road.

That era has now come to an end, and HSM Industri has been

responsible for dismantling both the tracks and the gondola cabin.

The cabin, however, has not disappeared — we ensured that it was transported to Viborg Museum, where it will become part of the local history for years to come.





## HSMs senior club - a place for old colleagues and good memories

In connection with HSM's 50th anniversary, we invited former employees to a cozy morning at the factory — with rolls, Arentbitter, coffee, cake, and the distribution of the anniversary book.

The event was organized to give retired colleagues the opportunity to see familiar faces again, share memories, and experience how the company has developed since their time here.

On September 22nd, we held our first meeting, which was a success. Thirteen former employees attended, and the atmosphere was so positive that we agreed to meet again on March 16th.

We now officially call it a "Senior Club," and with the great support and interest shown, it looks set to become the start of a recurring tradition.



## Drum shakers for AAK



We have manufactured a custom-designed frame measuring 12 x 3 x 4 meters for a drum shaker at AAK.

We were also responsible for both the transport and installation of the frame.

In week 44, work will continue with the installation of platforms and walkways around the drum shaker.

Once the drum shaker is operational, AAK expects a 25% increase in production.

The shaker efficiently separates waste material, such as shells, which reduces the risk of operational stoppages further along the production line.



## Søren and Tomas have received the NCC Working Environment Award "New Hospital Nordsjælland"

***"Employees and management at HSM Industri have jointly developed several smart solutions that improve safety, ergonomics, and workflows on the construction site."***

This is the reasoning behind the occupational health and safety award that Søren and Tomas received for their efforts.

Among the initiatives are a temporary railing solution and a new tool trolley, both developed through close collaboration between colleagues and man-

agement. These solutions have already proven their value in daily work and have inspired further improvements.

Tools and workstations — such as the Scantool 125 V cut-off saw — have also been tested and adapted with a focus on noise reduction, safety, and proper working positions.

Søren and Tomas, who played a central role in the process, were recognized with gift cards for the cafeteria.

***Congratulations from all of us!***



# 25 YEARS ANNIVERSARY



## Marianne Naef

On Friday, August 1st, Marianne Naef celebrated 25 years at HSM Industri. In 2000, Marianne became the first woman employed in the Technical Department, where her tasks primarily involved creating technical drawings and assisting project managers.

It quickly became clear, however, that she possessed both a broad overview and a rare ability to dive into even the most complex details. Over time, her role evolved, and for many years she was a major asset in managing HSM's international clients in the offshore industry.

Currently, she is working on an extensive project for the new su-

per hospital in Hillerød, where we are, among other things, delivering several kilometers of railings.

Marianne is driven by a clear philosophy: "We may be busy, but we must spend the time to get it right the first time." This approach has saved both time and money on countless projects.

Marianne is strong-willed and never afraid to view things from her own perspective — often with such conviction that she can even persuade the toughest blacksmiths to change their minds.

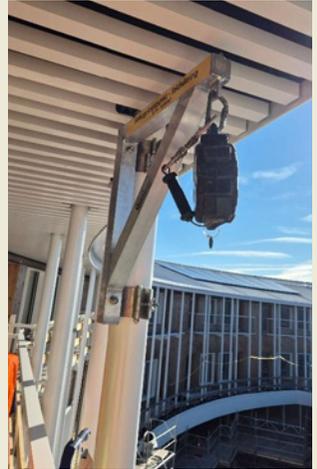
Outside of work, Marianne has long been an engaged handball coach and active player. Today, she enjoys running in the forest,

often with colleagues, to keep up her energy.

Together with her husband Per, she enjoys traveling — both long trips abroad and camping in Denmark. Their camping trips are often combined with long mountain biking excursions.

We warmly congratulate Marianne on her anniversary and thank her for the excellent collaboration over the years.

*HSM Industri A/S*



# QHSE



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In general, it is important that the waste gets in the right containers.

New legislation has been introduced which makes that we as a company have to pay fines, if we can't figure out how to sort our waste!

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## Audit in week 48

We must be recertified in ISO 14001 [environment] and ISO 45001 [working environment].

The certifications are important because they give us access to projects with e.g. Vestas, NOV, BaneDanmark, Kredsløb and AAK and others.

From Monday to Thursday in week 48, we will be visited by two auditors from Force, who will check that we follow the legislation and our own guidelines.

The auditors come around the entire production and also visit individual projects outside the house. They may find themselves asking questions about your daily work and how you carry out your tasks. It's perfectly fine to say you don't know the answer - just be honest and welcoming.

## New turbo masks from Sundstrøm

We have tested several models and have chosen the Sundstrøm mask as the new standard for turbo masks. It meets our requirements and is introduced when the old masks have to be replaced.

Going forward, the equipment will consist of: 1 motor, 2 masks, 3 filters - and connection to fresh air. It will take 4-5 years to replace all the masks.



## Sorting waste - avoid fines

Unfortunately, we still experience missorting in our waste. Plastic foil and cans are found in residual waste, and residual waste such as clothes, shoes and food packaging in the plastic containers.

It is important that we sort correctly - both for the sake of the environment and because incorrect waste in residual waste can result in fines.

At the same time, we get paid for clean, clear plastic, so it is also economically important that we do not mix other waste in the plastic containers.



# Historic dock gate ready for renovation in Grenaa

As part of the preservation of important industrial heritage from the shipbuilding history at Holmen in Copenhagen, the dry dock is being restored — including its historic dock gate.

We have been responsible for coordinating the entire process: from dismantling at Dokøen in Copenhagen, through transport to Grenaa, to the upcoming renovation.

The move required careful planning and close collaboration between multiple parties. With

the help of a floating crane, the 170-ton dock gate was lifted, towed through Copenhagen Harbor, and loaded onto a ship bound for Grenaa using three large mobile cranes.

The dock gate is now at the quay in Grenaa Harbor, where we have begun extensive renovation work. Once completed, the gate will be transported back and reinstalled in Copenhagen.

The project is being carried out for the A.P. Møller Foundation.

## Technical Details

- Dimensions: approx. 10 x 20 x 2 meters (W x L x H)
- Draining the dock gate of water
- Transport by sea from Copenhagen to Grenaa
- Sandblasting — inside and outside
- Repair of rust damage, including welding in new steel
- Inspection and renovation of valves and hatches
- Corrosion-protective painting — inside and outside
- Transport and reinstallation in Copenhagen after completion of renovation





## Upcoming events 2025/2026

### October - 23/10

Lecture Rene Dahl Andersen - former drug officer

### November - 15/11

General meeting in Grenaa Bowling center.

### November - 22/11

SHU-BI-DUA - version 2.0

### January - date not set

Wine and port tasting

### February 6/2

Jan Hellesø

### March 20/3

Smukke Møller - copy band  
Kim Larsen

### April 11/4

Poul Krebs - 70 years tour

### April 14/4

Anders Agger - from the inside

### April 25/4

Hit with the 80s

### May - date not set

Gokart in Auning

### COMPANY EXCURSION

#### June - date not set

Scandinavian Animal Park

**Remember - if you have suggestions for upcoming events, you can contact Grethe Andersen or Kim Jensen.**

# VESTAS - a global growing customer

For several years, we have continuously received inquiries and orders from Vestas, and this trend shows no sign of slowing down. It is often Vestas India that reaches out to request quotes and place orders for various tasks.

Tom, Helle, and Anes are responsible for calculating the prices, which are then uploaded to a shared Vestas database accessible to Vestas employees worldwide. Recently, this has resulted in orders from Vestas departments in the USA, India, the UK, Belgium, the Netherlands, Spain, and Germany.

The orders vary in both content and size — from tools for onshore and offshore turbines to projects ranging from a few thousand kroner to several million.

HSM has also entered into service agreements for the



maintenance of tools, a task mainly handled by Thomas.

A strong example of how global companies and local expertise go hand in hand!





The new stairs are put up when the new Talgo trains have to be serviced



## Helgoland and Klargøringscenteret Kastrup is preparing for the trains of the future

Denmark is in full swing electrifying its railway network, and with this, the IC4 trains are gradually being phased out. New trains have been purchased from the Spanish manufacturer Talgo. These trains are fully electric, faster, more energy-efficient, and much more environmentally friendly, and they are being deployed on many international routes.

We are contributing to the transition by modifying the roof access units on the Helgoland trains. The roof access units have been dismantled and transported to Grenaa, where they are now being modified in the High Hall. Once the work is complete, they will be

surface-treated before we ensure their transport back to Helgoland, where we also handle the final installation.

At the Kastrup Preparation Center, we have, among other things, manufactured new stairs to allow safe access to the taller

Talgo trains. The new stairs will be installed in four locations, while the existing stairs will continue to be used for other types of trains. This allows the Preparation Center to handle multiple train types during the transition period.





**31**  
**tons**  
steel  
**6,4 m**  
diameter  
**1,4 m**  
height

# New foundation for PC3000 crane at Rohde Nielsen

After more than 90,000 operating hours, it was time to replace the existing crane foundation on one of Rohde Nielsen's ships.

We have supplied a new and reinforced Flexbase foundation, constructed in sheet thicknesses from 30 to 50 mm, which both improves strength and extends service life.

The foundation went through an extensive process: It was sent

to annealing in Southern Jutland, where it was heated to 580°C and then slowly cooled. It reduces stresses and hardness in the steel and ensures higher quality and stability in the welds.

The foundation was then machined on four surfaces, sand-blasted and surface treated, so that it is ready for many years of new operation.



*On the way to annealing*



*Return from annealing.*



In week 41, Michael Juul and Uffe Rasmussen were on board MSC ANNABELLA, after the ship had sustained minor damage during loading – caused by a container.

The task was not big, but we still tell the story here because it was APM Terminals who recommended us to the customer. It is

a very good example of how satisfied customers not only return – they also send new business partners in our direction.

This kind of recognition means a lot – and makes a difference!

## New customer: Liftra A/S

We have recently started a collaboration with Liftra A/S – an exciting Danish company based in Aalborg. Since 2003, Liftra has specialized in the development and production of advanced lifting and transport solutions for, among other things, the wind turbine industry.

### The first tasks

We have so far completed two smaller tasks for Liftra, but it is a customer with great potential.

#### 1. HPU frame

The first task was a frame for a Hydraulic Power Unit (HPU), also known as a hydraulic station. The frame is part of a larger lifting

unit, which is used for mounting and dismantling wind turbine blades. We received finished working drawings from the customer, but have ourselves been responsible for material procurement, manufacturing and surface treatment in production.

#### 2. Battery box

The second task was a box for a battery. Here, too, we were supplied with the drawings and our contribution consisted of welding plate parts together, carrying out surface treatment and providing final documentation. We look forward to developing the collaboration with Liftra.



Aarsleff 105



Camilla Høj



Lea Høj



Omø Ferry



Kattegat Ferry



## NEWS Grenaa Shipyards

Over the summer, the yard has been visited by several of our regular customers.

Aarsleff has stopped by with various work barges that had to be prepared for projects.

Aarsleff 105 was going on a project in Poland, and had to, among other things, have fitted extra hydraulic winches, hydraulic pipes and hose guides and roller clutches.

Aarsleff 106 has also been sent from Grenaa to a project on Christiansø, east of Bornholm. A different Aarsleff task that, among other things, involved the establishment of a "scavenger village", where the wagons were lifted from Aarsleff 106 and set down on Christiansø by helicopter. Both Aarsleff 105 & 106 are back in Grenaa after the tasks have finished to be prepared for the next job.

The shipping company Høj has also stopped by with several of their ships. Camilla Høj was on bed rest for vision. She was washed and painted, and received a major round of maintenance.

Later, Lea Høj also stopped by for a visit. She was washed and painted, and according to the Danish Maritime Authority's instructions, the steel was replaced. Hatch frames and bilge gates were also changed at the shipowner's request.

There have also been various ferries from Zealand visiting. Omø Ferry a slightly larger ro/ro ferry and Kattegat a smaller aluminum ferry.

The summer of 2025 was also the summer of pilot boats at GSV. In 5 rounds we have had visitors. Some for conversion and inspection, others for general maintenance and inspection.

Pilot boats at the yard over the summer





## Employment

### Apprentice, surface treatment technician

Silje Poulsen 2 / 9

### Worker

Ryszard Mackowski 7 / 7

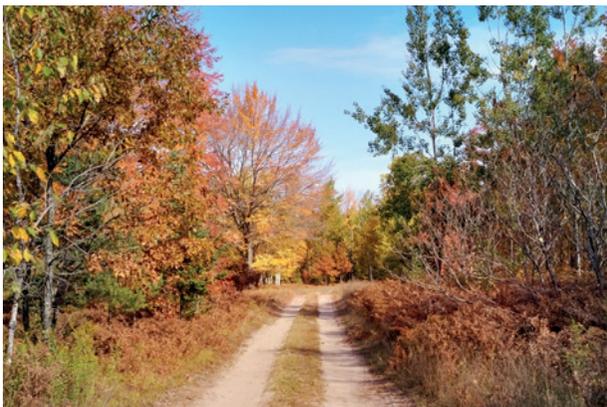
Ilie Marin Dobra 1 / 9

Sebastian Marciniak 11 / 9

### Blacksmith

Patrick Hellmann 8 / 8

Nikolaj Hynnicke 19 / 8



## Special days



### 25-YEARS ANNIVERSARY

TOM SKAK BROKMANN ..... 1/11

### 40 YEAR

ADAM BRØGGER..... 27/9

### 60 YEAR

JIMMY DOOLEVERDT ..... 23/9

### WEDDING

PETER THOMSEN ..... 13/9

### FAMILY INCREASE

RICO JENSEN (DATTER)..... 25/8

## Resignations

Lars Biltzing Andersen

Nikolaj Hynnicke

Rasmus Adamsen

Marius Lemming

Niels Jørgen Mikkelsen

Tobias Krogsholm



**QISE**  
Health

## FREE Influenza-vaccination

**Monday 3 November at 8:00 a.m**

Again this year, the company offers free vaccination to employees who want it.

You can register via a notice in the canteen, or contact Grethe in the Technical Dept.

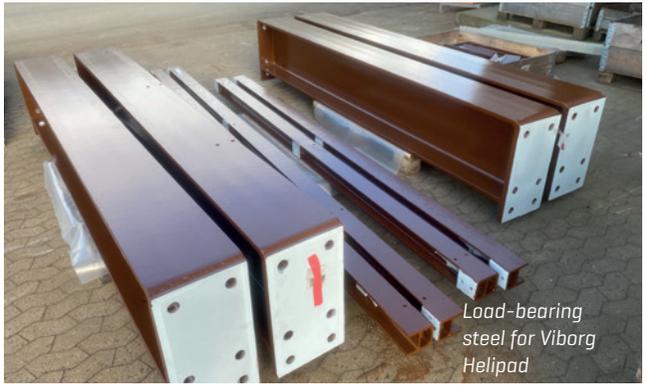


**NEWS**

**Painters  
hall**



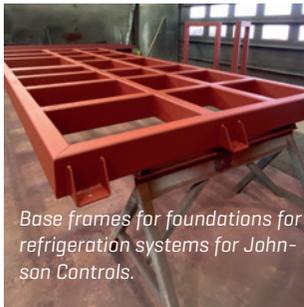
The painting shop is busy. There are many different tasks. The tasks are neatly divided between our own orders and external customers.



Load-bearing steel for Viborg Helipad



Fingerboards for NOV



Base frames for foundations for refrigeration systems for Johnson Controls.



Stands for TERMA.



Sandblasted half of the maintenance truck for the New Little Belt Bridge.



The other half awaits sandblasting