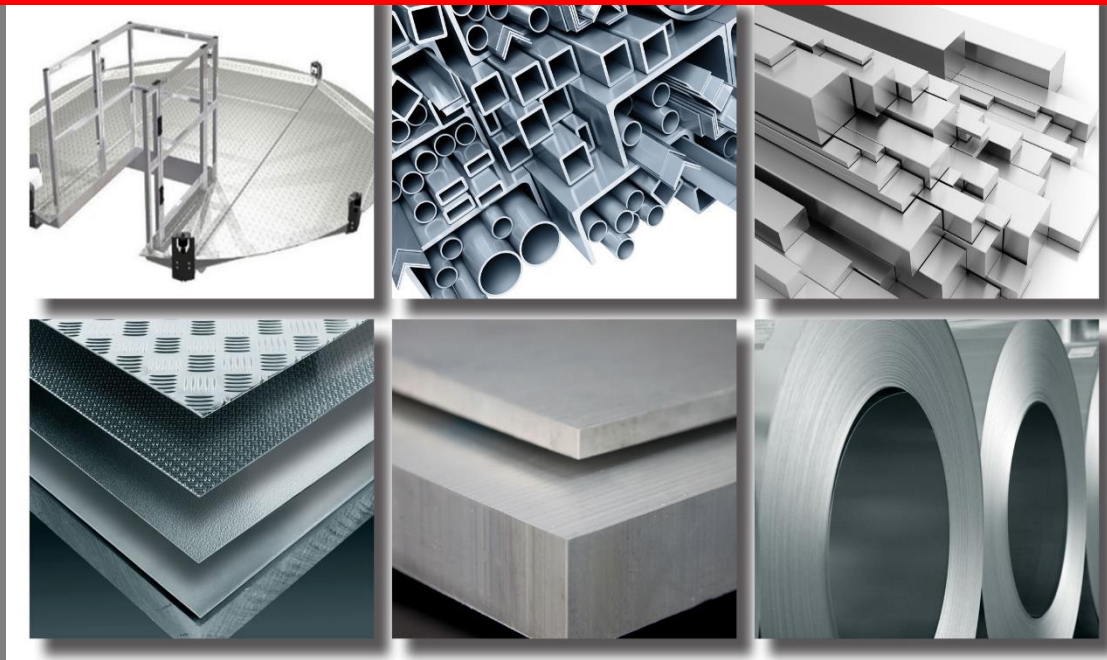




ALUMECO GROUP

CSR REPORT 2017/2018



Alumeco Group

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PREFACE



“The Alumeco Group has attained its international business position through constant innovation, extensive investments and sound business principles. However, it is just as crucial to Alumeco’s success that the Group leads the way when it comes to good social responsibility.”

Jan Berthel, Alumeco Group CEO

The importance of working with sustainability and CSR has increased over the past years. I am, therefore, happy to be able to present the Alumeco Group’s CSR report for 2017/2018. In the report, we describe that we take our Corporate Social Responsibility seriously and that we are working with this in our everyday life at the Alumeco Group.

No matter where in the world the Alumeco Group operates, this is done according to a set of principles stipulating that we will behave in a correct and decent manner. This is our heritage as a Danish company.

These principles apply to employee relations, to environmental considerations and to relations with business partners. It is therefore essential to us that policies and actions included in this CSR report as well as the Alumeco Group Code of Conduct are an integral part of the entire value chain.

I hope you will enjoy reading the CSR report, in which we present our actions and results in the CSR area in the previous financial year and at the same time describe how the Alumeco Group plan to arrange CSR initiatives for the coming financial year.

Odense, August 2018

A handwritten signature in blue ink, which appears to read 'J. Berthel'.

Jan Berthel

Alumeco Group CEO

BUSINESS MODEL

The Alumeco Group

The Alumeco Group, which consists of Alumeco, Aluwind and Metalcenter, is today operating with three different areas of business as outlined below.

- **Alumeco:**
 - Aluminium products
 - Wholesaler business (standard products)
 - Customized solutions
 - Building
- **Aluwind:**
 - Components for wind turbines
 - Offshore industry
 - Aluminium/steel
 - Design and production
 - Tower Internals, Nacelles
 - Delivery of complete kits
- **Metalcenter:**
 - Red metals (copper/brass/bronze)
 - Wholesaler business (standard products)
 - Customized solutions
 - Building
 - Roof systems
 - Plumbing systems
 - Industrial tubes
 - Ingots

Alumeco

Alumeco A/S was founded as a wholesaler business in 1983 with headquarters in Odense, Denmark. Since then Alumeco has developed from a small local Danish company to a large international business group providing aluminium to the metal-consuming industries and consumers around the world. Today Alumeco A/S has 250 employees and approx. 40.000 m2 of office- and warehouse/production buildings. The warehouse buildings function as central warehouse for a large part of the entire Alumeco Group. Alumeco employs approx. 550 employees worldwide shared among 13 subsidiaries in Europe and China. From these subsidiaries, Finland, Poland, Czech Republic, Lithuania and Germany (central warehouse) also have warehouse locations.

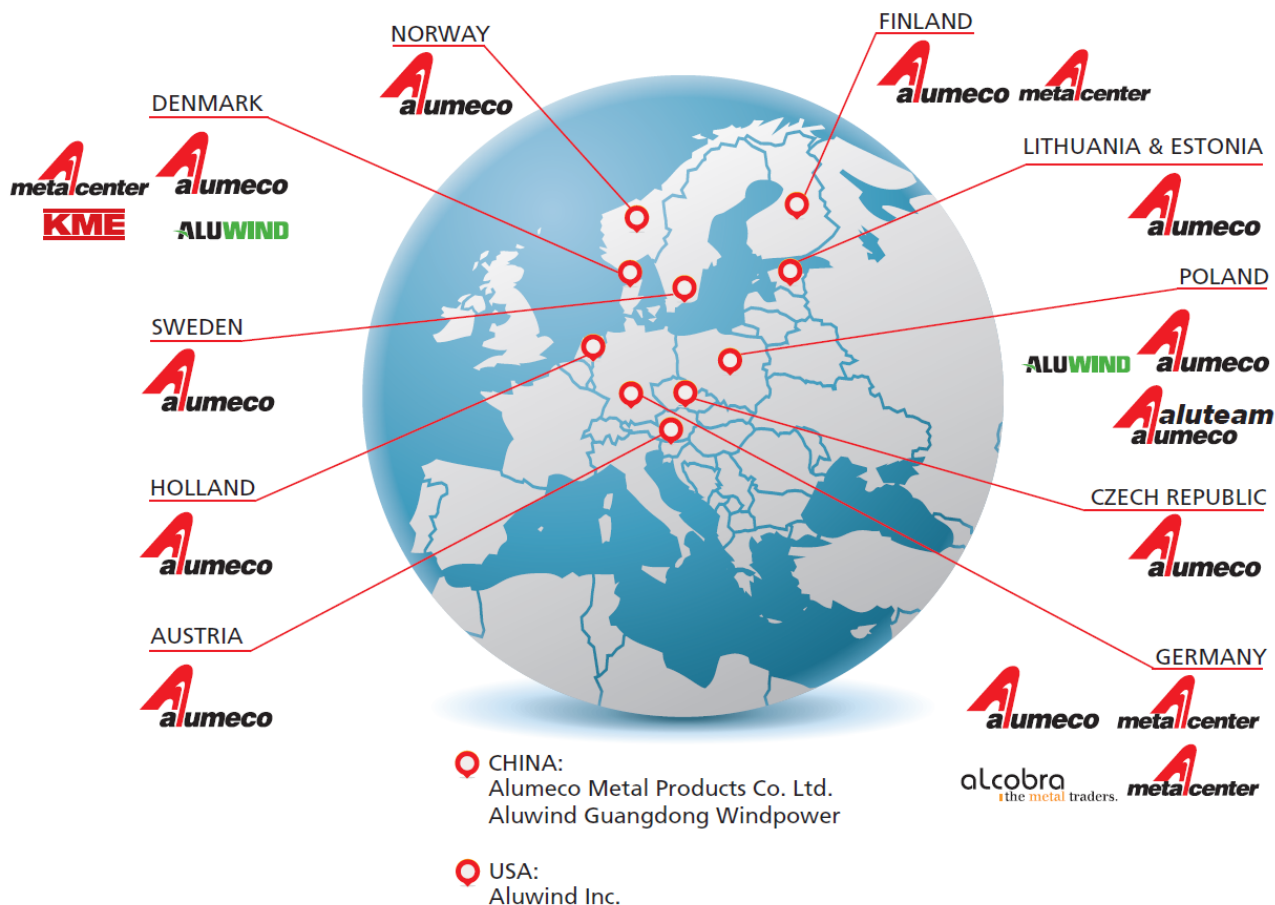
Metalcenter

Metalcenter Group A/S was founded as a wholesaler business in 2009 and is completely inte-

grated with Alumeco with joint warehouse, logistics, administration, IT, HR, etc. The Metalcenter Group also consist of Metalcenter Group Oy in Finland, Metalcenter Group GmbH in Germany and KME Nordic A/S in Denmark. The Metalcenter Group has a total of 36 employees and focus 100% on red metals; copper, brass and bronze.

Aluwind

Aluwind A/S was founded as an independent make-to-order business in 2009, and after this Aluwind Inc. in USA, Aluwind Guangdong Windpower in China and Aluwind Sp. z.o.o. in Poland followed in 2010, 2011 and 2016 respectively. Today Aluwind has a total of 400 employees as well as own warehouse locations with production and logistics setup. Just like the Metalcenter Group, Aluwind profits from the shared services such as IT, Finance, HR, etc. supplied by Alumeco.



Distribution of the Alumeco Group companies, 2018

In the Alumeco Group, we have built up our expertise through more than 30 years, and with our committed and skilled employees we are proud to be characterized by our competent guidance and extensive inhouse knowledge regardless of whether it concerns aluminium, red metals or the wind industry.

As a global supplier and business partner and because of the Group's many subsidiaries in Europe, China and North America, we have a far-reaching, international contact network.

Through comprehensive investments in the company's physical settings and modern machinery, the Alumeco Group has one of Northern Europe's largest aluminium stocks, including red

metals, with own coil center and two fully automatic high rack systems at its disposal. On top of this, Aluwind has full-scale production in Poland and China. These facilities enable us to satisfy the needs of our customers as well as the ongoing market development.

For additional information about the Alumeco Group, our products and services, please visit:

www.alumeco.com
www.metalcentergroup.com
www.aluwind.com
www.alcobra.de
www.metalcenter.de

Within the Alumeco Group the vision and core values are divided for the wholesaler business, Alumeco and Metalcenter, and for the manufacturing company, Aluwind. We do, however, all follow the same business spirit and will also for the future conform to one joint strategy for the entire Group.

Vision

Vision for Alumeco and Metalcenter

**'TO BE NUMBER 1 –
by creating competitiveness for our partners'**

We hereby undertake to constantly increase our efforts as for quality, for example by investing in high rack systems, new saws, intelligent IT solutions as well as staff training. All of our efforts aim to ensure that our customers and suppliers always experience good collaboration with Alumeco and Metalcenter, and at the same time we wish to ensure enduring focus on consideration for our employees, the surroundings and the environment in every single process.

Vision for Aluwind

'We wish to be our customers' preferred global cooperation partner within products and solutions for the wind turbine industry'

We are committed in our efforts to be innovative, to understand the market demands and thereby the demands of our customers and suppliers. Only through the best and most competent staff, we can ensure that we are ready and able to meet demands to optimize and develop. We wish our customers and other stakeholders to experience a competent, uncomplicated, unproblematic and smooth contact with Aluwind.

Core values

Fundamental core values for Alumeco and Metalcenter

'Good business sense, customer focus and dedication'

Fundamental core values for Aluwind

'Understand the customer, find better solutions, show team spirit and drive performance'

These fundamental core values are in focus for each company regardless of field of work and function and along with the Alumeco Group visions, they form a natural platform for our strategy work in the Group.

Strategy

In the current financial year, the Alumeco Group is in a three-year strategy period running from 2017 to 2020. Prospectively the objective is to incorporate Aluwind in the Group strategy, and when this has been achieved all companies within the Group will be part of one joint strategy.

In the strategy period, we are working intensely with so-called 'Must-Win-Battles' with associated independent projects on Group level across departments and companies. At the same time, we are working on on-going 'Business Plans' on local company level. This means involvement of a broad segment of employees and managers and therefore great dedication to achieve the strategy objectives together.

In this way the strategy work, the strategy process and the results of the Group strategy effectively tie the Alumeco business model, our core values and our vision together.

CSR focus

At the Alumeco Group we are continuously working with CSR within three main areas; **business partners, environment and employees.**



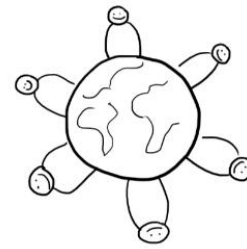
These three main areas have the greatest significance for the Alumeco Group, and therefore they also form a natural part of our everyday life in the Group.

The objective with our CSR efforts is to create value for all our stakeholders; customers, employees, suppliers and the surrounding community and at the same time also to identify and establish procedures to prevent possible negative social impacts.

The Alumeco Group's 2017/2018 CSR report covers, unless otherwise noted, the entire Alumeco Group and constitutes the statutory report about corporate social responsibility. The report will be published once a year in connection with the annual accounts of Alumeco. The present report covers the Alumeco financial year running from July 1st, 2017 to June 30th, 2018.

BUSINESS PARTNERS

Supplier evaluation & human rights



Policy

The Alumeco Group complies with the 10 Principles of the United Nations Global Compact, and we expect not only the companies and employees within the Alumeco Group, but also third parties cooperating with the Alumeco Group (including external suppliers and their sub-suppliers, customers, advisers, consultants, business partners, etc.) to acknowledge and respect the Alumeco Group Code of Conduct.

As an international metal supplier, the Alumeco Group has a global network of business partners. Our suppliers are primarily based in Europe and Asia, and we are aware of the fact that specific risks may occur among our business partners as for human rights, labour discrimination, child labour and others. It is, however, our perception that these risks do not often occur within the aluminium, red metal or wind industries.

Even so, we naturally still strive towards making sure that our most important suppliers act in accordance with the Alumeco Group Code of Conduct in order to eliminate the risks outlined above. Additionally, we seek to:

- develop long-term working relationships with our suppliers.
- evaluate on our biggest and most important suppliers in an ongoing process to ensure a continuous positive development of the working relationship. This is done via supplier evaluations on selected KPI's.
- make sure that our work with supplier performance in the Group strategy is committed and intensive. Doing so, we intend to develop the collaboration with our suppliers.

- make sure that the Group Code of Conduct at any time encompasses all relevant aspects within human rights, anti-corruption, bribery, environment and employment rights and at the same time that the Alumeco Group and our suppliers comply with the Alumeco Group Code of Conduct.
- make sure that Alumeco and our suppliers do not engage in or support discrimination based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, disability or other distinguishing characteristics.
- make sure that all employment related decisions such as hirings, remunerations, benefits, training, advancement, discipline, contract termination and retirement shall be based only on relevant and objective criteria.

Actions & results

In the past year, we have worked with:

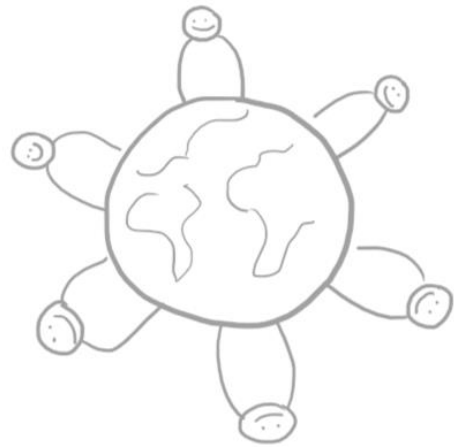
- Regular visits at and auditing of suppliers to ensure that they work in accordance with the Alumeco Group supplier evaluation, including the Alumeco Group Code of Conduct.
- Regular measurements on selected collaboration parameters, including quality and delivery performance on the most important suppliers for the Alumeco Group.

- Regular distributions of supplier evaluation reports to relevant suppliers, informing them about their performance within delivery performance and quality. These also contain plans for corrective measures in case of non-compliance compared to our expectations and demands.

In connection with the Alumeco supplier evaluation, we achieved a supplier evaluation coverage of 40% of our purchased tonnage during the past financial year.

Future improvements

The above stated work will of course continue, and the objective for the Alumeco Group is to obtain a supplier evaluation coverage of 75% of the purchased tonnage, meaning that for 75% of the tonnage we buy, supplier evaluations must be made and the Alumeco Group Code of Conduct must be signed.



ENVIRONMENT

Climate & environment



"The Alumeco Group is not a "heavy" environmental organisation with high environmental risks, but we will work determinedly to arrange ourselves in a way that protects the environment in the best possible way."

Dennis C. Thomsen, Alumeco Group Logistics Director

Policy

In addition to our focus on development via constant innovation, extensive investments as well as sound business principles, it is also essential to keep focus on our corporate social responsibility, such as our environmental impact.

In the Group Code of Conduct we have therefore included the following guidelines about climate and environment to be complied with by the Alumeco Group itself and also our business partners.

- The Alumeco Group and our suppliers shall maintain awareness of current environmental legislation and ensure legal compliance through training, awareness, operational control and monitoring.
- The Alumeco Group and our suppliers shall work systematically to prevent adverse environmental impacts from its activities, products and services by means of a proactive approach and responsible management.

Due to our focus on climate and environmental impacts, we are critical and scrutinize our own procedures and processes with regards to energy consumption, waste management, chemical management and prevention of pollution.

Actions & results

In the Alumeco production the residual production, the scrap and the metal turnings are collected and sorted with the goal of recycling. Customers at the Metalcenter Group are furthermore offered collection of scrap. This scrap is then recycled and delivered as new material. Apart from this we also have great focus on recycling of pallets as well as correct disposal of waste and chemicals from the industrial cleaning. In the summer 2018, Alumeco and Metalcenter Group in Odense phased out all use of plastic material in the form of disposable cups in the canteen facilities and we thereby reduced our plastic consumption.

Alumeco A/S and Aluwind A/S are on the positive list of companies that comply with the demands of the Danish Energy Agency's energy audit. The energy audit is performed every fourth year and maps our energy consumption as well as the cost saving potential and the possibilities for improvements on the central stock in Odense and in Ringe. From the latest energy audit chosen initiatives have been implemented, among others an extensive replacement of lighting in all production buildings in Odense to environmentally friendly LED lighting. This has already resulted in a lower energy consumption and therefore also a lower environmental impact, which will continue to go down as the replacement of lighting proceeds.

The Alumeco Group headquarters in Odense is located in an environmental zone which requires that all incoming and outgoing trucks with materials as a minimum have to comply with the requirements from the EURO 4 Standard (Euro Emission Standard) or have a particulate filter built-on. The particle pollution is hereby limited and the environmental and health-related impacts in the area are reduced. In this financial year, we have also kept the transport consumption and thereby the CO2 emission down by arranging as many internal Group meetings as possible via Skype/video.

Aluwind's role on the wind power market also plays a significant environmental role due to the positive contribution to the expansion of renewable energy and with it the fight against CO2 emission and climate change.

Again this year Alumeco A/S and Metalcenter A/S supported the local 'Bike to work' campaign. With great backing from the employees we competed with other companies for the highest number of biked kilometers to and from work. Similar local as well as national initiatives, such as clothes fundraising campaigns, etc. with focus on environmental and climate improvements are also carried out in the non-Danish companies in the Group.

Future improvements

The Alumeco Group is very conscious that we have an environmental responsibility and thereby also a necessary on-going focus on reducing environmental impacts. In future, this issue will naturally still be in focus in all areas and processes of the Group.

At the central warehouse in Odense the extensive replacement of lighting in the production buildings that is already in progress will continue the coming year.

Working environment & safety

The present chapter about working environment and safety takes the Alumeco Group's Danish warehouses, Alumeco A/S in Odense and Aluwind A/S in Ringe as a starting point. The other warehouse locations in the Group comply with national laws and standards.

Policy

The Alumeco Group is aware of the fact that warehouse and production work can be physically hard and at times be characterized by repetitious tasks. Each day we handle a lot of material by hand or by means of forklifts and cranes. Situations in which an employee gets a small injury or in the worst case experience a work accident can therefore occur. In case of many work accidents, our reputation can be perceived as bad and in some cases, it can cause our organisation to be considered less attractive as a workplace and business partner resulting in financial consequences.



At the Alumeco Group we wish to maintain a healthy and safe working environment for all employees. We do this by acting in compliance with relevant legislation within the area as well as Alumeco's internal working environment guidelines. All new employees are introduced to safety policies and in the warehouses in both Odense and Ringe the objective is to have zero work accidents.

Via working environment committees, we continuously work with working environment, safety, job satisfaction and development. The committees are constituted by employee represent-

tatives and management representatives and meetings are held regularly.

Alumeco and Aluwind have policies for employees and visitors concerning the use of personal protective equipment as well as policies for when and how to conduct job satisfaction surveys and workplace risk assessments. In addition to this all employees on the night shifts are offered a health examination every second year. All team coordinators in Odense and all working environment representatives in Ringe and Odense must complete a first aid course. Additionally, a selection of employees must complete a heart defibrillator course as Aluwind and Alumeco have heart defibrillators installed inside and outside office and warehouse buildings.

Actions & results

Following the wish to reduce the number of work accidents as well as improve the focus on workplace safety, a safety specialist was hired in Odense in January 2018. The tasks for this specialist is among others:

- Identify dangerous processes in all warehouse and production areas
- Register near miss accidents and work accidents
- Perform ongoing FMEA (Failure Mode and Effects Analysis) on warehouse and production areas
- Perform safety audits
- Carry out safety certification for new and existing employees



In the same connection mappings of all warehouse and production areas have been made and the working environment representatives and their work have been made more visible and transparent.

We have made an improved policy for external truck drivers and their activities on Alumeco's site. In this we emphasize that all truck drivers must carry a safety helmet when outside of the truck and that it is not allowed to leave the truck when this is being loaded or unloaded in order to keep them safe at all times. On Aluwind's site yellow reflector vests are used to ensure optimal visibility of both external drivers and employees.

In Odense, we have carried out preventive actions about work accidents through mappings of all risks in the warehouse and production areas. From this, short- and long-term action plans have been made. Issues with short-term action plans have as far as possible been fixed immediately after the mapping.

At Aluwind we have also made preventive actions for work accidents and relevant actions have been carried out, among others, from the recently conducted workplace risk assessment. During the year, focus has been on lifting and carrying techniques in order to avoid wear and tear as well as work accidents among the employees.

On top of this we have also brought focus to protection of our visitors in the best possible way, and we have therefore arranged an area in the main building in Odense for visitors to receive a guest safety helmet and safety instructions if they are supposed to visit areas outside the unmarked pathways in the warehouse and production areas. In Ringe all visitors must be registered and read the available safety instructions.

At Aluwind we have started up the process for the integration of our ISO 9001 certification with ISO 14001 and 18002 to one joint system taking health, working environment and environment into account. In this connection, the working

environment organisation will be integrated with the environment committee with the aim to have only one organisation working with quality, working environment and environment in the future.

For the last two financial years the below mentioned number of working accidents per average number of employees have been registered.

	2016/2017	2017/2018
	Work accidents / Avg. no. of employees	Work accidents / Avg. no. of employees
Aluwind	8 / 141	6 / 139
Alumeco	14 / 229	16 / 239

Future improvements

At the Alumeco Group we want to retain our employees and to provide the best possible working conditions throughout the organisations. We are therefore continuously working with safety and working environment, which among others have resulted in greater focus on near miss accidents. This focus will continue in the future. The Alumeco Group has focus on the registration and troubleshooting of more near miss accidents in order to reduce the number of work accidents this way.



In the coming year the safety specialist will complete safety audits and safety certifications in the warehouse in Odense and in connection with a planned capacity expansion in the warehouse and production areas in Odense, focus will be on safety at work.

In the fall of 2018 we will furthermore conduct a new workplace risk assessment for both office and

warehouse/production employees in Odense. At Aluwind the focus for the coming year will be completion of instructions in correct lifting of loads with crane in order to have all employees updated on this task and the associated working postures.

In addition to this Aluwind will continue the integration of ISO. In connection with this integration SOSWEB, an Avidenz system, will be used as a platform for Aluwind's HSE (Health, Safety and Environment) work. This will ease the work for the organisation and create transparency for all employees.

Alumeco A/S and Aluwind A/S has since 2016 maintained green smileys from the Danish Working Environment Authorities demonstrating that we have no unresolved issues with the authorities on the working environment area and that we have our working environment under control. The objective is naturally to sustain these green smileys through the daily efforts on the working environment area in both companies.

For the coming year it is also our objective to map working environment as well as work accidents in all warehouse locations in the Alumeco Group. The intention is to launch initiatives and to develop the work accident KPI's to apply to the entire Group. From these KPI's the goal is to create synergies and efficiency in the handling of issues on the working environment area.

EMPLOYEES

Employee integration

Policy

The Alumeco Group works on the basis of defined core values described in the Group's mission and vision.

"On Group level, we have a determined focus on the employees, their job satisfaction and development, as the employees are the most important asset on which we build the continuous growth, development and process optimization."

Andreas Steenberg, Alumeco Group HR Manager

The cooperation within the Alumeco Group is founded on mutual confidence, understanding and respect. A high information level concerning technical, structural, financial and working environmental and environmental issues encourage security and involvement. The working conditions are organized to ensure safety, satisfaction and efficiency in the daily work. The employees' wellbeing is promoted by involving the employees to the greatest extent possible in the definition and arrangement of the working conditions.

The human rights are respected and met in any situation, and we act if we observe any breach of these rights.

We are conscious of a fair and equal integration of employees and do not tolerate any kind of harassment or discrimination of employees regardless of sex, race, skin colour, religion, political view or sexual orientation, social or ethnic background, age or handicap.

In general, we have joined the Confederation of Danish Industry and respect the collective agreements.



Actions & results

The introduction and training program for new employees will continuously be updated and improved to ensure new employees a covering information on the company, his/her function, responsibilities and tasks as well as relation to colleagues. In some companies, a mentor for new employees will be appointed who will support the integration also when it comes to social issues. The mentor program will continuously be evaluated with the purpose to be implemented on Group level.

The effectiveness of the introduction program will be followed-up by an on-boarding interview after 30 and 90 days. This is to offer possible supplementary introduction and training as well as to discuss possible challenges/problems.

Future improvements

We would like to improve the onboarding program to secure that best-practices are implemented on Group level covering corporate and local training as well as on the job training.

Education & personal development

Policy

All employee groups are offered continuous updating and development of their competencies, as the everyday life is characterized by constant dynamic changes and adjustments according to the changing demands in the market. Consequently, the working tasks will often change and will typically involve cross organisational and Group cooperation. Lack of focus on this dynamic change may result in reduced opportunities for

staff retention and thereby have a negative impact on the employee turnover.

We conduct annual employee feedback dialogues to evaluate performance, but also to identify ambitions and need for developing the competencies. The employee feedback dialogue has been implemented to all Group companies.

It is important that the employees possess the right competencies at any time, and that they have a clear understanding of their own impact on the success of the Group. If we cannot create this understanding among the employees, it can in the worst-case cause failure to thrive due to lack of motivation and commitment.

Training and education are crucial also to ensure correct and safe performance of tasks, to comply with statutory demands, and to optimize employee satisfaction. Apart from the continuous education within own function, Alumeco offers support to relevant continuous professional education and post-graduate courses.

Being a global Group, we have good possibilities to offer employees expatriation within the Group and to offer positions in other departments to further develop competencies, experience and knowledge. Furthermore, we evaluate the need for leadership development, on basis of the employee dialogues and as well as on basis of the result of satisfaction surveys.

In case of a transitory drop in order intake, we try to avoid fluctuation in the workforce. However, if realised, we will seek to offer relevant adult vocational training to retain employees to the greatest possible extent or regroup for other work.

Actions & results

The employee feedback dialogue follows a fixed template that is initiated from Group HR and is implemented in all group companies. Overall input and development plans are visible for HR. In the current year, we have chosen to split the process

between white and blue collar. In the 2017/2018 dialogues the fulfillment ratio was 87% completed out of 362 (white collar only). Blue collar dialogues are still being processed.

During the year, we have identified and supported development and training in groups and on individual level. We are changing focus from fixed concepts and will focus more on training based on actual or future needs.



Future improvements

The Alumeco Group focuses on talent management and continuous professional training, and we are working on a new platform to secure digital knowledge sharing and facilitating training of employees on all levels. This education and training will be based on a combination of requested needs in specific subjects for an individual or for a defined group of employees as well as based on a yearly registration of competencies and planning of required competencies, also with respect to the overall business strategy.

We will work with continuous improvement of the employee feedback dialogue as well as a competency matrix to ensure that the employees possess the right skills according to the strategy and to enable flexibility within the company or a specific department. The format and process will continuously be evaluated to meet requirements of the organisation.

We are furthermore planning to establish a training program for managers and leaders to support the development and the people management skills.

Social responsibility

Policy

The environmental, health and safety issues have a high priority, and all companies in the Group meet international as well as national legislation and procedures.

We have a strong focus on avoiding any kind of work related sufferings, both physical and mental.

During our on-boarding program, new employees are introduced to safety instructions as well as focused follow-up with each employee on a regular basis.

In case of long-term sickness, work related accident or high seniority, Alumeco offers employees adjustment of their position, tasks, working hours, etc. to meet as far as possible the need for such an adjustment either for a period or permanently.

In the Danish companies, we are in regular contact with the public job centers to offer jobseekers that have been unemployed for a period a short-term internship to qualify for a full-time position. A trainee period will be offered to citizens affected by unemployment and looking for support to reenter the job market.

We encourage a close cooperation with educational institutions and to integrate students and graduates. The number of trainees and apprentices to be educated will be determined according to the size of the local Group company.

Actions & results

We are regularly in contact with the local job centers to facilitate internships for citizens that have been unemployed or found it difficult to enter the job market. In some cases, we can offer a temporary or permanent position. Regardless of being able to offer a job or not, it's important for us to help and take the responsibility to develop the individual.

We are furthermore in regular contact with local educational institutions to offer internships, trainee positions and student relevant jobs as well as to support with know-how about the industry and company information used for educational purpose.

Future improvements

To evaluate the results and possible needs for actions, we are implementing defined KPI's for the human resource area. The KPI's and targets will successively be introduced to all Group companies, and will include the below parameters:

- Sickness absence
- Work accidents
- Seniority
- Age and sex distribution (to ensure accordance with the social distribution)
- Education & training activity

As a part of our employee handbook we are working on an 'Employee Group Code of Conduct' to prevent any kind of bribery or corruption. This handbook is to be implemented to all Group companies and employees.

At the Alumeco Group we are very aware that without our employees we will not be able to accomplish any of the policies, actions and objectives mentioned in this CSR report. Their committed and dedicated effort is crucial if the Alumeco Group is to continue to be an attractive workplace taking on its part of the social responsibility for safety, well-being, environment and society – now and in the future.



