

SPCC e-magazine

SPCC

ACTIVITIES

SPCC

COMMUNITY

SCANDINAVIAN

INSPIRATIONS

LET'S CREATE A WORK
ATMOSPHERE THAT
WE ARE PROUD OF
- interview with
Wojciech Faszczewski,
Coloplast Business
Centre

No 4/2019

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SPCC E-magazine: Scandinavian-Polish business community online

E-magazine is a quarterly publication in online format distributed by Scandinavian-Polish Chamber of Commerce (SPCC) among wide group of readers interested in Scandinavia and Scandinavian-Polish cooperation. We reach SPCC Members, business organizations, media and individual readers interested in topics related to Scandinavia.

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Dear SPCC Members,

2019 is slowly fading away. It filled us with hope and optimism, amazement and deep reflection on how we influence the world, what we are able to create and how to interact most effectively.

It was a time of intense discussions on climate change (UN Climate Action Summit, COP25) and how to unite political and business forces to face this crisis.

During the meeting of the Nordic prime ministers in Reykjavik on 20 August they articulated clearly that Nordic co-operation will become a more effective instrument in efforts to make the Nordic Region the most sustainable and integrated region in the world by 2030. This declaration was also supported by business signatories: the CEOs of Equinor, Nokia, Storebrand, Telenor, Telia, Vestas, SAS and Yara.

2019 is the year of the Youth on a scale not seen for a long time. Greta Thunberg, a Swedish pro-ecological activist, moved public opinion with her protests, emotional speeches at key climate conferences. Time magazine last week announced her 2019 Person of the Year. Time said Thunberg won the award „for sounding the alarm about humanity's predatory relationship with the only home we have, for bringing to a fragmented world a voice that transcends backgrounds and borders, for showing us all what it might look like when a new generation leads.”

It was also a year of celebration and summaries: Denmark, Norway, Sweden and Poland celebrated 100 years of diplomatic ties (we write about it in this issue) and the Chamber also had a reason to highlight its 15th anniversary and to sum up Scandinavian investments in Poland.

On December 10 in Stockholm, the Nobel Prize for Literature was received by Olga Tokarczuk for 2018 for “for a narrative imagination that with encyclopedic passion represents the crossing of boundaries as a form of life”.

The Nobel Committee appreciated the Polish writer for viewing local affairs, but also her ability to look at reality from a broader perspective.

The Nobel Lecture given by the writer a few days earlier was widely heard in Poland and around the world, her words were met with great enthusiasm from literature aficionados from around the globe but also by many of us. (...) *The world is a fabric we weave daily on the great looms of information, discussions, films, books, gossip, little anecdotes. Today the purview of these looms is enormous—thanks to the internet, almost everyone can take place in the process, taking responsibility and not, lovingly and hatefully, for better and for worse. When this story changes, so does the world. In this sense, the world is made of words.* (...) – said Olga Tokarczuk during her Nobel lecture.

(...) All my life I've been fascinated by the systems of mutual connections and influences of which we are generally unaware, but which we discover by chance, as surprising coincidences or convergences of fate, all those bridges, nuts, bolts, welded joints and connectors that I followed in *Flights*. I'm fascinated by associating facts, and by searching for order. (...)

The versatility of the message in the Nobel Prize winner's words also allows us to look for the connections with our everyday business reality.

We tell stories, we weave stories about companies, people, their goals and values...

A very interesting story presented in this issue of the E-magazine is a conversation with Wojtek Faszczewski from Coloplast, who shares his thoughts and experiences with us, sums up 10 years of the company on the Polish market, talks about creating an organizational culture.

Our Members give the meaning to the events we organized in 2019, they seek for connections to create better organisations.

SPCC this year offered 92 meetings: seminars, workshops, discussions and a number of publications on topics related to Scandinavian investments in Poland, economic cooperation, the environment, sustainable development, ways to achieve carbon neutral goals in the real estate and construction sector, Polish-Scandinavian cooperation in the energy sector, renewable energy, transformation of the energy mix, the role of Scandinavian companies in building competitiveness, Scandinavian employers, innovation in production, leadership as well as challenges and trends, digital transformation, 5G, economic forecasts, technology transfer, R&D issues, human and social capital development.

Thank you for using SPCC meetings as relevant occasions in your calendars to gain new experiences and contacts that result in further cooperation, occasions to address and interpret complex market issues, as an exchange of knowledge and inspiration.

We hope that in 2020 we will together tell stories about your companies, achievements, milestones and outstanding people who create those companies.

We wish you a Merry Christmas and „łagom” and „hygge” 2020!

Agnieszka Zielińska
SPCC Managing Director

SUMMARY OF EVENTS

Autumn Business Mixer

■ 22nd of October

During the Autumn Business Mixer we officially welcomed 37 new Members of Scandinavian-Polish business community. After the official opening by SPCC Chairman, Carsten Nilsen, current and new Members took part in a Business Mixer. We also announced the winners of SPCC Photo Competition "Nordic Architecture & Design" and presented 12 winning photos.



Meeting took place in beautiful surroundings of PURO Hotel Warsaw



Olga Przepiórkowska from Ericsson is the winner in our Photo Competition



Curtis Health Caps is one of 37 new companies which we welcomed at the meeting



Nobel Dinner

■ 15th of November

Members of the Swedish Section of SPCC met during a wonderful Nobel Dinner. The evening began with a speech by H.E. Stefan Gullgren, Ambassador of Sweden. The highlight of the event was the Fashion Show by Viola Śpiechowicz, renowned Polish Fashion Designer. Thank you to sponsors: Cushman & Wakefield, Electrolux, Handelsbanken and Vatenfall. Fashion Show Partners: Lallu Chic, Oriflame and Vanda Novak.



Nobel Dinner took place in the Amber Room Restaurant



Stunning dresses by Viola Śpiechowicz and our models



Ambassador Stefan Gullgren delivering the opening speech

Danish Family Christmas Brunch

■ 1st of December

First Sunday of December is always very special, thanks to the traditional Christmas Brunch organized by the Danish Section of SPCC. Christmas meals are prepared based on ingredients which had come from Denmark and of course Santa Claus is the special guest of the evening. We send our warmest thank you to companies which made this day possible Danske Bank, KMD, Lantmannen, Jysk, LEGO and Transcargio.



First Sunday of December marks the beginning of the Christmas season!



Santa and his helpers

Finnish Independence Day Celebrations

■ 6th of December

6th of December always means that we are celebrating the Independence Day of Finland! Our evening was entirely white and blue:) Thank you to all Finns living in Poland and friends of Finland who joined us for this event. Warm thank you also goes to our Sponsors YIT Nordea Fortum KONE Spondeo & Teknos



Ambassador of Finland Juha Ottman and Ambassador of Estonia Martin Roger were our Honorary guests



Tuomas Asunmaa, Chairman of FTG is opening the meeting



Event took place in Hotel Bristol

SPCC Christmas Family Afternoon in Gdańsk

■ 11th of December

The big ones and the little ones came to see Santa and spent great family Christmas Afternoon with SPCC. It wouldn't be possible without our kind sponsors and supporters, so many thanks to the companies Baltix, Berendsen (Elis Polska), Software Development Academy and Netto!



Evening without Santa wouldn't be possible!



Everything is ready for the guests to arrive!

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SPCC Anniversary year is coming to an end. With this issue of the e-magazine we also finish our summary of events. This time we look closer at the recent years 2016-2018.

In 2016 SPCC activities focused on presenting innovative projects run by Scandinavian companies in Poland. We organized a conference with a honorary guest, Minister Jadwiga Emilewicz. A year later, we presented a wide spectrum of topics related to labour market and our theme was "Scandinavian workplace". In 2018, together with infuture hatalska foresight institute we presented latest trends from the Nordics which will influence the future of business.



Conference „Innovative solutions of Scandinavian companies”, 2016



„Scandinavian workplace”, 2017



„Nordic Insights - trends shaping the future of business” 2018

SPCC Premium 15

This year we would like to bring your attention to companies, which have been SPCC Members since the very beginning. In this issue, we present you the Premium 15 Members from the Swedish Section. Tack så mycket!

#SPCCPremium15

Swedish Section

SCANDINAVIAN - POLISH CHAMBER OF COMMERCE



100 YEARS of DIPLOMATIC RELATIONS WITH DENMARK, SWEDEN AND NORWAY



In 2018 Poland regained its independence. Autumn 2019 marks the resumption of diplomatic relations between Denmark and Poland. To celebrate this occasion, by the invitation of President Andrzej Duda, the The Crown Prince Couple visited Poland. The visit, which took place on the 25th of November consisted of, among other, official luncheon at the Presidential Palace and finished with a concert organized by the Embassy of Denmark and the Danish Cultural Institute.

Poland is the 9th largest export market for Denmark and the interest in mutual cooperation and in Danish solutions is expanding. Prince Frederik and President Duda also took part in a roundtable discussions with Polish and Danish entrepreneurs regarding cooperation in the energy sector, with a particular focus on renewable energy. The Royal Prince Couple was accompanied by Minister of Health Magnus Heunicke.



Prince Frederik and Princess Mary with Presidential couple.
Photo: Embassy of Denmark



Photo: Rafał Nowakowski



In 2019 we also celebrate 100th Anniversary of diplomatic relations between Poland and Sweden. Various events aimed to celebrate this occasion have been organized throughout the whole year and it ended on the 5th of December with Santa Lucia celebration organized at the Royal Castle in Warsaw in cooperation with the Swedish Section of SPCC.



In 2019 we also celebrate 100th Anniversary of diplomatic relations between Poland and Norway. Members of SPCC took part in an event organized by the Embassy of Norway „100 years of Polish-Norwegian diplomatic relations – past, present and future” which took place on the 26th of November in the Tides Conference Center. We also encourage to see a movie prepared by the Embassy to commemorate cooperation between our countries: [click here](#)



Photo: Rafał Nowakowski

LET'S CREATE A WORK ATMOSPHERE THAT WE ARE PROUD OF

Shared service centres coming from the Nordics are the third largest group of foreign investments in this sector in Poland. Coloplast Business Centre which has been operating in Szczecin for already 10 years is one of the them. The company with Danish roots is now employing over 400 people. We talk to Wojciech Faszczewski, Managing Director of Coloplast Business Centre about the specificity of work in BPO sector, future plans, trends and a healthy approach to them, but also about what is important to grow and be happy at work.



Wojciech Faszczewski, Coloplast Business Centre

It's been 10 years this year since Coloplast Business Centre started its operations in Szczecin. How has the company changed through all those years? What are your plans for the months to come?

It is hard to believe, but it's true! We started operations in November 2009 with the first 9 employees and a development plan to hire next 50-60 employees. We are now more than 400, it is our third location already and the scope of our work is completely different than what we originally had planned. Today our centre in Szczecin supports more than 40 countries in various areas. Apart from traditional roles such as Finance, HR and IT we have other global divisions such as regulatory affairs, labeling, marketing, legal, business ethics, digital platforms and many other, very specialized for selected markets or countries.

Business Centre has become a strategic branch of the company in the area of business support, analysis and building processes, optimization and integration of M&A (mergers & acquisitions) as well as advisory in analyzing commercial business cases. The changes you are asking about are so enormous that sometimes I wonder how is it possible to achieve so much in ten years...

But if I were to give our recipe for success, it definitely includes three ingredients which must work together:

- great level of freedom when it comes to making decisions and building strategies
- support from CEO/CFO in the implementation of the strategy and very precisely defined role of the Business Centre in the global strategy of Coloplast
- a team which works on high level of engagement on a daily basis, which means every employee in our Centre.

A simple recipe for success:)

When it comes to our future plans, we will certainly develop in few directions: creation of new functions, and in general development and improvement of existing areas. We understand development also as a constant upgrade of

our skills and competences in order to manage globally and this is certainly on our agenda. The last 10 years were very interesting and the ones to come will be the same for sure!

According to the survey carried out by SPCC, 73% of companies say that it is worth to keep up with the trends. Blockchain, Artificial Intelligence (AI) are only a few trends that the Nordic countries keep developing and which strongly shape the future of business. According to you, which directions for future development of the business services sector are important and which trends will play a key role in the years to come?

I appreciate the fact that new solutions are coming and it is worth to keep up with this dynamic changes. However, on the other side, there is a lot of so called hype regarding AI or Blockchain or digitalization in general. This creates a pressure to get on that train not to be left behind. We keep driving in the same direction not knowing exactly why.

And here the problem lies, because every company has a different history, different possibilities and needs and moreover - a different start, a base line. New technologies are tools, which can work effectively only when the company is ready for them.

In my opinion, and this is what we do in our centre, we rebuilt processes which were have been built for the past 60 years in a way that they can be measurable, effective, but sometimes we eliminate them because they are not needed anymore. It's more like rebuilding on the DNA



level. Only a process reformed this way can be tested with a new technology.

And this is what we do - we standardize, digitalize and automatize only to achieve scalability, quality and effectiveness. The mission of the company is a glue holding it all together. Our value must be measureable for people who are using our products and for all Coloplast employees all over the world.

I think that the SSC/BPO sector faces challenges which are already strongly visible such as lack of qualified workforce on higher levels, lack of readiness to implement technological tools and other which I put in the operational category. Even a bigger challenge is to define a role of SSC/BPO in the company's global strategy.

Here I mean changes in perception of CEO/CFOs which are needed to open up a full potential of those centres in creating a value for the company. Trends will be trends and they will keep changing. We don't all have to be pioneers but a deeper reflection why we exist is way more important and I encourage you to do so.

Szczecin and the West Pomeranian region is a hub for Scandinavian companies and Coloplast is one of the biggest Scandinavian employers in the region. Which elements of the Scandinavian work culture are especially noticeable to you, important to you or visible in your everyday work?

It's true, there are around 200 Scandinavian companies in the West Pomerania and I think this has a big influence on the development of the region. Management style is similar, an employee

"I think that the SSC/BPO sector faces challenges which are already strongly visible such as lack of qualified workforce on higher levels, lack of readiness to implement technological tools and other which I put in the operational category. Even a bigger challenge is to define a role of SSC/BPO in the company's global strategy"

receives a big credit at the start, many possibilities to influence the operations of the company and space for own initiative. I think that the Scandinavian system of values makes our jobs not only "work" but more a time for development.

In our Centre, from the very beginning we have devoted a lot of time to the development of employees, inspiring them to implement their own ideas, speak out and encourage way of thinking that mistakes are a form of learning. And yes, this is one of my first advice for new employees. Don't be afraid of making mistakes because it's the best way not only to learn, but also to innovate. Coloplast is a company with a very tangible mission and values that determine everyday life. And this everyday life builds our culture, our probably the greatest treasure. :-)



If you were to say one thing, that mostly fascinates you in your work, what would it be?

Only one? :) Atmosphere. We live in very interesting times. It seems we have more duties at work, beyond work and the same amount of time. Everyday more than 400 employees show up at work to fulfill their duties. Every person comes from their own world, everyone is different, has different passions, personality and for 40 hours a week they cooperate with others, learn, teach others and create an atmosphere where they feel the best in. Our employees take care of the company because it's the place they create. I am very proud of that.

Happiness at work is often associated with a working culture typical for Scandinavian companies. What makes employees happy?

I think that Scandinavia doesn't "own" happiness because, on one hand, all the happiness rankings point out Scandinavia f.e. Denmark, but on the other hand such exclusivity and highlighting is against the philosophy of happiness. So the topic is indeed very interesting and I will try to answer and present my point of view.

According to me, listening is the most important. When I am talking to my supervisor or with my employee, listening and engaging in the

conversation gives a feeling of understanding the other side, even if we don't agree. Empathy plays a key role here. This is how we built closeness. Looking at the same direction is another important thing. I know why I am here, what is expected of me and I get space to achieve my goals. Goals, either in private or professional life, provide us with a sense of being in a certain place and personal development. It is important, that they are set together with your supervisor. And here, the need for listening and conversation comes again. And the last, is the fact if I am aware of my needs and professional goals. Who I want to be and how I want to develop. Everyone should have space for such thoughts. Then the choices become conscious and happiness at work becomes more real.

These are my personal observations. I don't of course mention a cool office, benefits and other attractions because happiness cannot be bought. I would like to use this opportunity and wish everyone who made it up to this point of the interview, to find their own definition of happiness and a lot of success in implementing it.

Listening, empathy and looking at the same direction - this is definitely the key to happiness at work.

LABEL SCANNER APP AND WEBSITE FOR MIELŻYŃSKI WINE BARS

Robert Mielżyński comes from a family of Polish emigrants, related to the wine industry for many years. After years of gathering knowledge, he decided to open his first innovative wine concept in Poland. Over time, the brand has expanded into a chain of wine bars offering original cuisine based on seasonal products. ARPI Network had this in mind in the design process of a new website and a mobile app.

To improve the engagement between customers and the brand's wine offer, ARPI Network developers have created the first label scanner app in Poland. This functionality allows users to identify bottle labels with a smartphone camera. As a result, the detailed wine characteristics, such as producer, region and grape varieties, are available immediately. Users can also utilize a standard search functionality, filters, and a barcode scanner. All products are enriched with comprehensive descriptions, edited by qualified sommeliers. Relying on their knowledge, the app will recommend similar wines that may suit one's taste and preferences.

The app database includes over 700 wines and spirits handpicked by Robert Mielżyński. It allows

users to rate particular wines, add them to favorites and save the dates of all upcoming events in their mobile calendars.

ARPI Network has also introduced the new website for Mielżyński - designed in compliance with current UX trends and usability rules. As a starting background, the developers used a set of videos, assembled from various scenes from the restaurant's life, which made the page livelier and more dynamic. The elegance and clarity are present in every section of the website.

The application is available for download from [Google Play](#) and [App Store](#).

View the website at <https://mielzynski.pl> and learn more about ARPI Network at <https://arpinetwork.com>.



HOW DO EMPLOYERS TAKE CARE OF THEIR EMPLOYEES?

Nowadays the constant rotation of workers is a truly common fact. Not only managers, but also employees have to cope with it. The salary is just one of the elements of gratification and having benefits play a vital part in today's world. It has a huge impact on choosing a company people would like to work for. The most popular benefits are private healthcare or unlimited access to sport centres. However, the employees that are parents have a special need. Their essential is to have co-financed kindergarten or nursery care for their children.

According to the research conducted by SPCC, Scandinavian companies do not only struggle with a huge rotation of workers, but also with keeping their motivation and involvement at an appropriate level. Lack of responding to employees' natural needs usually results in changing the workplace.

As stated by Sedlak & Sedlak and PWC an employee's leaving after the trial period leads to enormous financial loss. It may reach up to PLN 92 000 and includes the recruitment and training, medical examination, administrative costs and losing business profits deriving from the constant rotation. The whole implementation

process of a new person in the company may last up to 9 months. Only after that period of time the company is able to use the maximum potential and abilities of the employee. His lifecycle and career are changing in a dynamic way. According to the American magazine Wired in today's world a worker may change his job even thirty times which gives 9 month work for one company. It is exactly the same time as the implementation period. What is the best way to keep the employee in the team? Are there any solutions? The managers who are aware of the rotation keep observing and studying the problem which helps them to react well in advance.



KIDS&Co. kindergarten with a nursery for Franklin Templeton Investments in Poznań



KIDS&CO. kindergarten with a nursery for Fabryka Mebli „FORTE” in Suwałki

The need of feeling good at work

Financial issues are no longer as essential as in the past. Even a high salary cannot recompense the time spent at work instead of one spent with family. What bothers working parents every day is a long way to go to and from work and in the meantime also to bring a child to nursery, kindergarten or school. Moreover, plenty of institutions are closed too early for parents. They are simply afraid of being late to pick up a child.

Companies respond to employees' expectations

As claimed in Pracuj.pl report „Parents at work” 71% of working parents do not have the access to a nursery or a kindergarten in the neighbourhood that are co-financed by their employers. Managers are not fully convinced to co-finance such kind of a benefit. However, the employees are really into it. This is not the result from unwillingness of a company or financial issues, but from parents' unawareness. Co-financing the fee is much more attractive than sport or healthcare benefits. KIDS&Co. – the only nationwide kindergarten operator – is able to help a company to carry out the whole project from: creating the business plan of a facility, estimating its size, number of workers, design work, building inspection, obtaining all the permissions, registration in Department of Education, interviewing the teachers, relations

with parents, to everyday managements and fulfilling the facility with the educational program.

Such kind of kindergartens are created on behalf of big corporations or production facilities, for instance FORTE furniture in Suwałki and Ostrów Mazowiecka or Infosys in Łódź. As the company is the owner of the kindergarten employees' children are able to attend the high standard facility for a suitable price.

In addition, KIDS&Co. kindergartens and nurseries are created in offices complexes where dozens of companies have their headquarters. Those companies with no possibility to open and run their own facility can offer their employees to take advantage of the kindergartens located in the neighbourhood.

Both, corporate and office kindergartens that are co-financed by the company are hard to replicate. They allow managers to simplify the recruitment process and build a strong and long-lasting relationship with employees. Furthermore, that type of kindergartens allow women to come back to work just after the maternity leave. Staying up to date with workers' needs is the key to build the team that is focused on company aim. The awareness that their children are safe and develop their emotional, intellectual and social skills make them feel secure and build a strong relationship with the company.

LBC INVEST - LEADER IN PROVIDING SERVICES TO COMPANIES IN THE REAL ESTATE MARKET

LBC INVEST has been providing professional service to foreign and Polish companies in the real estate market for over a decade and specialises in international sales transactions. In its everyday activities it adheres to strategic thinking: Clients have at their disposal a team of experienced experts and tools that allow them to achieve their goals.



CEO of the LBC INVEST

increasingly ask about pro-ecological projects. As a company we also support environmentally friendly projects". - emphasised Agata Karolina Lasota, Managing Director and owner of the LBC INVEST brand, established in 2007.

The company's services are based on a team of experts providing complementary strategic advice on investments and transactional advice. LBC INVEST also specialises in valuation, project and investment management, as well as development, consulting and analytical services. In 2018, the company successfully started its expansion into the European market - first of all in Scandinavia - as well as in the Middle East - mainly in the United Arab Emirates. The company also has its representatives in countries such as Great Britain, Monaco or Germany.

LBC INVEST - Tri-City - that's where it all started

Specifically, Gdynia Orłowo - definitely, as Agata Karolina Lasota points out, the most beautiful and greenest district of this fantastic city. The seat of LBC INVEST is located there. It is also a location that has a lot to offer to demanding clients: luxury houses, apartments, penthouses and lofts located near the Baltic Sea. These spectacular views are usually as important to premium buyers as the functionality or aesthetics of the interior. Since 2019, the company has also had its branch in Warsaw, at ul. Złota 59.

LBC EXCLUSIVE - individual sales strategy and international visibility

LBC Exclusive is a new quality in the process of selling real estate. The service guarantees full control over the property while maximising benefits. It also makes it possible to reach a wide range of potential clients. Thanks to many years of experience, LBC INVEST has created a model of operation within which exclusive offers gain better visibility - thanks to the promotion of real estate at the largest, prestigious business events of international importance and participation in investment forums in Poland and abroad.

LBC INVEST's clients are mainly foreign investors, who invest their funds in properties situated in the most desirable locations in Poland. The company's core business is the sale of commercial, investment and luxury real estate as well as prestigious development investment projects. The company also specialises in corporate rentals for businesses and institutions - Polish and foreign.

"The real estate market is developing very dynamically. For several years now, we have been observing a great interest in investment projects designed to meet the needs of demanding clients, both from Poland and abroad. Aware Clients



The Tuscan Sun in coastal Gdynia - a modern villa in the LBC INVEST offer

LBC INVEST - commercial real estate investments for demanding clients.

The investment project of LBC INVEST for companies in the area of commercial real estate is a solution aimed at organising and providing brokerage services concerning purchase, sale and lease agreements. The programme is designed for investors, developers, companies involved in the purchase and sale of commercial real estate (including plots), holdings, investment funds, banks and other professional participants in financial markets (stock exchange), industrial enterprises. "We provide a strategic, proactive approach to assets - both of the investor and the counterparty who wants to sell a property. We understand the ambitions of our clients, giving them access to our experts and tools that effectively help them achieve these ambitions"... pointed out Agatha Karolina Lasota.

LBC INVEST's elite corporate leasing investment programme

Another, equally interesting and refined proposal in the company's portfolio is the elite investment programme of LBC INVEST. The apartments offered as part of this scheme have been prepared especially for business - for corporate rent, so investors can count on a high rate of return. The elite investment programme of LBC INVEST is based on cooperation between the developer and the investor, coordinated by the company. The developer owns an attractive property, the investor is interested in investing capital in it, and LBC INVEST deals with

all the formalities and comprehensive preparation of the apartment for rent. It also provides a base of attractive clients and manages the entire lease process on their behalf.

International and national recognition

The effects and profits achieved by the Clients of LBC INVEST, thanks to the projects created by the company, have been appreciated by prestigious business institutions. In 2019, the elite investment programme of LBC INVEST received an important distinction - Polish Businesswoman Awards. Achievements in international cooperation in the real estate market were awarded the Polish African Business Achievement Award, presented by the Polish-African Chamber of Commerce and Industry (PAIPH), of which the company is a member.

The best motivation to act is Client satisfaction.

The key to the success of Clients who have trusted LBC INVEST is the integration of the highest quality services and responsible, proactive attitude of the team - supported by knowledge and expert experience. Relationships established in this way are long-term and the effectiveness of our operations is confirmed by the transactions carried out, satisfaction of our business partners and the constantly growing reputation of the brand. 12 years of rich company history is an impressive list of achievements and ambitious plans for the future.

SCANDINAVIAN-POLISH COOPERATION - DEVELOPMENT AND LATEST INVESTMENTS



Photo: Volvo

Polish Volvo factory receives Europe's largest order for electric buses

Volvo Buses has received the largest single order for electric buses in Europe. Volvo Buses will deliver 157 electric articulated buses to Transdev starting in 2020. The buses will operate on a number of routes in Gothenburg. With their introduction, emissions and noise will be significantly reduced, and the electric buses will be able to operate in sensitive areas or zones with special restrictions. All buses will be produced in Poland. The deliveries will begin in 2020.

Danish authorities have approved the offshore part of the Baltic Pipe Project

Baltic Pipe has just obtained the next administrative decisions for the Project implementation in Denmark. On 25th of October the Danish Ministry of Climate, Energy and Utilities issued two decisions related to the offshore pipeline location: one for GAZ-SYSTEM S.A. - Polish Gas Transmission System Operator - and the other for Energinet - the Danish national transmission operator for gas and electricity. The decision is an important step for Baltic Pipe and is the final of the major permits for the project.

Advertisement



NEW YEAR'S EVE 2019 DINNER WITH DJ

31ST DECEMBER 2019 | 20.00 – 01.00

MENU:

- Tuna tartare | basil pesto | asparagus with tomatoes marinated in balsamic vinegar | horseradish mousse with capers
- Coconut soup with chicken | Mun mushrooms | lemongrass | chilli | coriander
- Duck fillet marinated in soya sauce | vegetable Julienne with sesame oil | baked serpent root | dill
- Guinea hen stuffed with mushrooms wrapped in bacon | spinach gnocchi | cranberry sauce with mint
- Ice cream cake with meringue | roasted chocolate | forest fruit mousse | vanilla cream

PACKAGE OF DRINKS:

- Mineral water, soft drinks, juices, coffee, tea
- Alcohol: Vodka Żubrówka Black
- Wine:
 - Monte di Cello Chardonnay (Italy) – white
 - Monte di Cello Sangiovese (Italy) – red
- Sparkling wine at midnight

ATTRACTIONS:

- Business cards lottery with prizes

PRICE: 350 PLN / per person

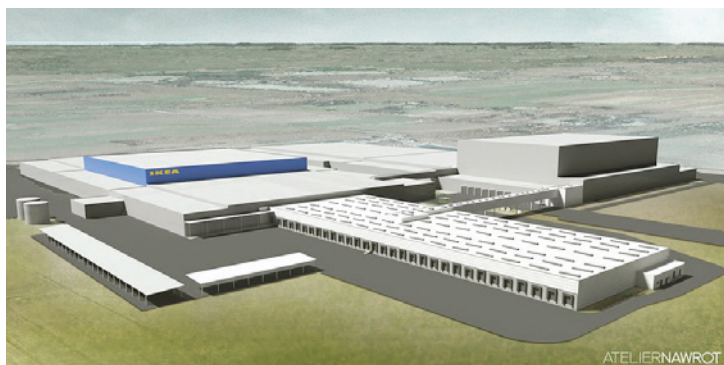


Photo: Materiały prasowe IKEA

IKEA Distribution Centre in Jarosty will be bigger and more efficient

At the turn of 2019 and 2020, IKEA will expand the transit area in the Jarosty Distribution Centre. An additional 12,000 sqm, in the form of a new three-row storage facility, will support the supply process to 23 stores in Central and Eastern Europe. The new facility will be commissioned in 2020. According to IKEA guidelines, the construction process will be verified under the Building Research Establishment Environmental Assessment Method (BREEAM) multi-criteria certification system.

DSV Solutions to expand in Pomerania

DSV Solutions, which specializes in advanced warehouse logistics solutions, has leased 3,500 sq m of modern warehouse space at the Pomeranian Logistics Centre, owned by Goodman. Experts from JLL advised DSV Solutions on the negotiation of lease terms. The Pomeranian Logistics Centre is located in the immediate vicinity of the DCT Gdańsk deepwater container terminal - the largest and fastest growing facility of its type in Poland. The terminal has regular freight connections, including with major ports in Asia.

Equinor strengthens its position in Polish offshore wind market

On 10 December Equinor completed the acquisition of a 50 % interest in the offshore wind development project Bałtyk I in Poland from Polenergia. The company now has an interest in all three Bałtyk offshore wind development projects (MFW Bałtyk III, MFW Bałtyk II i MFW Bałtyk I.).

"Poland is an important market for Equinor and we are pleased to continue our partnership with Polenergia, which is an experienced energy company with an in-depth knowledge of the Polish energy market," says Jens Økland, Senior Vice President for Business Development in New energy solutions in Equinor.



Photo: Pixabay



Michal Jurka, photo: Skanska press materials

Skanska establishes Central Europe business unit for its construction operations

Skanska merges its Polish and Czech/Slovak construction operations into one business unit, named Skanska Central Europe. Michal Jurka, the Business Unit President (BUP) of Czech and Slovak construction operations, becomes BUP of the unit.

SKANDINAVIAN INSPIRATIONS

Olga Tokarczuk receives the Nobel Prize in Literature in Stockholm

Poland's Nobel Prize in Literature laureate for 2018, Olga Tokarczuk, collected her award on Tuesday in Stockholm from the hands of the King of Sweden Carl XVI Gustaf. During the Nobel week the writer also delivered a speech titled "The Tender Narrator" – the speech can be accessed [here](#)

34 years old Sanna Marin is the new Prime Minister of Finland

Sanna Marin has become the youngest head of government in the world. She leads a coalition headed entirely by women. Out of the 19 government ministers in the new cabinet, 12 are women. The new Prime Minister is a lawyer and so far has been running the Ministry of Transport and Communication in Finland.

During the COP, Denmark passes Climate Act with a 70 percent reduction target

Friday 6th of December 2019, 8 out of the 10 parties in the Danish Parliament agreed on a legally binding national Climate Act. With a legally binding target to reduce greenhouse gas emissions by 70 percent by 2030 (compared to the 1990 level), it raises the Danish ambitions and encourages other countries to follow suit. The Climate Act commits current and future climate ministers to reach net zero emissions by 2050 at the latest. Furthermore, the Act will entirely overhaul Denmark's climate policy; every year, the Danish Government will present Climate Action Programmes with concrete political initiatives to decarbonize every sector from transport to agriculture and energy.



Photo: Pixabay



SPCC Calendars for 2020 will soon land on the desks of our Member companies!

Nordic architecture and design is this year theme of the calendar. Inside you will get to know the most interesting examples of Nordic architecture photographed by employees of our Member companies such as Oslo and Reykjavik Opera House, Bjarke Ingels projects or even Vang Temple.

Greta Thundberg named the Person of the Year by „Time” magazine

Swedish young climate activist Greta Thundberg was named Time magazine's person of the year. 16 year old is the youngest person in history to receive this title. "She has become the most important voice in the most important case of our planet this year, coming practically from nowhere to lead a worldwide movement" explained Editor in Chief of "Time" magazine Edward Felsenthal.

