

AXZON

-developing organization and pig production



Agenda

- Introduction to Axzon
- Implementation
- Education and retention
- New projects
- Results and new focus areas
- Branding

Company structure



Axzon

Highlights

- **HQ:** Copenhagen, Denmark
- **Employees:** ~2,350
- **Pig farms:** 44
- **Biogas plants:** 9
- **Slaughterhouses:** 1
- **Feed mills:** 3

History of revenue and EBITDA growth



Product overview – circular economy



Producing pigs since 1994...

Number of Sows in Axzon 1994 to 2017



...following principles of sustainable Danish pig production

Animal welfare

Environment and
climate

Labour safety

Food safety and
quality

Community

HR, gender and
human rights

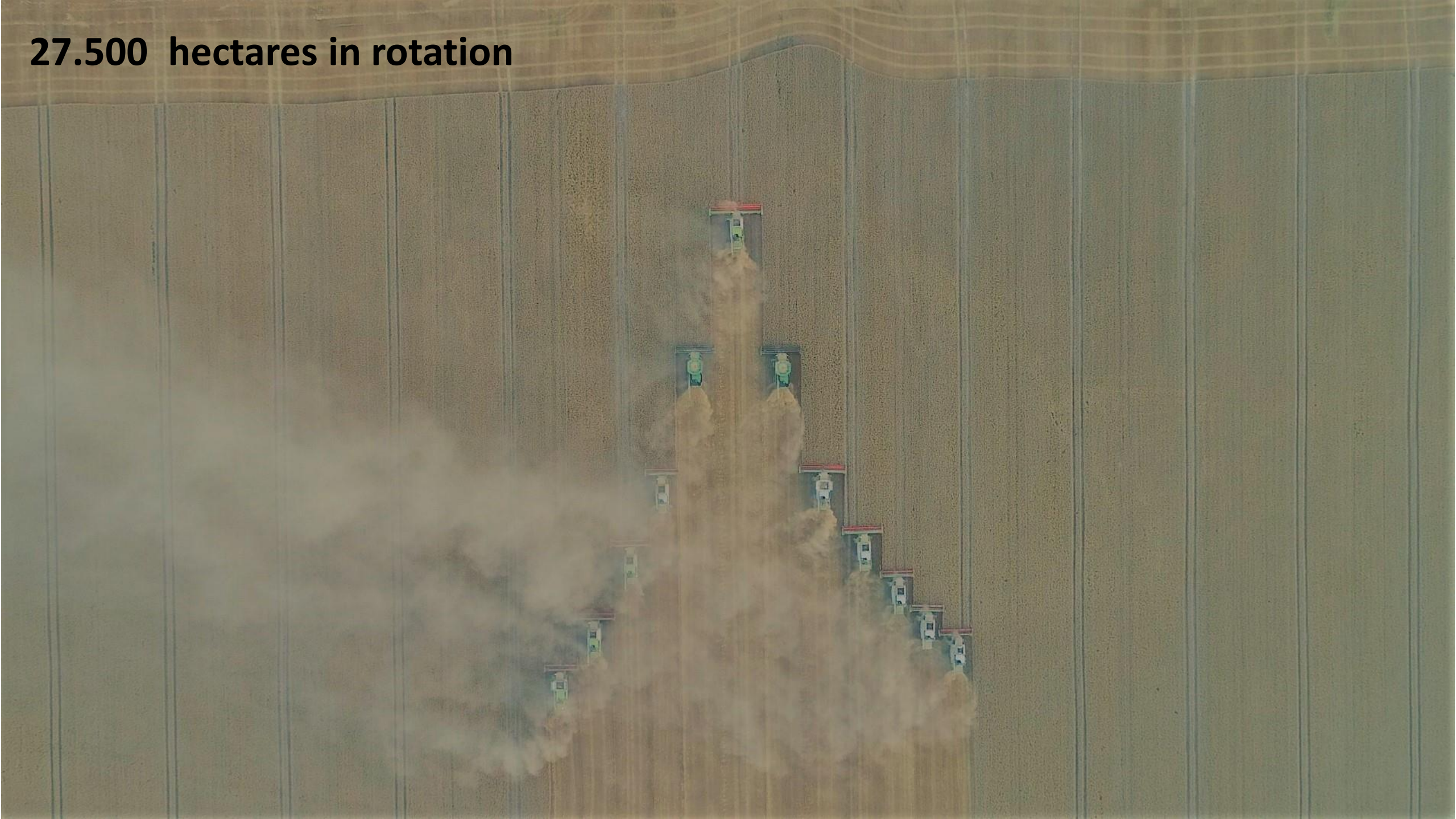
Production of 1.250.000 pigs annually



10.000 pigs slaughtered per week



27.500 hectares in rotation

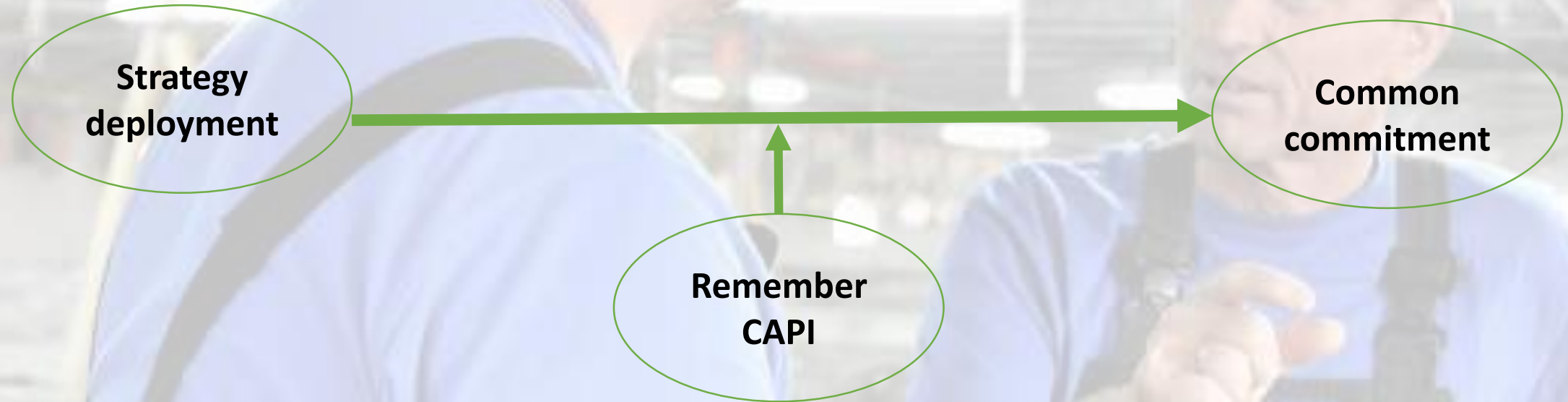


Strategy and business model

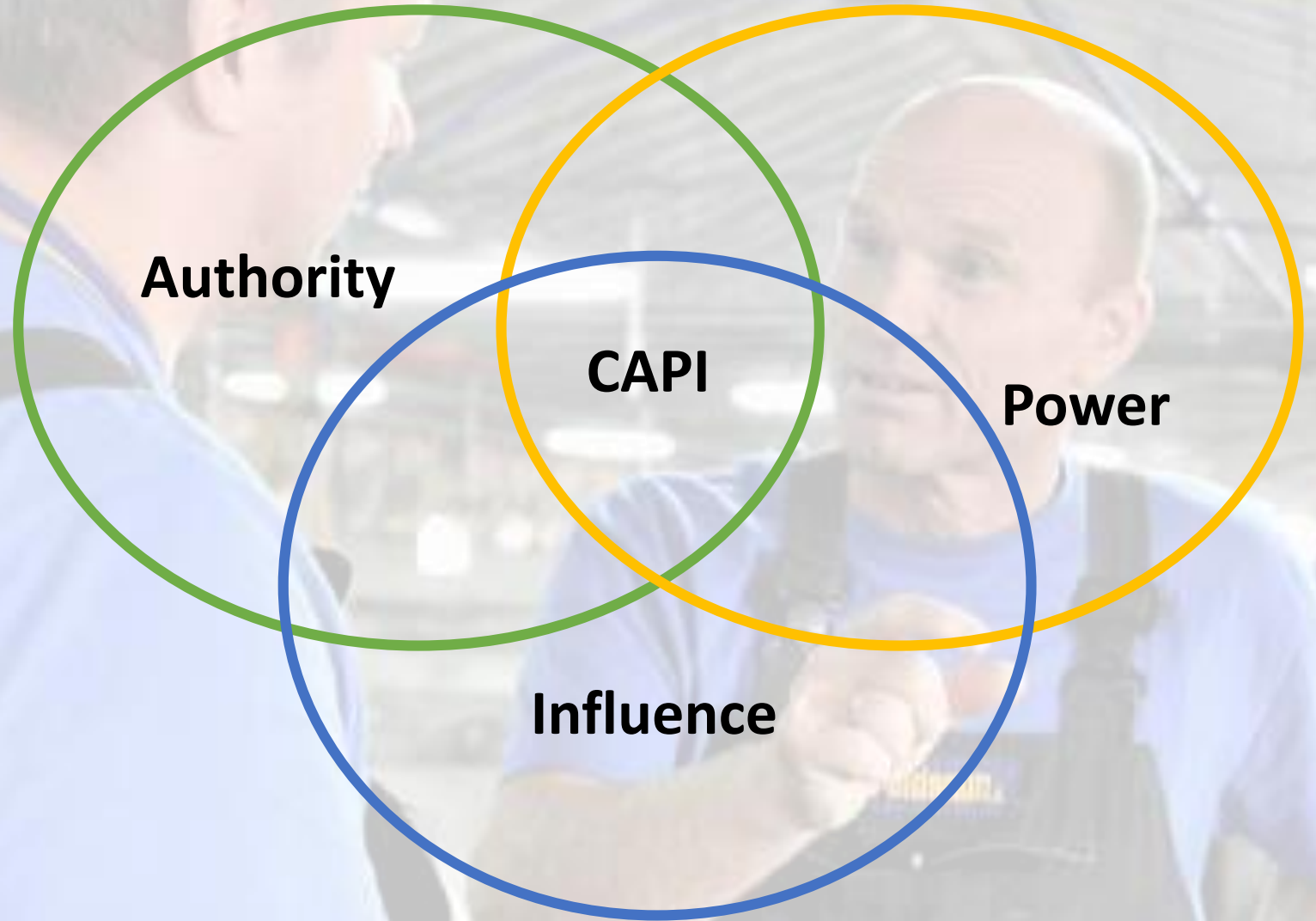


IMPLEMENTATION

- inspired by LEAN principles



**Coalesced
Authority
Power
Influence**



Visual management





PIPs



5S – Sort, set, shine, standardize, sustain



KPIs

→ Fine protection, service bd. w#.

in curve

S

Weekly meeting



WE SET NEW STANDARDS!
in agriculture and food production

MbO
Pig Production Board

OBJECTIVE: Pig Production: Minutes per sold/transferred pig
BY WHEN: 31.12.2017
MEASURE METHOD:
MEASURE FREQUENCY: monthly

PRODUCTION
Source: Alive born or Litter

ACHIEVED: BY (DATE):
RESULT: 1
TARGET: 0

TREND:
-2
-3
-4
-5
-6
-7
-8
-9
-10
I II III IV I II III IV
2017 2017 2017 2017 2018 2018 2018 2018

ACTION →

OBJECTIVE: All Pig Production: PIPs solved
BY WHEN: 31.12.2017
MEASURE METHOD:
MEASURE FREQUENCY: monthly

ACHIEVED: BY (DATE):
RESULT: 72 total
50

TREND:
50 75 120 180
6 9 14 8
1 2 3 4 5 6 7 8 9 10 11 12
month

ACTION →

Finishers: Mortality %
BY WHEN: 31.12.2017
MEASURE METHOD:
MEASURE FREQUENCY: monthly

ACHIEVED: BY (DATE):
RESULT: 1.7
22%

TREND:
1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9 5.0 5.1 5.2 5.3 5.4 5.5 5.6 5.7 5.8 5.9 6.0 6.1 6.2 6.3 6.4 6.5 6.6 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8 7.9 8.0 8.1 8.2 8.3 8.4 8.5 8.6 8.7 8.8 8.9 9.0 9.1 9.2 9.3 9.4 9.5 9.6 9.7 9.8 9.9 10.0

ACTION →

→ profitable
→ New blood
→ Feed samples
LEGS+Perf.

Key questions
Do we have the right focus?
Do we have actions to "red" targets?
Do we have any PIPs?

We keep the highest environmental standards and save resources for next generation

We take responsibility for animal health and well-being

We treat people with trust and respect, and ensure open and honest communication

Our action confirm our words

Our core VALUES
We are one team and an active partner of the local community
We strive for constant improvements

KPIs



EDUCATION AND RETENTION

- the Axzon education...

Employees are trained as they are Axzon's most important asset...



Best in class management and well-educated employees is sound business and translates directly into more efficient production

...translating into a more efficient food production



Well managed animals **produce more** and **require less medication**, which is achieved through well-educated employees that know what the individual pigs requires



Animal welfare is one of the key drivers in keeping pigs stress-free and content, which **results in faster weight gain and more piglets per sow**



Food hygiene and safety is of highest focus, and through continuous employee training, Axzon is able to produce **meat without additives** at the **highest level of food quality**

...the Axzon education

**Development
dialogues**

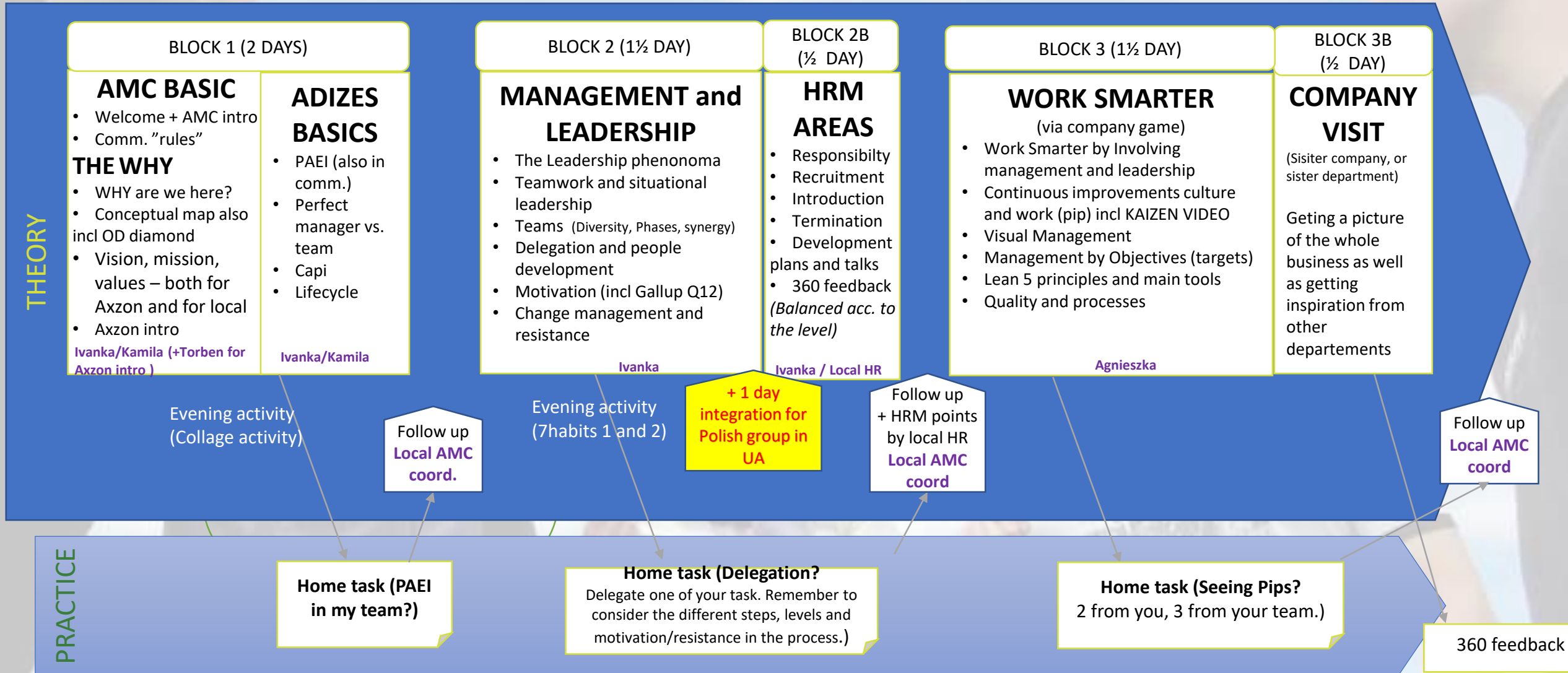
AMC

**Talent
program**

Involvement

**Skills
training**

AMC general program



AMC



Axzon ambassadors



How do we anchor our values

**Dilemma
games**

**Introduction
meeting**

**Mentors to
new
employees**

**Corrective
actions**

**Involvement
(PIP's, KPI's,
planning,
etc.)**

AMC

**Development
dialogue**

**Create value
together**

Walk the talk

Dilemma games

Dilemma #4

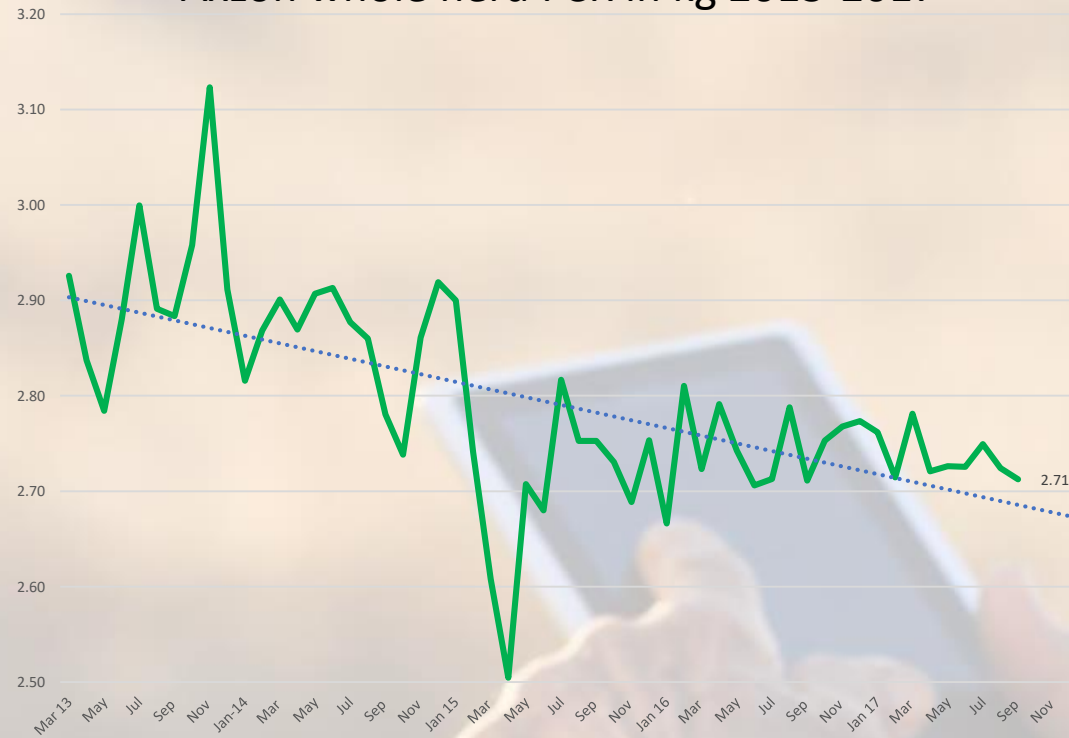
You are one of the good managers. You are aware of a colleague you like very much; who is manipulating his/her reported results of his/her department.

How will you handle this situation?

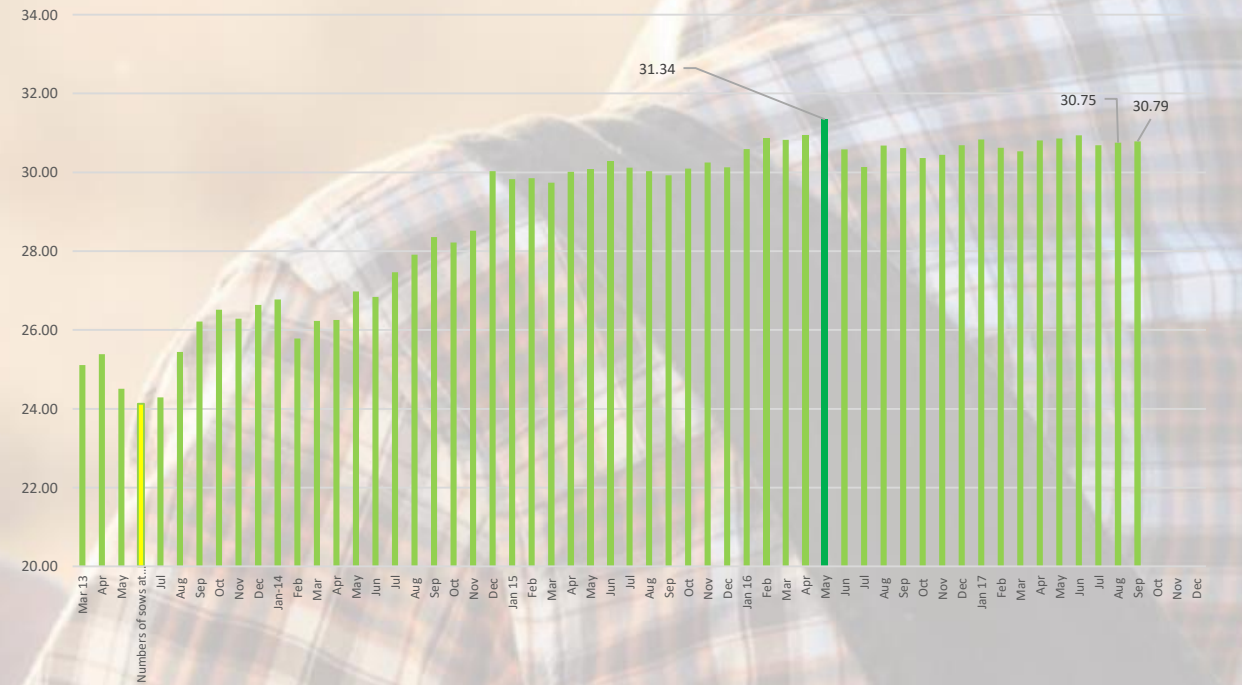
- a) Inform the manager immediately**
- b) Talk with your colleague**
- c) Ignore it, and keep the good relation with your colleague**
- d) Another solution...**

Axzon in the future - production results

Axzon whole herd FCR in kg 2013-2017



Sold pigs per sow per year



Development of pig production

- Constant focus on genetics
- Ventilation and climate in general
- Hypercare
- Male pigs? 2,5 fu/kg gain?
- Pigs raised without antibiotics



Axzon in the future - new projects

How to set up...

1. A new site/farm/company:
set a team who can carry the
values and standards of the
company
2. If it is an existing
site/farm/company

DO THE SAME



More focus on food...



From bulk production...

...to specialized products



Building a strong brand

- Market research
- Test by country
- INTERNAL TEST

**Be a part
of the
Axxon future**

QUESTIONS



www.axzon.eu

 <https://www.facebook.com/axzon.eu>

 <https://www.linkedin.com/company/3055396/>

