

Dear colleagues

Happy New Year! I hope all of you had a nice Christmas vacation, and that you liked your Christmas present from Nammo.

For the next couple of months, I will be busy with the Annual Report 2004. Other challenges I will take part in, is to establish a new Nammo web-page and a new Nammo intranet for the whole group. These new solutions will be a lot easier for us to update, than today's solution and designed according to our new design profile. I think this will be useful tools for many of you, when it's incorporated.

Ragnhild Waldemar 

Next NQN April 2005

## Demil Forum 2004

By Arild Skirstad, Nammo NAD AS

This year's demil forum was hosted by Nammo NAD AS in Løkken Verk, the 23. and 24. September.

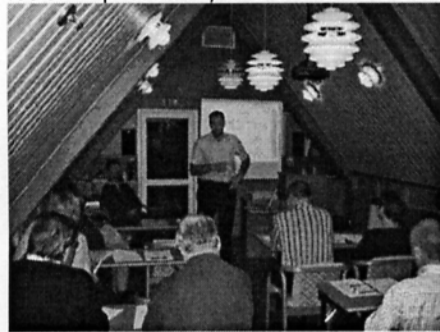
"Continuous improvements" were the main topic, and the forum was organised around the topic –

**How can we improve our way of leading the different departments and all employees in the organisation, to secure utilisation of their capacity, increase motivation, give responsibility and maybe operate in new ways?**

To be an attractive partner and win contracts in a continuously more difficult market, the Demil Division has to improve the way of working in all parts of the organisation. To meet the future demands, we have to find new ways of working and managing our companies and organisations to secure that available capacity in all our employees will be utilised. There were a lot of good presentations of the work that has been done, and the goals for the future, from the different sites. We also had a presentation from Medium Caliber Division about how they have organized their work, and how they are working with this topic.

A lot of interesting and engaging group discussion also took place during these two days. On the program was also a visit at Nammo NAD's site, including a trip down in the mine, a nice "underground" lunch in the old museum mine and a trip with the museum train, which is the first electrical railway in Norway.

It was 20 Nammo employees that went home after the last day, with a feeling of this being two great days, with a lot of impressions, and some new thoughts, and tools in our "improvement toolbox".



Ragnar Waalen, President Nammo NAD AS welcomes the Demil Forum participants



Lunch in the concert hall in the old museum mine



In the elevator going down in the production area in the mine

## EuExcert Pilot project

By Hans-Frode Homb

Nammo AS has signed a Partner agreement in the EU project for training and education. This project is run in co-operation among Sweden, United Kingdom, Finland, Italy and Norway. The Partners represent the explosives industry, universities, trade unions, consultants, organisations for vocational training and authorities.

The EuExcert programme will provide a comprehensive framework, which describes and categorises all of the competencies of workers engaged in the manufacture or use of explosives in the industries. The work started in 2004 and will be finished in 2006.

The aim for Nammo in this project is to build training and education programs needed to ensure accident reduction.

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