

We have prepared this Q&A to help you understand the mission and vision of the Employee Foundation.

Who is my direct family?

Definition: Direct family is partner/spouse and children (own/adopted/stepchild); “Children” up to the age of 30 are included.

What is unfortunate and unexpected events?

There are times in life when you come up against challenges that are difficult to cope with emotionally and financially: Serious illness, sudden accidents, or other life crisis situations that affect you and your closest family.

Examples of situations that have received support:

- Monetary assistance as an encouragement in connection with life-threatening illness
- A child with physical and/or mental disabilities
- Special disability aids or equipment
- Visit our website for [further examples](#).

How do we support the well-being of employees within the VKR Group?

In addition to our main purpose, we proactively support well-being through our yearly ‘Healthy Habits’ campaign. The topics differ from year to year, but the focal point is well-being.

Well-being - how we define it

Definition: Well-being is physical and mental health.

What is a final education?

Definition: Final education is further education – vocational as well as academic programmes – that on completion will allow the person to get a job.

We help children of employees – up to the age of 30 – in need of monetary assistance to complete their final education. There are no restrictions regarding the nature of the education (be it vocational or academic), but as a rule, the student or trainee must have completed half of the education/training in order to be considered.

Examples of support for final education:

- Recently supported education/training programmes include: Butcher, electrician, lawyer, 3D animator, teacher, physiotherapist, midwife, doctor and computer scientist
- Travel scholarships were awarded for students going to Bergen, Berlin, Hong Kong and Guatemala
- Special needs for a study programme, e.g. special textbooks, specific requirements for a computer etc.
- Small student grants as encouragement

Visit our website for further [information](#) and [examples](#).

How do we support retired employees?

Definition: A retired employee is an employee who has left the labour market permanently from a company within the VKR Group.

Just like an employee, a retired employee may apply for support in connection with serious illness.

In addition to the above, we support local VKR Group senior clubs for retired employees. The clubs may apply for an annual grant for activities. The senior clubs organise activities to promote their members' continued connection with the VKR Group and former colleagues.

Visit our website for more information about [senior life](#).

How do we support the local communities?

Definition: To be eligible for support, non-profit associations or clubs must be situated within 25 km of a VKR Group company.

Part of the Foundation's mission is to provide assistance to non-profit purposes within the local communities where the individual VKR Group companies operate. By non-profit purposes we mean projects or activities with a cultural, artistic, social, humanitarian, educational or instructive content. Such purposes, which may be established by associations, institutions or groups of individuals, will primarily be eligible for assistance to pay for expenditure items of lasting value, such as indoor and outdoor equipment, teaching materials and the like.

Examples of projects supported

- Equipment for playgrounds at schools, nursery schools etc.
- Apparatus and equipment for sports associations
- Equipment for other recreational activities, e.g. scouts and guides, schools of music etc.
- Social projects for the benefit of orphaned children and young people, nursing homes, people with disabilities and others.

Visit our website for more information about [community projects](#).

How do we acknowledge special and positive values through employee awards?

Every year, the local recommendation committees nominate candidates for our prestigious Villum Kann Rasmussen Award. This Award honours meritorious conduct such as:

- Exceptional commitment and great loyalty
- Diligent and quality-conscious work
- Innovation and enterprise
- Helpfulness towards colleagues
- Enthusiasm for one's work.

Visit our website for more information about the [Villum Kann Rasmussen Award](#).