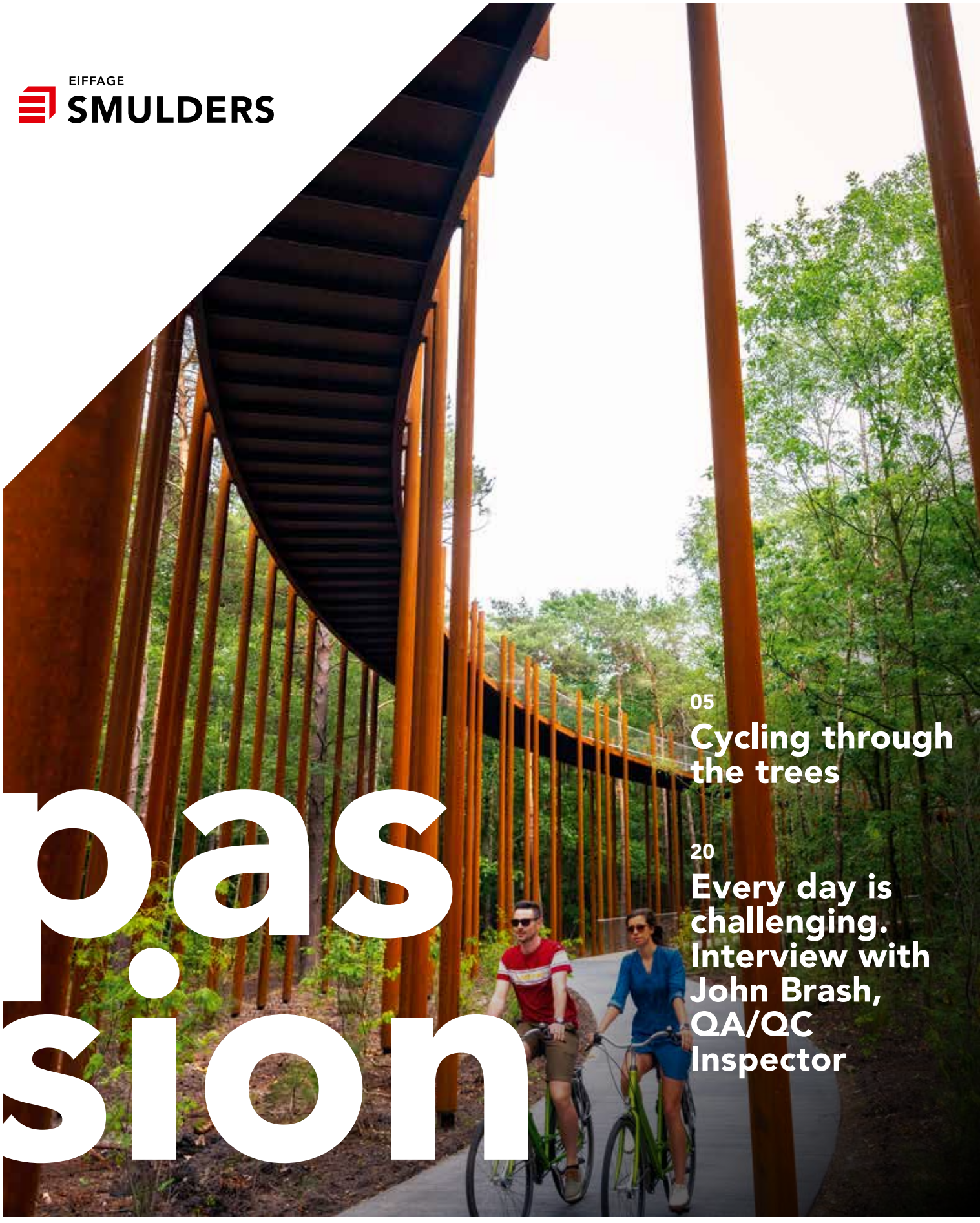
EIFFAGE
SMULDERS

passion



Content

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Smulders Magazine

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Let's stay focused

2019 promised to be a better year. We really needed it to be better and we made it happen. There are certainly some milestones to report and our thanks goes out to our customers and staff. All this indeed with the ambition of improving even more, while being alert to putting our proven safety awareness decidedly into practice.

Project highlights
If we consider our operational capacity – and that is including the 1,000 hands more than last year –we can say that our project agenda is quite full. This has to do with the Moray East contract and the 55 jackets we are building for their offshore wind farm. The first ones will be coupled in February, which means that from week 5-6 we will be making almost one and a half church towers per week. The jackets are 85 meters high each and weigh about 1,000 tons.

At the beginning of 2020 we will finish our largest bridge ever, as part of the construction of the Theemsweg route in Rotterdam. In the summer, the bridge sections were transported by water from our site in Hoboken to the construction site next to the Rozenburg lock, where the bridge sections were built into an arched bridge. We will take this bridge to its final location in the spring.
As far as foundations are concerned, our order book for next year is well-filled and also in 2021 we will be running at cruising speed in the offshore wind business. During our participation in the WindEurope Offshore Copenhagen exhibition, we again heard very positive comments about our high delivery reliability and quality. We are definitely satisfied concerning the other markets, although we are aiming for additional orders in the short term.

Further boosting of expertise
Earlier this year, we all discussed customer inspections and how we can optimally support customers in monitoring our production process. From this, we have distilled internal improvement actions at all levels, which we will continue to apply in the coming months.
One of these actions is the organisation of training courses to broaden our product knowledge and expertise. Our employees will participate fully in the next 2-3 months.

Safety all the way
Last but not least, we have achieved level 3 on the safety culture ladder. We are very grateful to our people. The audit was positive, but the increasing frequency of accidents and incidents shows that we have to go all the way with safety. This awareness must now lead to concrete results on the shop floor. Working points shall therefore immediately be addressed at all levels.

All that remains is for us to thank you for your excellent cooperation over the past year.
Towards a safe, sustainable and healthy 2020!

On behalf of the entire board of directors,

Raf Iemants
Managing Director Smulders

News

A wind turbine on the Iemants site

The permit for the installation of 3 additional wind turbines (in addition to the 7 existing ones) by Eneco in Arendonk has been approved. One of these will be set up at the Iemants site.

Exactly which type of wind turbine it will be is not yet known, but we do know that the current permit allows a capacity of 4.5 megawatts. In this case, Iemants can tap directly into the turbine for its power supply, without going through the electricity grid. This will result in considerable savings because there is no network fee to be paid.

With this turbine, Iemants can supply up to 60% of its own electricity needs. Since the Belgian Smulders branches are already purchasing 100% green electricity, this does not result in any additional savings for Iemants in terms of CO2 emissions. So why do we do it? CO2 is common 'heritage': the green electricity that we have to buy less, can be used by others, which avoids overall additional CO2 emissions.

The turbine will also be equipped with an ice detection system. This system shuts down the turbine when there is a risk of ice forming on the turbine blades.

'Old' materials get second life

Smulders works on state-of-the-art steel constructions and we need advanced and modern machines and materials for this. However, this does not mean that the 'old' materials can no longer be used. We try to extend the lifespan of machines, vehicles, etc. that are still working. And Smulders makes every endeavour to integrate these in their activities.

At the end of October, we donated an old van to the organisation Balen-Tansila. This organisation, set up by a group of volunteers from Balen, wants to improve the living conditions of the people in Tansila (Burkina Faso). In Tansila, the van will mainly be used for passenger transport and for the purchase of school materials for the Collège Agnes Willems in the nearest town.

This autumn we also donated 4 welding machines to the PT2O (Practical Technological Education) school in Turnhout. The pupils are given the opportunity to acquire knowledge and skills by using these welding machines. And so they become the new generation of welders!
The residual materials from the 'Cycling through the Trees' project (see also page 5) was also reused. Our location in Balen made it a monument in honour of the Canadian crew of the Halifax bomber which crashed in Ham during a raid on Leopoldsburg on 28 May 1944.

Smulders builds foundations for wpd's offshore wind farm Yunlin

Smulders was selected by Yunneng Wind Power Co., Ltd. to build 40 transition pieces and 80 electrical cages for wpd's offshore wind farm Yunlin, located approximately 8 km off the west coast of Taiwan.

The secondary steel is produced in our plant in Poland. The assembly of the transition pieces will take place in Hoboken from January 2020. The foundations will be delivered to our customer in the Netherlands and will be shipped from there to Asia.

Theme

Cycling through the trees

Interview with Joost Van Dun (Project Manager) and Karl Clee (Supervisor)

Project
Bicycle bridge
Customer
Toerisme Limburg vzw

Since the summer you're able to cycle through the trees at cycling junction 272 in Hechtel-Eksel. Or, actually, through the treetops, up to about 10 meters high. Because this is where, earlier this year, a unique bicycle bridge was built between the trees. A floating 700-metre spiral, ideal for a pure cycling experience close to nature. For our team, it was a real feat in terms of architectural steel construction in which the special weathering steel played the leading role. The challenges were quite something, but we are proud of the result.

“A real feat in terms of architectural steel construction, starring weathering steel.”

“The project developer required the use of small screw piles to reduce the burden on nature to a minimum.”

In the autumn of 2018, the first work on the sustainable construction envisioned by Tourism Limburg was done: a sloping bicycle bridge which, in terms of appearance, construction and materials, would smoothly blend in with the natural environment. Not an easy thing to do, but Smulders just loves accepting challenges. The ambitious plan, which was part of a larger tourist master plan, was gradually developed. “The architect’s design was our starting point”, says Project Manager Joost Van Dun. “We were responsible for engineering, developing and calculating the connections, a detailed stability study and the final construction of the bicycle bridge.”

Precision work

A visually attractive bridge, one with nature, without diagonal lines and without requiring too many excavations ... it’s only logical that a lot of inventiveness and technical expertise was involved in the foundations. After all, the basis has to be solid. “The project developer required the use of small screw piles to reduce the burden on nature to a minimum”, Joost continues. “Each column is approximately 3 metres long and has a diameter of 12 to 14 cm. These screw piles can be removed at a later date if necessary. At the beginning and end of the bridge we used concrete, because you need a mass to absorb the force of the bridge. However, the stability of the bridge is derived from the moment connections between the columns and the bridge surface. This connection had to fit perfectly, down to the millimetre. In order to compensate for deviations from the screw piles, our calculations and drawing office developed special couplings. You can imagine that a lot of hours were spent on surveying.”

Production of bridge components

During the foundation phase, the production of the bridge components was taking place in Balen. The supervisor on duty was Karl Clee. “We had a tight schedule and it helped that we had carefully thought about the actual road surface in advance. Every bridge deck is different because the bridge is not a perfect circle. The plates had to be wider and were ordered to measure. In order to be able to work quickly and efficiently, we hollowed out moulds with dots. For example, we had already machined, assembled and welded the 2 models of consoles for the connection between column and bridge deck in advance. The production rate was seriously increased thanks to through-hole technology. As a result, the holes did not have to be drilled, the correct parts were outsourced and the plates were drawn with the plasma and additional actions were unnecessary. Towards the end, we managed to halve the working time.”

After production, the bridge decks were stored in Balen, and the rust colour was applied. Each bridge deck is finished with a 4-part wear layer: 2 primers, a sound-absorbing ‘anti-drum’ layer and a layer with scattered anti-skid granules.

“The production speed was seriously increased thanks to through-hole technology. Towards the end, we managed to halve the working time.”

Weathering steel, an outlier

The idea was to build the bridge in weathering steel, a weather-resistant steel type that you will encounter on the facades of buildings, in gardens, in works of art and in letterboxes. The typical orange-brown rust colour creates a special aesthetic aspect. Chromium and copper were added to the steel in order to obtain a dense oxidation skin or better weather resistance. This layer protects the underlying base material against (further) damage.

“In this case, the material fits perfectly into the natural picture”, says Joost. “Weathering steel is an outlier and we have done some research on corrosion prevention in particular. The effect of weathering steel look – oxidation – is achieved by exposing the material to natural elements such as the weather.

The bicycle bridge in figures

- Diameter: 100 m
- Highest point of the deck: 10 m
- Length: about 700 m
- 46 bridge decks of 12 m long and 3 m wide each
- 350 screw piles
- 1.4 km railing

Expertise

Once a layer of rust has formed on the weathering steel, the oxidation process stops. However, this does not apply to weathering steel that remains moist for a long time like when it is dug into the ground, at the transition between the foundation and the columns. For maximum effect, we have also used weathering steel bolts, only available in the US, where they are sometimes used in bridge construction." But that wasn't all, the delivery period of weathering construction steel is long. "It takes about 4 to 5 months, so we had to order long in advance. This type of weathering steel is only made on demand in steel rolling mills."

"Working with weathering steel for the bicycle bridge was a meticulous job", confirms Karl. "Grinding or rubbing was not an option, only splashes could be carefully removed. It was a matter of avoiding scratches, preventing any form of contamination and delivering the material without scars, so that the structure would seamlessly blend into the forest."

The final stages

Road decks are built, screw piles in the ground, columns and bridge decks installed. The months flew past. And was that the end of the story? Joost: "In April the main structure of the bicycle bridge was up, after that it was time for the railing and the nets. The railing is 1.4 km long, made of stainless steel. Individual tubes

"Working with weathering steel was a meticulous job. No scratches, dirt or scars."

were pushed together at the ends and had to perfectly come together at the columns. Each piece of railing tube was taken to the building site in advance to fit and weld the fastening plates on the spot. The abrasive blasting was done at our subcontractor's workshop, to remove any surface deposits. In the meantime, the railings are all neatly in place, with the safety nets underneath."

Beautiful organic harmony

"Normally we work offshore, more in more industrial projects", Karl and Joost conclude. "Although civil works like this project are indeed a challenge for us. It is smaller in size than usual, but just as interesting. This had largely to do with the sustainable vision behind it. Everything had to form a beautiful organic whole and we have tried to achieve this through a well-considered mix of materials, shapes and an eco-friendly approach. We did not touch nature more than strictly necessary and all the scraped-off soil and humus were placed back under the road surface and divided over the working area. It's nice to be able to visit the bicycle bridge now and show our families the results of our efforts. This is not possible with our many offshore and petrochemical projects."

What is weathering steel?

Weathering steel is a metal alloy of iron to which copper, phosphorus, silicon, nickel and chromium have been added. Its strength is comparable to that of other alloy steels, such as stainless steel. Typical are the weatherproof properties and the brown rust colour. Applications can be found in architecture, art, steel constructions, shipping containers, shipbuilding and garden design. Did you know that we also used weathering steel for the extension of our office building in Arendonk?

"It's nice to be able to visit the bridge now and show our families the results of our efforts."

Karl Clee (Supervisor)

Interview

Igor Philtjens Provincial Executive of Limburg & Chairman Visit Limburg

Cycling through the Trees in Bosland, a Visit Limburg project, would not have been possible without the close cooperation between different, dedicated parties. In his role as chairman and member of the Provincial Executive of Limburg, Igor Philtjens gave the go-ahead. He came up with the idea of adding an experience layer to the existing cycling route network by intervening in the landscape and strengthening the interaction with nature. And that is why 'Cycling through the Water' now has a little brother/sister. Igor Philtjens tells all about it.

Why the initiative?
"We aim to position Limburg as a strong brand and a distinctive tourist destination in the heart of the EUREGIO. Over the past 24 years, Limburg has become a real cycling nation. Via the extensive cycling route network (2,000 km), 2.8 million cyclists are introduced to a varied landscape, authentic heritage and cosy town and village centres every year. The cycling network is our biggest tourist asset. That is why we continue to invest in it. Our aim is not to have more kilometres, but to have the best kilometres with innovative experiences that take cycling to a higher level. A first achievement in this context was 'Cycling through the Water' in Bokrijk."

How did the project start?
"As a second cycling experience we came up with 'Cycling through the Trees'. Initially, an invitation to tender was issued to appoint the design team. De Gregorio and Burolandschap had the best design. This design was fine-tuned and a tendering procedure for the construction followed. The candidates had to submit the correct references, have the required approvals and demonstrate that they were capable of carrying out the work accurately and with respect for nature. Smulders scored the highest on these criteria."

What were your (sustainable) wishes for a bicycle bridge?
"Nature was an ally in the creation of this project. It was extremely important for us that sustainable and safe materials be used. The bicycle bridge had to be built with respect for the forest, the subsoil and the forest management objectives. All this required ingenious working methods. By means of a well thought-out construction system with a central construction point, we managed to minimize the felling of trees in function of the needs for the construction of the bicycle bridge. The construction was largely prepared in the workshop and later assembled and erected onsite, like a big puzzle."

How did the construction go?
"The bicycle bridge is composed of vertical columns/supports in weathering steel. These vertical piles were placed at different distances and in an irregular pattern of 1, 2 and 3 metres apart. They symbolise the straight tree trunks of the pines in the forest. The support poles were fixed in a point-by-point foundation. This reduces the impact of the construction on the natural environment. We also considered the safety factor: the bicycle bridge is 3 m wide, allowing two cyclists to comfortably ride next to each other and overtake each other."

How did the cooperation with Smulders go?
"After one of my first visits to the site, I was reassured that the contractor worked very meticulously. Everything was prepared down to the last detail. The handrail, for example. It was first fitted at the site without a finishing layer, then adjustments were made in the workshop and then the finishing layer was applied. After that it returned to the site for assembly. This method ensured that only minimal fitting was required afterwards at the site and that the chance of damage was minimal."

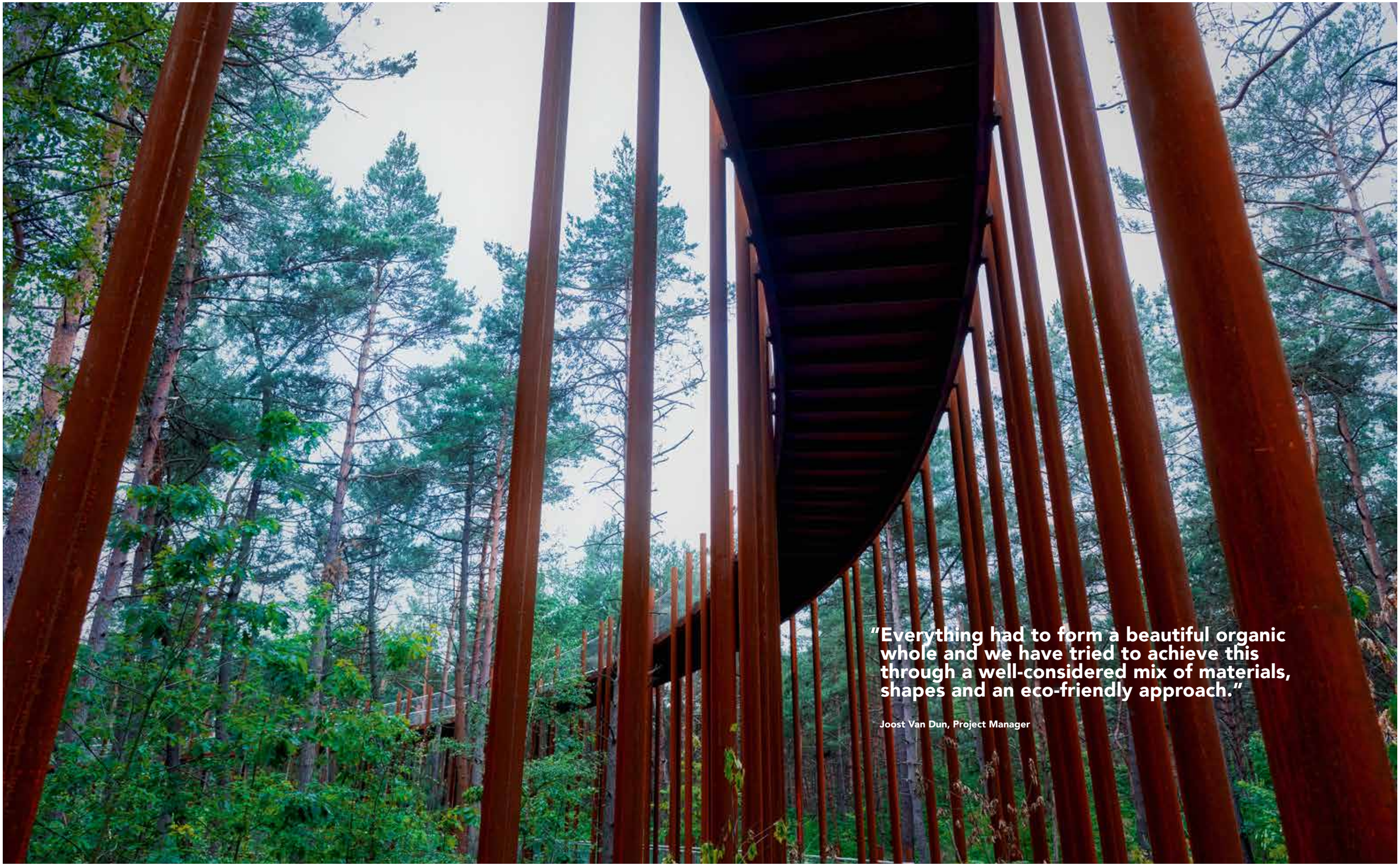
"Smulders is a high-quality contractor, which is part of a quality project."

What was the highlight?
"One of my personal highlights was the visit to the site when the bridge began to take shape. From the bicycle path you can't see the bridge properly because it really blends in with the forest and that confirmed to me that we had succeeded. Once you cycle up the approach lane, you can see the bridge appear in front of you, one with nature, and you can only see with amazement how beautiful this project really is. The biggest challenge was the very precise elaboration of all the components. A challenge that Smulders was more than happy to accept."

What are the first (tourist) experiences with the bicycle bridge?
"Since its opening in mid-June, more than 200,000 cyclists have visited the Cycling through the Trees. Not only local people came to discover the cycling experience. Cyclists from all over the world came to Bosland. We received only positive reactions. Visitors love to experience the forest in this way. They also praise the beautiful piece of architecture. This is also proven by the massive editorial attention in trade and lifestyle magazines and on websites relating to architecture, tourism and landscape management. I am therefore a proud chairman, very happy that we are once again succeeding in our aim. We are putting Limburg on the map as an innovative cycling province and thus consolidate our long-standing status of ultimate cycling destination." ■

Milestones

2016-09-15	Publication of architectural contract
2017-12-12	Environmental permit granted
2017-02-14	Architectural contract awarded to De Gregorio & Partners in collaboration with designer Burolandschap
2018-05-15	Publication of contractor: execution awarded to Iemants nv
2018-06-28	Start of the works
2019-01-19	Installation of bicycle pavilion
2019-02-25	Crane in action
2019-04-04	The bridge circle is finished
2019-04-15	Disassembly of the crane
2019-06-06	Provisional acceptance
2019-06-14	Official opening Cycling through the Trees



"Everything had to form a beautiful organic whole and we have tried to achieve this through a well-considered mix of materials, shapes and an eco-friendly approach."

Joost Van Dun, Project Manager

My job, my passion

From Smulders to the stage

Interview with Eline Van de Putte

Giving it your all in your job and in your hobby. That's what Eline Van de Putte does. Because one passion strengthens the other, with quite a high fun factor. And this fun is what keeps work and private life in perfect balance. Discover here what you may not know about our colleague Eline.

What is your job at Smulders, Eline?
"I'm a Quantity surveyor and after calculation and tendering, I have to set to work as soon as a contract has been awarded. In this role, I (re)calculate contract values, based on the technical drawings and models. I consider what is required for the work to be carried out, compare the new status with the contract value and calculate the added value. Also calculations with regard to variations – surcharge if the customer requests changes – and claims – for example in case of damage caused by subcontractors – are part of my job. The Quantity Surveyor is actually positioned at the crossroads between contract management, engineering and finance."

Since when are you on board?
"Since 2013. There was a vacancy at the time for a Document Controller at the quality department. I did this job for several years at the Hoboken plant. After a while I got the chance to further my career in a direction that appealed to me most: projects. A supporting role was initially assigned to me, but now I am fully specialised as one of the first in-house Quantity Surveyors. I am also currently taking a remote postgraduate training in 'Quantity surveying', and I am gaining more and more knowledge, which allows me to fully perform my job."

What do you like most about your work?
"I work fairly independently, really, but I still need plenty of input from other services. So I get in touch with a lot of people. Every claim or variation is different and it's always like almost starting from scratch. It's a matter of asking for different pieces of information and making a whole or a puzzle out of it. Then putting together a solid substantiation of the costs and defend it with the customer. Quite fascinating in my opinion. Besides, it is very rewarding to work with so many dedicated and enthusiastic colleagues and to learn from them."

What about your further ambitions?
"First of all, I want to become an expert in what I do. I had reached that in my previous position. So, knowing that you really master something, that you can keep many balls in the air and switch gears easily. That is also my goal now. Secondly, I want to help build Quantity Surveying at Smulders. I learn from colleagues, like the project manager who involves me in the negotiations with Triton Knoll, so I can defend the costs alone in the future. That's the challenge."

What drives you in your private life?
"My husband and my two-year old daughter. They are my main priority, time with my family is high on the agenda. But I have another great passion: For almost 7 years now I have been the lead singer of symphonic metal band Anwynn. It is a fantastic and meaningful way to let off steam, which allows me to express my love for music to the fullest. Singing is presenting a story and that brings me great satisfaction."

And that's exactly where the link with Smulders lies: what I do, I want to do well.

Where does your passion for music come from?
"I've been into music all my life. At the age of 15 I started with classical singing lessons and after that I moved from one (opera) project to another. I didn't limit myself to one style, but eventually what I liked most was metal. During my student days I also sang in a metal band and through an acquaintance I came in contact with Anwynn. I auditioned and was allowed to start as a singer. There's 7 of us in the band: a drummer, bass player, 2 guitarists, a keyboardist, a male singer and a female singer, that's me. It feels so good and the performances are exactly what I want them to be. When I come off the stage, all my worries are gone."

What do you sing about?
"The keyboard player and I write the lyrics to the songs we sing. Singing is telling a story and we usually address social and personal problems. Our male singer takes care of the rough metal vocals and melodies, I do the so-called 'cleaner' melodies. I use the roughness in my voice as an accent. We play with the dynamics of 2 voices and we look at each song to see what fits best."

What's on the musical agenda?
"Two singles will be released at the beginning of 2020: 'Clockwork in the past' and 'Unbearably human'. The first one is about the fact that history repeats itself and that man is doomed to make the same mistakes – quite bombastic, with a catchy chorus. In the second single you hear a psychopath talking about normal people and how they experience their emotions as opposed to this 'normality' – the melody is tense. Because the visual aspect is also important for us, we recorded a music video for both singles in a special location. Everything is matched: what we sing and what we look like."

How do you see the future of the band?
"Anwynn has already come a long way and is in full transformation. The name refers to the Celtic Valhalla 'the sky'. Because the theme and appearance have changed in the meantime, we thought the time was ripe for a new image and a new name. From now on we will perform under the name 'InHuman'. We play on medium-sized stages and we want even more. We do everything we can to boost our professional image and with the means on the table, we are aiming for the highest possible quality. And that's exactly where the link with Smulders lies: what I do, I want to do well. No half measures. And if it continues to be all fun, we'll go on for years to come!" ■

Want to attend a performance?
Have a look at the calendar on https://www.anwynn.com

Do you want a CD?
Mail Eline.Van.de.Putte@smulders.com

Follow us?
Check https://www.facebook.com/Anwynn.Official

Offshore wind is booming

Plenty of business in offshore wind

Moray East (UK)
Client Moray Offshore Wind East / Siemens
55x jackets
3 x Offshore Transformer Stations

Deutsche Bucht (DE)
Client Van Oord
1x substation

Triton Knoll (UK)
Client Triton Knoll Offshore Wind Farm Ltd / Siemens
90 x TP
2 x Offshore Transformer Stations

Borssele 3 & 4 (NL)
Client Van Oord
75 x TP

Seamade (BE)
Client DEME Offshore / SeaMade
58 x TP
2 x substations

Saint Nazaire (Fr)
Client EDF
80 x TP

The past and coming year, the sites of Smulders will do an unprecedented amount of work in the field of offshore wind. We're producing transition pieces (TPs) and jackets in series and substations for various projects. An overview can be found here!

Scope

- Substations
- Jackets
- Transition pieces
- Current projects
- Projects executed in 2019

Yunlin (Taiwan)
Client wpd Offshore Solutions
40 x transition pieces

TAIWAN

Civil & Industry

Theemsweg route

Smulders is currently building one of the two steel arched bridges as part of the construction of the Theemsweg route.

In July 2019, the bridge sections were transported by water from our site in Hoboken to the construction site next to the Rozenburg lock. At this location, the bridge sections will be built into an arched bridge, with a single span of 172.8 m and a total length of 176.8 m. The bridge will be brought to its final location in March 2020.

The Port of Rotterdam Authority selected contractor consortium SaVe, consisting of construction companies BESIX, Mobilis, Dura Vermeer, Hollandia and Smulders, for the execution of the works on the Theemswegtracé.

Herentals bicycle bridge

This summer Smulders installed a bicycle bridge over the Bocholt-Herentals canal.

This bicycle bridge is part of a 36 km long cycle highway. The different parts of the road and the arches were shipped from our location in Balen to Herentals.

The bicycle bridge weighs 265 tons, is 105 meters long and 5.5 meters wide.

Post Hotel

Smulders was responsible for the production and installation of an atrium roof. The roof rests on 18 steel columns and covers a hotel lobby.

Health, safety & environment

Passed with flying colours... dixit TÜV

Interview with Carla Wellens

A few months ago, TÜV auditors took a closer look at our safety culture. The purpose was to achieve level 3 on the safety culture ladder. We passed with flying colours, the result of our dedication to safety. Congratulations and thanks to everyone! But it doesn't stop here, it is a steppingstone to the required level 4, although this will probably not yet be reached in 2020.

Let's do (even) better
TÜV is a world leader in inspection, audits, analysis and certification. In August, their auditors dropped by for a rather intensive audit.

What exactly is the safety culture ladder?
A standard which provides insight into an organisation's safety awareness. It consists of 5 levels and each culture level is a development phase the company is in at a particular time.

"Level 3: preventive measures are in place. Compliance with safety procedures is considered essential, usually driven by self-interest. The involvement is mainly a task of safety staff and the management."
Source: www.safetycultureladder.com

The audit was positive and some working points were listed by way of advice, which we are more than happy to address. This implies that observation rounds will be conducted according to a new template. The result should be that we focus on values and motivation and not so much on tasks. Drawing up this template is the first task of the working groups.

These work groups had already been set up with a view to the safety culture ladder, and will now be expanded to include colleague-workers. The synergy between managers and our people on the shop floor will ensure that the right actions emerge. Another task for the working groups is to address the weaknesses in the analysis of the observation rounds. For example:

1 Use of the handle on a grinder
2 Working at height and closing openings to prevent the risk of falling
3 How can we make information about incidents known and recognisable, while avoiding recurrence

The next audit will take place in 2020. At that time we also want to achieve level 3 at our building sites, at Spomasz in Poland and Smulders Projects in the UK ... and in the meantime we will be preparing for level 4. Cultivating a certain culture does take time.

Safety first events

A few HSE successes we don't want to keep from you.

November = Safety week
A full program for both our staff and management provided an immediate boost to our safety awareness. Training was also provided for the beating heart of our organisation, our workers on the shop floor. Due to the extensive offer Safety Week takes place about every month for them.

Safety day
On 29 October we held a safety day with our client DEME. The management attended a short introduction that our subcontractors receive as training at Smulders and they also worked on real-life situations to test safe working practices. It was definitely a success! We were invited to their internal QHSE year event where we can again show our approach.

Would you like to take part in a work group as well? Register via veiligheidscultuurladder@smulders.com

Corporate sustainability

Spread the word

Interview with Evy Hamblok and Tim Balcaen

Over the past year, we took many steps in the area of sustainability, and also addressed the communication about this topic. "After all, sustainable initiatives deserve our full attention and we want everyone to be involved", says our sustainability ambassador Evy Hamblok and QHSE engineer Tim Balcaen.

Information, awareness raising, participation
Good communication is part of our corporate sustainability policy and it uses all opportunities and channels to inform and invite colleagues to take part in actions. Discover what has been going on in the past period.

1. **Intensified cooperation with Eiffage**
Eiffage has its own sustainability department. All companies in the group can share sustainable projects on their Innopédia platform. Our goal is to work more closely with Eiffage in order to further reduce our ecological footprint. We've always been in touch, but we are now going to go even further in our talks.

2. **Internal communication**
Every month we will publish an article in our newsletter. Until last year this was not the case. Now we keep colleagues informed about actions and interesting facts like defensive driving, water consumption and much more.

3. **External Communication**
The website has been updated: https://www.smulders.com/en/sustainability. Previously this is where you could find information about CO_2 and, to a limited extent, corporate social responsibility (CSR). We have now turned it into a fully-fledged sustainability page.
Furthermore, we will regularly post on social media, such as LinkedIn.

4. **Sharing knowledge**
Finally, did you know that we also give guest lectures at universities on offshore wind technology and that we always insist on the importance of sustainability? We recently impressed the students of the University of Antwerp.

"Action in the picture – Results of the bike lease programme: more than 100 colleagues are currently taking part.

Young talent

Culture

Interview with John Brash
QA/QC Inspector

A QA/QC inspector at Smulders has a varied range of tasks. John Brash is a contractor and specialist in this field. He has been supplying Smulders Projects UK this service over the last 2 projects and is happy to share his experiences.

How would you describe your tasks as a specialist contracted QA/QC Inspector at Smulders?
"The QC inspection tasks start from when steel arrives on site until the completed jackets sail away on a barge up the river Tyne. Initially we assist in checking that all the delivered steel items are accounted for and identify which fabrication area they need to go to for fabrication/assembly within the yard. During welding we carry out regular surveillance inspection on welders to ensure that they are working within the requirements of the latest procedures/WPS's. Afterwards, the completed welds are scrutinized making sure that the welds meet the acceptance criteria of the project specification. Finally I am involved in the reviewing & approval of project documentation and assisting to have it all ready for the final MRB (Manufacturing Record Book with material test certs, welder qualifications, route cards etc.) just before the jacket sails away."

What about your background, studies and previous work experience?
"I left school in 1999 when I was 16 and then went on to complete a 4 year welding apprenticeship at a fabrication company in the north east. By the time I was 25 I had my inspection qualifications and I was a welding foreman/inspector for a company where I was responsible for up to 40 welders at any one time and with help from my chargehand we successfully completed numerous projects. It was roughly about 5 years later when I left to pursue my career as a contracting specialist QA/QC inspector and started my own Ltd Company providing a service to various clients including Smulders as a lead QA/QC inspector. 2016 is when my company first started providing Smulders a specialist QA/QC service on the Beatrice project!"

How do you find Smulders as a client?
"A very exceptional company with big visions, they are always pushing the boundaries of what can be achieved when all areas of the business come together. Coming from an Oil & Gas background at first the start was difficult to be honest. The biggest change for me was adapting to the culture of how Smulders works and the pace of how the jackets were required to be built. At the beginning I was sceptical but as the project kicked off it was easy to see the bigger picture working together with other contractors & the client to make the project very successful. The QA/QC team is made up of very talented & professional personnel who each in turn bring many years of knowledge & experience."

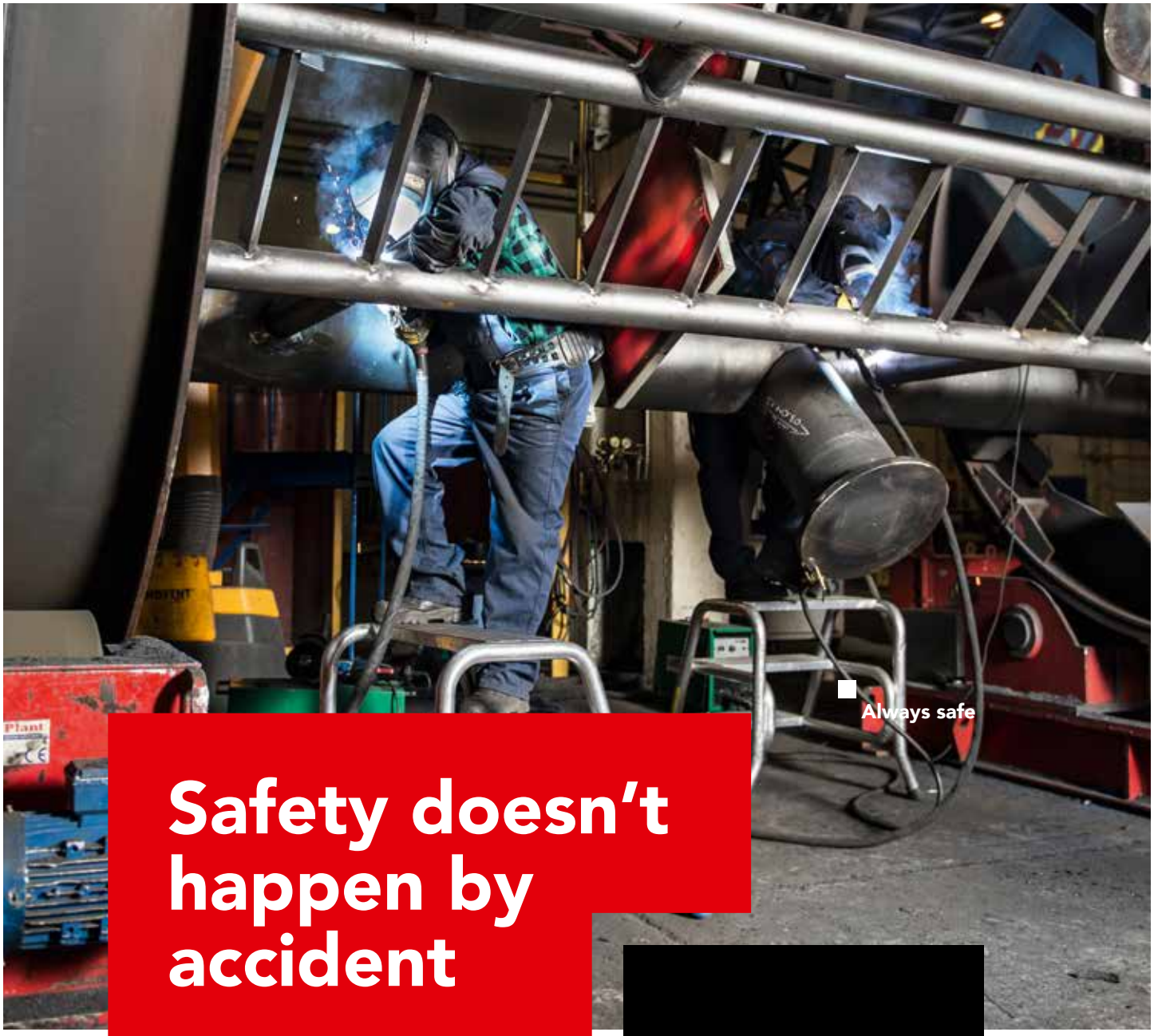
What are typical challenges for you, at Smulders?
"With the yard being a fast production line activity, the main challenge is continually maintaining the high-quality workmanship on the yard. However, if for any reason we have any issues with either a pre weld fit up or a complete welded butt for not being acceptable to the specification I like to approach the situation with a solution with the tradesman rather than walking away telling them it is not good enough."

What is the most fun part of your job?
"The fun part for me is that I get to be involved in the whole build of the project from start to finish and helping overcome any quality issues that arise. Interfacing with clients and auditors throughout the project phases and showing them how we work as a quality department and how everything is documented and controlled and to get positive feedback from clients/ auditors gives the whole project team a massive moral boost and urges everyone to try and raise the bar higher."

As an individual, what are your ambitions for the next years?
"My main ambition is to continue providing Smulders with a specialist inspection service and help to make the Moray East project as successful as the Beatrice project if not better and as a local lad I would like more projects to come on to the River Tyne as it is not only providing employment for local people but also contributing to the local economy which is always good. I live in a town called South Shields which is located roughly about 7 miles from the Smulders yard. It's great for Smulders to keep the Newcastle yard filled with work and hopefully after the Moray East project is complete more work will follow! Thank you to everyone involved with the project it's a pleasure working with them."

Some tips for other young talent?
"Do not shy away from any challenges that get given to you, take pride in whatever aspect of the job you're involved in and be open minded to new ideas of working as it will be the younger generation that will help to keep the Smulders name going strong in the future."

Culture



Safety doesn't happen by accident

"Your attitude to work safely in a team will work in your favour or turn against you – your choice."

Rafał Mróz & Jarosław Marciniszyn
Welders at Spomasz

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