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a milestone.

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Why young
talent should
choose to work
for Smulders.



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Smulders Magazine

Smulders

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Strong in change

The world can change. Despite the new reality, it was a pretty good year for our operations. We have had few serious health problems, and the offshore wind market is sailing in favourable winds.

We've been quite busy. We installed 40 high-voltage pylons in northern France and 7 substations at sea, loaded 55 jackets for the Moray East offshore wind farm, delivered 150 transition pieces and installed 4 bridges. Everyone did their best. Our teams have withstood the practical inconveniences of teleworking and lockdowns well.

In terms of safety, we have to go the extra mile, especially in view of the number of incidents in Arendonk and Poland. The Safety Week that we organised in November is more than welcome to further raise the safety awareness. In this context, we have also adapted our incentive program. The new Safe@Work platform will encourage our employees even more.

Double luck

The greatest happiness of recent times is our good health. However, we are also fortunate in a different way, because the offshore wind market is offering plenty of perspective. The European market looks good for the next 5 years. This has led us to commit our presence in the UK for a longer period of time, as 50% of the European offshore business can be done there and we expect an increasing demand for local content. The markets in Asia and the US are developing steadily, but we are still going to hear about that too.



I am already quite satisfied with the outlook for 2021. The contract for Dogger Bank was signed for phases A and B - good for a first place in terms of value. And there's more good news. We won the contract for Hollandse Kust Zuid and for TenneT the option for the 2nd substation has been exercised. This implies that the planning of the various branches is filled to the brim. We've even committed work for 2022. And worth mentioning: the move of our Polish branch has been completed. The new site is up and running.

Sustainable future

Finally, I would like to stress that our future is becoming more and more sustainable. Efforts are beginning to bear fruit. We are committed to further reducing our energy consumption and CO₂ footprint through monitoring. Every little helps: turn off the lights when not working in a room, don't use the heating unnecessarily, and so much more. Fingers crossed that the green energy will soon be produced by the windmill on our own site.

Good health, a nice but safe end of the year!

On behalf of the entire management,

Raf Iemants

Managing Director Smulders

News

Smulders receives UNITAR certificate

Smulders received a UNITAR certificate from the United Nations on 27 October 2020. This is a great acknowledgement of our commitment and efforts over the past 3 years, during which Smulders has implemented actions for all 17 Sustainable Development Goals.

The Sustainable Development Goals (SDGs) are 17 goals of the United Nations Global Compact that must be achieved by 2030. Just like Eiffage, Smulders uses these SDGs as a critical reflection framework aimed at proactively integrating sustainability into our policy. In this context, we work together with VOKA. The VOKA Sustainable Business Charter (VCDO) uses the 17 SDGs of the United Nations Global Compact as a guide and supports and encourages companies to work towards sustainable business on the basis of an action plan. VOKA has already named Smulders SDG Pioneer in 2019. This is the title you receive when you become a



VCDO laureate 3 times within a period of 5 years and requires 10 actions from the action plan to be positively evaluated in at least 4 out of the 5 Ps (People, Planet, Prosperity, Peace and Partnership). After 3 years and after implementing actions for 17 objectives, Smulders was also awarded a UNITAR certificate by the United Nations.

Smulders produces the 2,000th transition piece

In January 2021 Smulders starts with the production of the 2,000th transition piece (TP), which is barely 6 years after we celebrated the 1,000th TP.

Smulders started producing transition pieces in 2001. We participated in the first large offshore wind farm, Horns Rev and many projects followed. In October 2014 we reached the milestone of 1,000 TPs. The first of 150 TPs for the Gemini offshore wind farm was also the 1,000th.

And now, just 6 years after our 1,000th TP, we reach the next milestone: 2,000 TPs. This time produced for the Saint-Nazaire project. Read all about it in our theme.

2,000 transition pieces, a result we can all be proud of!

Theme



Production of our 2,000th TP – a milestone for Eiffage & Smulders

Interview with Kristine Voet
Project Manager
Smulders
Xavier Hou
Project Director
Eiffage

Project
Saint-Nazaire
Customer
Parc du Banc de Guérande (PBG),
subsidiary of EDF Renewables &
Enbridge

For the Saint-Nazaire offshore wind farm in France we are building 80 TPs... and all of a sudden, there was number 2,000.

Discover everything about the project in this Passion. Before we start, just let me say this: what an incredible milestone! The result of our amazing efforts. Indeed, the wind farm that is about to emerge off the French coast will be the result of the combined efforts of countless colleagues spread across our different sites. Many hands work on it, dedicated thought processes preceded it. A fine piece of solidarity displayed by Eiffage and Smulders in this EPCI story. Makes us wanting more.

"It's December 2020 and we are producing our 2,000th TP ever. It is called TP 69."



Project

- EPCI contract: 80 turbines - monopiles (MP) & transition pieces (TP)
- Capacity: 480 MW
- Location: northern part of the Bay of Biscay (12-15 km off the coast)
- Area: + 78 km²
- Water depth: 10.5 m - 24.0 m (Lowest Astronomical Tide)

Production of secondary steel at Spomasz

Saint-Nazaire

12 to 15 km off the coast of the French peninsula of Guérande in the Atlantic Ocean.

Offshore pioneer in France

The first offshore wind farm in France will soon be a reality. More specifically, in Saint-Nazaire, 12 to 15 km off the coast of the French peninsula of Guérande in the Atlantic Ocean. It will produce 480 MW of wind power, which is 20% of the electricity needs of the Loire-Atlantique department. We are particularly proud to contribute not only to this pioneering project in French waters, owned by EDF Renewables and Enbridge, but also to the country's ambitious energy transition.

The full TP & MP package

The contract to build 80 steel foundations was awarded to the Eiffage consortium (engineering, production) and DEME (installation). And this for 'the full package' of the EPCI contract: engineering, procurement, construction & installation for a total value of more than € 500 million. Almost a decade after the launch of the first idea, the project evolved into a real masterpiece in the making and in April 2019 the time had come: the start of our Service Contract for the first works for 3 months.

Kristine Voet and Xavier Hou

Design highlights

- Traditional MP & TP (conical)
- 2 TP designs (heavy & light)
- 4 MP cluster designs
- 4 installation methods
 - Driven
 - Drilled driven ungrouted
 - Drilled driven grouted (hybrid)
 - Drilled only (rock socket - 7x with flange)
- Design challenges
 - Rocky seabed
 - Underground mortar parameters & curing time for 68 locations

Technical data

- MP
 - Length: 36.7 m - 64.5 m
 - Weight: 454.1 tonnes - 875.4 tonnes
- TP
 - Length: 28.66 m
 - Diameter: 6,000 - 6,986 mm
 - Expected total weight for lifting: 400 (light) to 500 (heavy) tonnes



Production at Smulders Projects in Hoboken

"The actual roll-out of the Roadmap Project started after signing the EPCI contract and at the official start in July 2019", says Xavier Hou, Eiffage's Project Director for Saint-Nazaire. "The construction of the 80 transition pieces (TPs) and their monopiles (MPs) became a reality. Meanwhile, our colleagues from Spomasz in Poland are producing the secondary steel for the TPs, our subcontractor Sif Group and specialist in primary steel is responsible for the construction of the MPs and the primary steel of the TPs. "At Smulders Projects in Hoboken, the TP is then further finished: including welding, internal platform assembly, treatments, painting and electrical equipment."

Unique in every way

"It is our goal to deliver this project safely and with a high quality, taking into account all customer requirements, such as the 25-year lifespan", continues Kristine Voet, our Project Manager. "Quality and strict planning are the biggest challenges. Our technical know-how and lessons

learned thanks to numerous references from Smulders in the Northern European offshore wind market have so far allowed us to move quickly. We are very pleased with this, because with the project we are setting an example for future French offshore wind farms. As always, we want to meet the high quality standards set by our clients for the full 100%. It is therefore an honour to be able to contribute to the French objective to increase the share of renewable energies in the energy mix to 32% by 2030s."

"Our exemplary role is not to be underestimated", adds Xavier. "Especially for France, it is a learning path. It is unique (for the time being) – first of a kind in every field. We are extremely alert and keep our finger on the pulse with all parties involved. We check, double-check and make adjustments immediately where necessary. That is how it should be done, if you look at the technical design and data requirements. Fortunately, we have a lot of experience with the group."

We are making history with the 2,000th TP

Today we look back on some important milestones: the start of production at our Spomasz plant in Poland in February 2020 and the achievement of the design certificate in October 2020. The global production peak is now behind us, we are on schedule. The first offshore installation activities are scheduled for March 2021 to May 2022. Our commissioning work will

continue until the summer of 2022. Kristine: "With everything that's going on, we would almost forget we are making history together. Smulders is manufacturing the 2,000th TP! And it's one of the TPs for Saint-Nazaire. This makes the project extra special, and the vibes twice as positive – despite corona times. We'll definitely catch up on that party when the times are safe again."

"We are delivering a great job in unusual times. Controlling several production sites remotely, virtual instead of face-to-face meetings, strict health and safety protocols ... there have been less complicated periods to get things done."

"Progress guaranteed at Saint-Nazaire"



Upending of the transition piece

Teamwork all the way

It goes without saying that the TPs and MPs go through a whole process and are produced with the help and efforts of many. Teamwork leads to the best results, and we are definitely good at it. Mixed teams spread over almost all our sites are cooperating on the MPs, TPs, platforms and electrical equipment. The subsequent offshore testing is also part of the EPCI contract and therefore one of our tasks.

Specifically for production and finishing we are succeeding in making about 3 TPs per week. Very soon the finished TPs will leave for La Rochelle, at about 200 km from Saint-Nazaire, for storage. "We are going the extra mile to make the planning work, and we will be ready on time", says Kristine.

"We are delivering a great job in unusual times", Xavier emphasises. "I clearly feel

How will we remember Saint-Nazaire in 10 years?

Unique

Very first offshore wind farm in France.

Team

Incredibly dedicated and flexible at an unusual time.

Professionalism

Great technical know-how as a door opener.

And TP 2,000

of course!



Installation of the platform

the positive team spirit and strong bond between Eiffage and Smulders. Together we offer added value to the customer. Controlling several production sites remotely, virtual instead of face-to-face meetings in most cases, strict health and safety protocols ... there have been less complicated periods to get things done. However, the dedication and flexibility of everyone makes it all better. We share our experience, show our expertise and build a

good relationship of trust with our clients in France." And do Kristine and Xavier feel a difference between the French and Belgian approach? No, not at all, we all do it the Eiffage way.

Masters in EPCI

And it must be said: we are masters in EPCI. The first successes are visible. "Our customer was happy to see the first TP in Hoboken", Xavier concludes. "He was

visibly excited about the respected timing and quality achieved. The customer himself also has a lot of technical insight and the fact that he confirms our know-how on innovative solutions for the offshore wind sector, creates potential."

Next: will there be a next step in the offshore wind industry in France? Certainly, the following 3 targets are: Tréport, Noirmoutier and Dunkirk. More MPs and TPs to come for the French market. But we haven't left Saint-Nazaire yet. Let's all look forward to the first offshore activities in 2021 and work towards the end date: August 2022. And in the meantime, pat ourselves on the back for the results already achieved and of course: for TP number 2,000. Something we will always remember. ■

Interview

Guillaume Sauvé

Chairman of the board Eiffage Métal & Eiffage Génie Civil

Winning the Saint-Nazaire offshore wind farm contract and then seeing how committed our teams are to working together to achieve the objectives... that's quite a feat. Interview with Guillaume Sauvé, Chairman of the board at Eiffage Métal & Eiffage Génie Civil.



"Saint-Nazaire is the mirror of our future"

Congratulations on Saint-Nazaire. How important is this project for you and our group?

"It is a critical and important exercise. The interesting part is the added value we are offering, through the local anchoring of Eiffage Métal combined with the expertise and excellent reputation of Smulders in the offshore industry. This means that we have a very good understanding of the market AND that we are close to the customer."

However, it took a while before the project was launched. Did you ever doubt if it was really going to happen?

"No, because our proposal was strong. In terms of quality, timing and price. The green light for an offshore wind farm depends on a huge amount of factors. If it seems to be coming too close – either just off a coast, or near a backyard – supporters and opponents have to talk to each other. It is

ultimately a government decision. And it turned out for the best."

Good for the environment as well. It constitutes indeed quite a contribution to green energy in France!

"Absolutely. We are helping France to focus on renewable energy and to reduce its carbon footprint. We're in the offshore industry because we think it's important to respect the environment with our activities. In addition, we strictly monitor our own energy consumption. Reducing the CO₂ emissions for the entire group is a permanent objective."

Quite a challenge, I suppose. But I imagine Saint-Nazaire must have brought a lot of other concerns?

"As a supplier you have to deliver on time, offer the quality you promise and ensure that the end product is extremely suitable

for the intended purpose. This is a question of fulfilling expectations every day, or even better: bridging the gap between contract and expectations. And that requires continuous focus, as well as optimal cooperation."

How do our teams manage to keep their focus?

"There are certain key figures in our organisation who have a positive influence on working together. But let's say that the project is a learning curve. Certainly for our customer Parc éoliens en mer de Saint-Nazaire, because it is the first offshore wind farm in France. And also for Eiffage Métal, this is the first local, offshore project that we are doing together with our Smulders branches. It is building trust, both towards the customer and internally. We work with mixed teams, spread over different production sites, as well as with

used to working together on other projects, so that's a plus. There is a strong bond and cooperation. That's something the customer is well aware of."

What would you say is typical of the mixed cooperation?

"That we are putting timing and quality first, especially timing. It's all-decisive and our project planning helps with that. We see that the organisation of production, for example, is excellent and our people work efficiently. Call it one Eiffage family and for

family you always go the extra mile, right? Tackling problems together and looking for solutions ourselves, that is what our teams excel in. Over time, you know each other so well, which allows you to anticipate."

In scope: 80TPs – and one of them is quite a special one?

"The 2,000th TP ever to be produced at Smulders is a great milestone for our group and we are proud of it. It shows our track record in the market. On the one hand it is a great recognition for our people, on

the other hand it gives us a competitive advantage for our sales. Because of the health crisis we won't be having a huge party, but we will certainly take action to capture this memorable moment."

It certainly is a special moment. Does it also say anything about the future?

"TP 2,000 is an important step in our offshore development and series production. It creates perspective and vision for the future. We are in a rather comfortable position in a booming market and we are ahead of our time. But we must not rest on our laurels. Customers have high expectations and we want to continue to meet them. Focussing and respecting the timeline, that's what matters most."

But we are on schedule and the customer is satisfied with the interim milestones?

"If the news doesn't get to me, it's good news (laughs). It is true: we're on schedule, the works are going smoothly for the time being. The production will continue until May, phase 1 of the offshore activities will start in March. We have a good relationship with the client, we frequently talk to each other. I'd like to give everyone a pat on the back for the results. We can be cautiously optimistic, but above all realistic."

What should we definitely remember about this process?

"That we must always remain alert and not underestimate the preparatory phase of a project. Anticipation is key, it will make you stronger when facing the headwinds. If we all maintain this mindset, we will be agile and make the right decisions for our projects. And there are still quite a few in the pipeline, also for offshore in France. And another important one: sometimes you just have to be patient and have faith, just look at the pre-contract phase of Saint-Nazaire. Never give up is the message. Fight and win." ■

The 4 Saint-Nazaire pillars according to Guillaume Sauvé

First
offshore project in France

Partnership
dedicated teams

Succes
we won the contract and are on track

Future Mirror
the way is paved for even more renewable energy projects

Interview

Céline Beaudon

Consent Manager Saint-Nazaire Offshore wind farm @ EDF Renewables France

The Saint-Nazaire project is steadily progressing. The production peak of the TPs and MPs is behind us, in March the offshore activities will start. Time for an update from our client. The ideal sounding board for us at this stage is Céline Beaudon, Consent Manager.



“Every step forward in this project is a milestone for us. Every TP, every MP, every cable and so much more.”

Consent Manager, sounds interesting. What is the added value you provide?

“A first offshore wind farm for France is quite something. There were and are a lot of hurdles to take, it involves a lot of ‘accepting’. And that’s where my focus lies. The Consent Team monitors the project acceptance and the flow of information between the stakeholders. We make sure that the various parties are on the same page, that progress and developments are guaranteed, commitments are fulfilled and all this in accordance with the authorizations.”

Like you said, Saint-Nazaire is huge. What will you remember most?

“The huge construction works, obviously: the 80 TPs and MPs. But also the scope or the purpose of building this offshore wind farm... 480 MW of wind energy, which accounts for 20% of the electricity needs of the Loire-Atlantique region. It will be

operated for 25 years, the maintenance will require a workforce of around 100 people. I’m sure you understand that this involves quite some challenges.”

Talking of challenges. What are the biggest ones?

“While most projects in Northern Europe are built on a softer subsoils, we started from quite a different situation here. The basis for Saint-Nazaire is rocky. What we needed were partners with a proven track record in the offshore wind market and a solid plan. Partners who offer us security and quality according to a strict planning and in compliance with all requirements. One of these is our ‘zero harm policy’ on safety, which should make sure that everyone gets back home safe and sound every day. Another important challenge is the acceptance by stakeholders, being able to meet their expectations to the maximum.”

That is how you teamed up with Eiffage, for example? How is that going?

“The construction works are going smoothly, we were really satisfied with the interim results. Every step forward in this project is a milestone. Every TP, every MP, every cable, etc. Everything is equally important and you stay focused. There is a lot of consultation between the teams, even though this is mostly virtual now, due to Covid-19. The general spirit is positive, the feedback we are getting is good.”

Are there any ‘lessons learned’ so far and what tips for progress could you give?

“Difficult to say at this stage. The health crisis is currently teaching us the most important lesson, more specifically how to deal with it, how to overcome the situation while also respecting the strict planning. That remains something we aim for. Furthermore: the importance of local

presence and anchoring. It is essential to make sure that our partners are now coping and will continue to cope with the increasing demand for local content in the future.”

All eyes are on Saint-Nazaire for the time being, when will you start the final sprint?

“The offshore wind farm will not be up and running before the end of 2022, so there’s still some time before we can start the final sprint. Even though we have sprints to finish every day, for example the production of the TPs and MPs. This development is obviously just one link in the process, a lot

“Progress guaranteed at Saint-Nazaire”

EDF Renewables and Enbridge x EIFFAGE & DEME = SAINT-NAZAIRE

- Challenges all around
- Smart piece of innovation work
- Safety first
- Team work
- Renewable energy
- Local acceptance

more is happening in front of and behind the scenes. When we start installing the foundations in the near future, things will really get exciting. The total installation is a two-year plan.”

What does the general feeling say about the result?

“With the current commitments, we have every confidence in a positive outcome. All we have to do is keep up the good work, I’d say.”

So France is still offering many opportunities?

“Certainly, because France wants to accelerate in the field of renewable energy. There’s the objective of getting about at least 5 GW from offshore wind by 2028. The Saint-Nazaire offshore wind farm is more than happy to contribute to that energy transition. Let’s say that Saint-Nazaire is the beginning of a long story. Together we are literally and figuratively building the foundations of a green future.” ■



My job, my passion

Expertise



Don't stand still, no matter what.

Interview with
Marta Michałowska-Dylewska (HSE Manager Spomasz)

Meet Marta Michałowska-Dylewska: HSE Manager at Spomasz, mother of eight-year-old Maks, passionate about yoga and tabata. You'll soon find out what that is. Let's talk to Marta about her job and her passion.

What is your current position?

"I am currently in charge of the HSE department which is responsible for the 3 Polish sites. My area 'health, safety and environment' is very specific, because you actually combine different functions. You are not only an engineer, but also a psychologist, lawyer, policewoman, teacher, diplomat, chemist, detective, physician and, last but not least, a fire fighter. Besides HSE, I am also responsible for the application of management systems such as ISO 14001, OHSAS 18001 (in the process of being converted into ISO 45001), the CO2 performance ladder, contractor's safety checklist (VCA) and ISO 50001. This last one, I personally implemented at Spomasz."

How did you end up at Spomasz?

"About 9 years ago I started here as a specialist in the calculation department. I gained a lot of experience and got to know the production and processes step by step. Even before I graduated as a Civil Engineer, specialised in Structural Engineering, I worked as a teacher for professional subjects related to civil engineering at school. That is when I decided to study 'Health & Safety', something I have never regretted. All these experiences are a good basis for what I do now."

How do you experience the collaboration with your colleagues?

"Safety depends on all of us and, therefore, all of us have to make efforts. The most important thing is to talk to each other and to look for a common solution. I can always count on my HSE peers of the other facilities if I have any questions or doubts, or if I want to discuss something. Good communication and respect for the hard work of the people on the work floor is essential."

What do you like most about your job?

"This job never gets boring. You are not chained to your desk. You are constantly surprised by employees or unexpected

situations in the workshop. I sometimes wish the surprises were all positive (laughs). I enjoy the contact with people at the office, in the workshop and at other sites."

"Good communication and respect for the hard work of the people on the work floor is essential."

What are your ambitions for the future?

"I know that, despite having some experience, I have a job in which I can still grow and learn new things. From calculation to health and safety, from management systems to reducing CO2 emissions at our sites. Those are the skills I want to further develop. I am determined and always 100% committed to achieving my goals."

Who is Marta as a person?

"Besides my husband and my son Maks, I also take care of our cat Arya and rat Bazurisz. It was quite a challenge to keep both animals. Some people had their doubts, but it worked. They now play together without hurting each other."

What do you do in your spare time?

"My physical condition is important to me. I like yoga, but also the more intensive tabata workout. You probably wonder what tabata is? It's an intensive interval training, a way to burn fat quickly and improve the efficiency of your body. It includes both exercises with and without weights. The pandemic makes it difficult to go to the gym, so I go running at least twice a week, usually with my partner. Running relieves stress and allows you to organise your thoughts."

Sounds like a passion?

"My husband and I are passionate athletes and aim to find a physical and mental balance. My partner has been competing in various OCR races (Obstacle Course Racing) for some time now and he is trying to convince me as well. As part of the preparation we built an obstacle course in the garden. It's a bit of a hobby these days."

Do you see a link between your work and your hobbies?

"I think that harmony is important in both cases: think, act and achieve. If you want to accomplish a meaningful improvement, you have to give a lot of yourself. No matter what, never stand still, not in your work and not in your passion." ■

Expertise

Offshore Wind

2020 was a busy year for Smulders.

We have installed 40 high-voltage pylons in northern France and 4 bridges, including the bridge at the Rozenburg lock in Rotterdam. In the Netherlands we installed some original advertising masts.

We have delivered no less than 7 substations this year: 2 for SeaMade, 2 for Triton Knoll and 3 for Moray East. We also successfully completed 55 jackets for the Moray East wind farm.

We worked on about 150 transition pieces for both the Asian and European markets. In short, we didn't sit still during the lockdowns.

We also won some new projects including the TPs for Dogger Bank and 2 substations for Hollandse Kust 'north' and 'west Alpha'.

Akita-Noshiro offshore wind farm



SeaMade offshore wind farm



Yunlin offshore wind farm



Triton Knoll offshore wind farm



Moray East offshore wind farm



Offshore Wind

Moray East offshore wind farm



Triton Knoll offshore wind farm



Civil & Industry

Avelin Gavrelle



Rozenburg lock Rotterdam



Power-Tower Zuid-West Nederland



Noordkasteel bridges Antwerp



Health, safety & environment

Interview
Carla Wellens

Happy Safety Moments

In a socially turbulent year like 2020, HSE is more than ever at the top of the corporate priority list. Within the Smulders family, however, we already have a very long tradition of health and safety for employees. HSE is always key for us. And we make it happen 'together', with continuous efforts and actions resulting in achievements and new engagements. We will zoom in on some recent initiatives.

Safety Week

The time had come again, from 16 to 20 November: Safety Week, a boost for our safety awareness. The program included various safety training courses and local initiatives to challenge each other and make good structural improvements in each department where the best initiative was rewarded with a cup. The session on 'Mental resilience' was an extra, especially for these times. And we could all use it, because COVID-19 does something to the human mind and we want to be there for everyone. Also worth mentioning was the cleanup action in production and offices. Indeed, a tidy workplace is a tidy mind.

Safety Moment

We set up a digital Safety Moment in order to involve the office staff more in our safety activities. Every day starts with a safety moment. We made a top 5 of the incidents of the past year and presented 1 of the greatest hazards in a short overview each day, with an explanation and an invitation to self-reflection. Safe transport and (un)loading of project material, safe working at heights and knowing and recognising the danger of falling objects from a great height... these are just a few of the themes to be considered at all levels within our company.

Safety is Key

Safe@Work

A new reward platform for safe behaviour, good safety results and initiatives. Via this platform, employees can monitor their safety objectives from now on. If achieved, employees will receive SMILES (Safety Makes It a Lot Easier). SMILES can be cashed in by choosing something nice from the gift catalogue, or by donating an amount to a good cause. The colleagues co-decided on the names Safe@Work and SMILES! Good fun, isn't it?

Facts & Figures

LTI (lost-time injury rate): 4.3
SR (severity rate): 0.27
Be safe tours: 1774
Safety moments prepared: 17
Safety moments experiences: 1092
Safety flashes prepared: 8

! Safety Culture Ladder audit LEVEL 4: Jan-Mar 2021 !

In the spring of 2021, a new audit will take place for the recertification of the Safety Culture Ladder. We hope to achieve level 4 for our Belgian and Polish branches.

Fingers crossed, keep up the safe work.

#safetyculture

Sustainability

Interview
Tim Balcaen, Evelien Dockx,
Birthe Priem

Saving power is just as important as switching to green energy

When it comes to sustainability, we are changing gears. Initiatives and investments in Belgium have already taught us a lot, and we are taking those lessons with us to other branches. In this way, 100% green electricity for the entire group is getting closer and closer, and energy monitoring is bearing fruit.

100% local, green electricity

No, it's not a dream. It's where we're going. In Belgium, we have been using solar energy since 2017 with a guarantee of (local) origin and the effects are clear. It involves some 17 million kWh of green electricity, saving 9,500 tonnes of CO₂ every year.

In the graph, you can see the clear decline in the share of 'grey electricity' in 2017 due to the switch to green electricity in the Belgian branches. In 2021, this will be reduced to 0 due to the conversion in Poland and the UK.

While in Belgium we pay a small surcharge for the 100% local and green guarantee, in Poland such a power contract is even cheaper than the old energy contract!

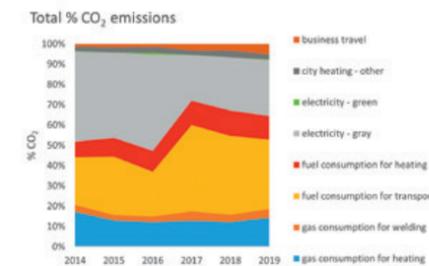
Energy monitoring makes us save money

It is a fact that we cannot continue to buy capacity indefinitely. We also have to make our own efforts to save energy. In practice, we use an Energy Monitoring System (EMS). In Arendonk and Balen, we have already set up a number of good initiatives in a short period of time. Maintenance and production joined forces there after an EMS was installed. This helped to provide insight into the consumption and performance of installations, so that a savings plan

could quickly be set up to, among other things, reduce standby consumption. In Balen, we reduced energy wastage by 6.5% annually, thanks to automating the working hours of the Plymovent smoke extraction system in hall F, and the purchase of a new freeze dryer. In Arendonk, various investments have led to a reduction of 20% or 1 million kWh per year – all so far with a payback period of less than 1 year. The investments include:

- Extraction control in the spray halls
- Replacement old air compressors
- Replacement old compressed air dryers

The monitoring system has recently become operational in Hoboken. In 2021, you can expect investments and spectacular results there as well. This also applies to Poland and the UK, where we will probably make more economical investments thanks to lessons learned in Belgium.



We are also aiming to implement the Belgian model at the other sites, although it may be a mix of wind, biomass, water and sun. In the UK, we have had a contract for local, green electricity since March 2020, and in Poland we started in November. This will enable us to save another 3,000 tonnes of CO₂ annually.

"The point is: less power for the same result - we should be able to do that, right?"

Interview with Nick Karremans

Working in groups on impressive projects, that's what we all do, day in and day out. We also want to give young talent the chance to get a taste of these unique assignments. Experienced colleagues take the youngsters in tow and teach them the tricks of the trade. One of those newcomers is Nick Karremans, Spray Painter at Willems.

How did you end up at Willems?

"Just before the summer I started as a Spray Painter – or sprayer as we say here – in the 'Treatment' department. I started as a temp through JobExpert, but I hope to get a permanent contract soon. I did carpentry at school and after that I trained through VDAB to become a car body sprayer. This training has been very useful here."

What about your induction period?

"It went very well! The 'Welcome Box' made me feel really welcome at the firm right from the start. My colleagues and our manager were very helpful and gave me the support and information I needed to get the hang of it. I was surprised to see how much attention is paid to safety within Smulders. I have never

experienced this with any other employer before. And if we achieve our targets, we are rewarded with sweet rolls, fries, sandwiches... A tasty snack is always a good motivation."

What is your most important task at the moment?

"I take care of checking and touching up the sprayed projects. This means in practice that I touch up the spots where the paint thickness is not sufficient. I also repair damage, for example when there is dirt in the paint. A large project I am currently working on is the substation for Saint-Brieuc, a huge offshore wind farm off the French coast."

How do you experience the collaboration with your colleagues?

"The cooperation with my colleagues is excellent, there is a pleasant group atmosphere. From day one, I was accepted into the group and received the necessary help from the other colleagues and manager."

What do you like most about your work?

"Working as one team and making unique projects. My previous jobs consisted of spraying cars and sea containers. The pieces that need to be sprayed here are so much bigger and more impressive! You'd be amazed to see what enormous projects you can contribute to as a Spray Painter."

What do you see as your greatest talent?

"Insight and seeing work. I always want to

"Young talent should choose to work for Smulders because of the fine atmosphere and pleasant working environment."

honest character. I have a great passion for cars and motorsport. On free days, there's a good chance I'm tinkering with cars or motorcycles. It's my hobby to repair and embellish damaged ones."

Why should more young talent choose to work at Smulders?

"Because of the good working atmosphere and fine surroundings. Even as a young talent, you get the chance to work on very special constructions. As a tip, I would encourage newcomers to always do their best and not give up."

What did you think about being asked for this interview?

"It was a pleasant surprise and a nice experience! It's great to see that all jobs within the group are covered in the interviews about young talents. If you are a newcomer, you can really leave your mark on projects here."

Finally: How have you experienced the corona period @ work so far?

"This difficult time is going well, without any problems, at Smulders. All necessary measures are strictly followed, so I feel SAFE here!" ■

deliver the best possible quality. If you can help with such large, unique projects, you want to give it your all."

What are your ambitions for the future?

"Like I said, giving it my all every day. I want to grow within my current job and in the long run I dream of moving up. To achieve this, I would like to retrain where necessary and, if possible, I would also like to get the NACE diploma. That actually includes all kinds of international standards on coatings and corrosion related courses. Obtaining this diploma would be a huge asset for my career."

Who is Nick as a human being?

"I see myself as a caring person, with an

Happy New Year!

**"Good health,
a nice but safe
end of the year!"**

Raf Iemants

Managing Director Smulders