



HR NL UPDATE MAY 2021

Onboarding, internal mobility and offboarding

Dümmen Orange grows, flourishes and is fully in motion! In May 2021 the following personnel changes will take place. In addition, there were still some changes in April 2021.

Onboarding - Welcome new colleagues!

Date	Name	Position	Location	Manager
12/04	Kai Regeer	CS Representative	Coldenhovelaan 6, De Lier	Kevin Laros
13/04	Jan de Ruijter	Onderhoudsmedewerker	Leidsevaart 122, Noordwijkerhout	John van der Toorn
19/04	Yohana E. Rivero	Research Employee	Oudecampsweg 35C, BTC, De Lier	Ana Campos
21/04	Quin Dekkers	Expedition Employee	Coldenhovelaan 6, De Lier	Mohamed Laglagh
21/04	Xaviera Schipper	Alg. Service Medewerker	Oudecampsweg 35C, De Lier	M. Duistermaat
01/05	Rosinda Mies	Laboratory Assistant	Oudecampsweg 35C, BTC, De Lier	Carine van Soest
01/05	Linda Holleman	CS Representative	Vlotlaan 145, Monster	E. v.d. Nieuwendijk
01/05	Franc vd Tuijn	Supply Chain Manager	Leidsevaart 122, Noordwijkerhout	Foeke Gardenier
10/05	Willem de Jong	Intern (6 months)	Oudecampsweg 35C, BTC, De Lier	Ana Campos
20/05	Vincent Wijsman	CS Manager	Vlotlaan 145, Monster	E. v.d. Nieuwendijk
25/05	Evelien Bruinen	Intern (2 months)	Achterweg 73, De Kwakel	Fabian Topper

Internal mobility - Good luck in your new role!

Date	Name	Position	Location	Manager
15/03	Mar Hopman	Expedition Employee	Coldenhovelaan 6, De Lier	Mohamed Laglagh
01/04	Robin Reurings	Site Man. Perennials and Pot & Garden Chrysanth.	Rietwijkeroordweg 15, Aalsmeer & Achterweg 100, De Kwakel	Kees Hertogh
01/05	Fransjesca Figueroa	Senior Laboratory Support Employee Cell Biology	Oudecampsweg 35C, BTC, De Lier	Libo Niu
01/05	Pieter Koen	Supply Chain Manager Tropicals	Hofzichtlaan 5, De Lier	Wander Tuinier
01/05	Dunja Milovanovic	Site Manager	Hofzichtlaan 5, De Lier	Pieter Koen
01/05	Eelco van Iperen	Revenue Manager EMEA	Coldenhovelaan 6, De Lier	Kevin Laros
01/05	Sanne Oosterveer	Lab. Assistant Cell Biology	Oudecampsweg 35C, BTC, De Lier	Libo Niu



Offboarding - Thank you for your contribution within the organization and good luck!

Date	Name	Position	Location	Manager
30/04	Koert Heemskerk	Assistant production manager Bulbs and Tubers	Leidse Vaart 122, Noordwijkerhout	Fred Heemskerk
31/05	Marieke Dijkstra	Canteen Employee	Coldenhovelaan 6, De Lier	Claudette Valigora
14/05	Nadine Rijk	Breeder Pot & Bedding Plants	Oudecampsweg 35C, BTC, De Lier	Arjan Koot
23/04	Bob Ruigrok	Site Manager	Hofzichtlaan 5, De Lier	Wander Tuinier
20/04	Sabine Goemans	CS Representative	Leidsevaart 122, Noordwijkerhout	Kevin Laros

Anniversaries/Retirement

On May 1st Johan Kiekebos (Intermediair) en John Droog (Intermediair), Location Hobaho, Professor van Slogterenweg 2 in Lisse, will be employed for 12,5 years! Congratulations Johan and John and thank you both for your contribution all those years!

New vacancies

There are new vacancies available. We are looking for a:

- [Customer Service Representative Flower Bulbs](#) in Noordwijkerhout
- [Production Planner](#) in Noordwijkerhout,
- [Senior Credit Controller](#) in De Lier,
- [IT Engineer](#) in De Lier,
- [Customer Service Representative Tropical Plants](#) in De Lier,
- [HR Intern](#) in de Lier,
- [IT Business Support Analyst](#) in De Lier,
- [Greenhouse Assistant \(m/f/d\)](#) in Rheinberg,
- [Customer Service Representative](#) in Naivasha.

See an *up-to-date overview of all vacancies worldwide* on our [website](#).

Referral bonus! Do you know a suitable candidate? Share the vacancy and earn € 350,- gross if the candidate is hired (see the referral policy [here](#)).

Share! The vacancies are posted on [LinkedIn](#) and [Twitter](#). Help us by sharing them with your network!

Other

Declaration forms

We occasionally receive declaration forms that have not been filled in completely and therefore cannot be processed. See below the 'rules' for submitting a declaration.

The form must be filled in completely and must be approved by the manager. This can be done in 3 ways:



- The manager puts his / her signature on the form, then the form is scanned and e-mailed (as PDF) to the email address as stated on the declaration form;
- The manager puts his / her digital signature on the form, then the form is saved as a PDF and e-mailed to the email address as stated on the declaration form;
- The form is emailed as a PDF file to the email address as mentioned on the declaration form, an email containing the manager's approval will be added to this email.

The declaration forms can be found on the intranet: <https://intranet.dummenorange.com/site/en/hr-the-netherlands>.

Plan your mid-year review!

We are already halfway through our financial year. This means that it's time for the mid year review, part of the performance review process.

The purpose of the mid year review is to have a dialog about the status of your objectives, look back on your achievements, celebrate what has gone well and learn from what could have gone better. It is also the moment to discuss the progress on your development actions. All of this with the aim to support your continuous development and drive the overall company success.

Is your review not planned yet? Schedule it by mid-May at the latest!

Manager and employee both prepare the conversation by filling in the mid year section (moment 2) of the 'Performance Review 2020-2021' form. Reminder: the blank form 'Performance Review 2020-2021' is available in Dutch and English and can be found on the intranet: <https://intranet.dummenorange.com/site/en/hr-the-netherlands>.

May 5th is not a paid day off

Upcoming Liberation Day Wednesday May 5th 2021 is not a paid day off. If you want this day off, you can request holiday leave in consultation with your manager.

Two public holidays take place in May, which are collective days off, see below. In principle, no work will be done on collective days off. With exception, work can be done when the manager claims this is necessary due to operating conditions.

- Ascension Day: Thursday May 13th, 2021
- Whit (Pentecost) Monday: Monday May 24th, 2021