



HR NL UPDATE JUNE 2021

Onboarding, internal mobility and offboarding

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

Onboarding - Welcome new colleagues!

Date	Name	Position	Location	Manager
06/05	Melanie v. Hasenbroek	Allround Service Employee	Coldenhovelaan 6, De Lier	Claudette Valigora
17/05	Shannon van der Vijver	CS Representative	Leidsevaart 122, Noordwijkerhout	Kevin Laros
25/05	Pepijn Versteeg	Transform. Office Analyst	Coldenhovelaan 6, De Lier	Michael Lin
01/06	Serpil Harput	Allround Service Employee	Oudecampsweg 35c, De Lier	Claudette Valigora
01/06	Felix Sattler	Zantedeschia Breeder	Bosweg 46B, 't Zand	Anita de Haan

Internal mobility - Good luck in your new role!

Date	Name	New position	Location	Manager
01-06	Libo Niu	TA Team Lead Cell Biology	Oudecampsweg 35c, BTC, De Lier	Lennert Aarts
28/06	Sam Timmer	Breeding Assistant	Bosweg 46B, 't Zand	Hugo Gonzales-Dupuy

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

Date	Name	Position	Location	Manager
18/05	Xaviera Schipper	General Service Employee	Coldenhovelaan 6, De Lier	Claudette Valigora
31/05	Fabiana Fini	Pricing Manager	Hoofdweg 119, De Kwakel	Kevin Laros
04/06	Saskia Meijer	Operational Purchaser	Coldenhovelaan 6, De Lier	Vincent Ausems
10/06	Mariska de Jong	Laboratory Support Employee	Oudecampsweg 35c, BTC, De Lier	Libo Niu
14/06	Geert-Jan Aaldering	Product Manager pot plants	Oudecampsweg 35c, De Lier	Hans v.d. Heuvel
30/06	Philip Ruigrok	General Employee	Leidsevaart 122, Noordwijkerhout	Cor Burger
30/06	Ruud Voogt	Prod. Manager Anthurium & Other Flowering Tropicals	Hofzichtlaan 5, De Lier	Wander Tuinier
30/06	Marco Kassenberg	Manager Breeding Stock	Oudecampsweg 35c, De Lier	Kees Hertogh
30/06	Bianca Pasterkamp	AP Accountant	Coldenhovelaan 6, De Lier	Ellen Elbers
30/06	Roberto Ramirez	Research Ass. Phytopathology	Oudecampsweg 35c, BTC, De Lier	Hans v.d. Biggelaar
30/06	Angelique Verbraeken	General Service Employee	Coldenhovelaan 6, De Lier	Claudette Valigora



Anniversaries/Retirement

On June 24th Rober Dol, Intemediair, will be employed for 25 years! Congratulations Rober and thank you for your contribution all those years!

New vacancies

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

- [Maintenance engineer](#), in Monster;
- [Process Engineer](#), in Monster,
- [Production Planner Tropicals](#), in De Lier,
- [Greenhouse Employee Roses](#), in De Kwakel,
- [Sr. Procurement Specialist](#), in De Lier,
- [Intern Genetics](#), in De Lier,
- [Allround Technical Engineer](#), in De Lier,
- [IT Engineer](#), in De Lier.
- [Foreman Production Semi-finished \(temporary\)](#), De Lier

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

Results questionnaire about the needs around working from home

In April, employees with a Dümmen Orange email address received a questionnaire in which the needs for working from home were inventoried. This questionnaire could of course only be completed by colleagues who have a position in which working from home is possible. Many colleagues have completed this questionnaire. This shows that this is a topic that is very important to these colleagues.

The results

The results of the questionnaire showed that a large majority would like to continue to work from home on a structural basis when the corona measures are no longer applicable, but that they do want to work mainly in the office. The majority would like to work from home for 25% to 50%. A clear majority indicates that they want to work full days in the office and full days at home.

Working together with colleagues is the main reason for coming to the office. Contact with colleagues in the workplace, physical team meetings and personal conversations are seen as the most important reasons for coming to the office.

The advantages of working from home are less travel time, a quiet working environment and more efficient working.



When asked about what is most in need of extra support when working from home, digital and financial support is mainly mentioned, as well as help with setting up the workplace.

Finally, the results show that colleagues are satisfied with the contact with and support of their manager.

Next steps

Based on the results, we are currently working on further shaping the policy on working from home. We will do this in consultation with the Works Council. We expect to communicate this policy at the end of the summer period.

Despite the fact that more and more corona measures are being released, the government is currently still calling on people to work from home, unless there is no other option. We will therefore continue to follow this advice. According to the government's step-by-step plan, this advice will continue to apply until after the summer. We strive to have the work from home policy ready the moment this measure is released. At that time, we will implement this policy for colleagues who have a position that allows working from home.

Opening canteens

Now that the restaurants are allowed to have visitors inside again soon, the company canteens will also open again on Monday 7 June. The canteen in the Breeding Technology Center will open 1 week later on 14 June.

The government's step-by-step plan states that the advice to work from home will remain in effect until after the summer. We will also continue to follow this advice. In the coming period it will not always be clear how many colleagues are present at the location on which day. That is why the start-up of the canteens will also be in steps.

The employees of the canteens are really looking forward to seeing the colleagues again and providing everyone with lunch. It is important that the well-known measures, such as keeping a distance of 1.5 meters and wearing a mouth mask until you are sitting at the table, will be respected.

You will be further informed per location regarding the possibilities and the working method of the canteen at your location (for example pre-ordering).