



HR NL UPDATE JULY 2021

Onboarding, internal mobility and offboarding

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

Onboarding - Welcome new colleagues!

Date	Name	Position	Location	Manager
14-06	Sayantani Chatterjee	Assistant Phytopathology	Oudecampsweg 35c, BTC, De Lier	Hans v/d Biggelaar
14-06	Elizabeth Logmans	Administrative Assistant Tropicals	Hofzichtlaan 5, De Lier	Kevin Laros
01-07	Laura Bautista Jalon	Team Lead Phytopathology	Oudecampsweg 35c, BTC, De Lier	Tosca Ferber
01-07	Sven Broekhof	Logistics Employee	Leidsevaart 122, Noordwijkerhout	Franc v/d Tuijn
01-07	Martin Albeda	Credit Controller	Coldenhovelaan 6, De Lier	Barbara Hooites
05-07	Anouk Beelen	Research Assistant Trait Genetics	Oudecampsweg 35c, BTC, De Lier	Camillo Berenos
12-07	Pau Itxart Alba	Greenhouse Employee	Oudecampsweg 35c, BTC, De Lier	Hans v/d Biggelaar

Internal mobility - Good luck in your new role!

Date	Name	New position	Location	Manager
28-06	Sam Timmer	Breeding Assistant	Bosweg 46B, 't Zand	Hugo Gonzales
01-07	Sjoerd v/d Plas	Breeding Assistant	Prof. v. Slogterenweg 2, Lisse	Anita de Haan
01-07	Didier Socquet	Breeding Manager Tropicals	Hofzichtlaan 5, De Lier	Hans v/d Heuvel

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

Date	Name	Position	Location	Manager
27-06	Felix Sattler	Zantedeschia Breeder	Bosweg 46B, 't Zand	Anita de Haan
31-07	Ad Obdam	Supply Chain Manager Bulbs	Leidsevaart 122, Noordwijkerhout	Foeke Gardenier
31-07	Kevin de Willigen	Junior Operator	Vlotlaan 145, Monster	Romke Brouwer
31-07	Davide Marchetti	Quality Manager	Leidsevaart 122, Noordwijkerhout	Franc v/d Tuijn

Anniversaries/Retirement

On July 1st Bram van der Heijden, Logistics Foreman at Hobaho, will be employed for 12,5 years! Congratulations Bram and thank you for your contribution all those years!



New vacancies

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

- [Grower Pot- and Bedding Plants](#) in De Lier;
- [BI Developer / Business Analyst BI](#) in De Lier;
- [Team Lead Operations](#) in De Lier;
- [Project Lead Quantitative Genetics](#) in De Lier;
- [Research Assistant Plant Physiology](#) in De Lier;
- [Research Associate Cell Biology](#) in De Lier;
- [Assistant Grower](#) in De Kwakel.

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

Holiday

The holiday season is approaching again. After an intensive corona year, many of us are looking forward to a well-deserved holiday.

Travel advice of the Ministry of Foreign Affairs

For holidays abroad, we follow the advice of the [Ministry of Foreign Affairs](#). The Ministry of Foreign Affairs uses the following color coding:

	Do not travel
	Only necessary travel
	Pay attention: there are risks
	You can travel

Holiday trips do not fall under necessary trips (orange). Check the travel advice from the Ministry of Foreign Affairs when you book/plan a holiday and also before you leave and during your holiday. If, despite of the travel advice, you have been on holiday in a country with an orange travel advice, please check the travel advice to see whether you must show a negative test result upon return to the Netherlands and whether you must be quarantined. During the quarantine period you must take holidays. This also applies when the travel advice has been changed during your holiday from green or yellow to orange.

Finally: it has recently become known that the government requests people who have been on holiday to do a self-test when they return from vacation, even if you have already been vaccinated. For this, self-tests will probably be distributed at home.



Holiday request - Exact Synergy

Except Hobaho

A holiday request must be submitted in advance for approval by your manager through Exact Synergy. Also pay attention to the number of hours of the request. Click on the calculator to calculate the hours (see below). Please check if the amount of hours is correct. You can change the hours manually.

General information	Leave information
Start date	12-07-2021
End date	12-07-2021
Hours	7.60

If you have been off and you have not yet processed this in Exact Synergy, please still do so! You can find a short manual about submitting a holiday request through Exact Synergy [here](#).

The aim is to use all holidays in the current calendar year. Make arrangements with your manager about when you will use these days this year.

Enjoy your holiday!

Organisational Health Index Survey (OHI)

We continue to build our Dümmen Orange culture and become a high performing company that is a great place to work. This is why we want your opinion on how are we doing.

We therefore ask you to please take the time to complete the survey. You can do this until July 16th. When you have a Dümmen Orange email address you have received a link to the OHI survey. The employees without a Dümmen Orange email address can complete the survey by scanning a QR code which is visible on a poster on your location. Please not that the QR code can only be used by employees without a Dümmen Orange email address.

All responses are anonymous and will be treated with absolute confidentiality.

Your participation is key. The survey is designed to be an in-depth evaluation of the way we organize and complete our work and the findings will be used as a basis to identify changes we should consider in order to ensure we achieve our performance objectives. Last year we had 3 global priorities: Shared Vision, Effort orientation and Operational Management. We have rolled-out the new Shared vision over the past few months, have started the A2E (ability to execute) workshops to become better in achieving results, and we are currently working to redesign our performance review process. Besides these global initiatives, local countries and departments have also been actively working on specific topics for their teams.

We expect that the outcomes of the survey will be presented to you by 2nd half of August.

We would like to thank you in advance for your help with this important contribution to constantly improve our organization.