



Hollandia Infra on the move



Mission

Hollandia Infra B.V. distinguishes itself through knowledge and expertise. This knowledge and expertise manifest themselves in the company's role of a reliable, robust and prominent steel builder that offers its partners and clients a full-service solution and its members of staff a pleasant working environment. Hollandia Infra literally builds a bridge between wishes and reality for its members of staff, partners and clients.

Vision

In 2020 we will be the ultimate benchmark for knowledge and expertise, an authority in the field of workmanship and as such the ultimate reliable partner for the complex steel and mechanical engineering industry in the Netherlands and north-west Europe. Solidarity and job satisfaction will make us the ultimate employer for ambitious bridge builders. By 2020, our people will be immersed in innovation. This determines how every (technical, social, ecological and economic) issue is approached.

What we do:

The market

Where do we want to be active?

Hollandia Infra focuses on the wet infrastructure segment (which mainly covers bridges and locks) in the Netherlands and north-west Europe, including Scandinavia. Our focus is on architecturally designed mechanical engineering structures and moving steel for which complexity plays an important role.

The environment

Who and what are we dealing with?

As an organisation, we are aware of what goes on in the environment. How can we provide a full-service solution for the environment and stakeholders? We study opportunities and we ensure to reduce our CO2 footprint.



The products

Which products do we want to manufacture?

- Bridges
- Locks
- Tidal barriers
- Hydraulic engineering works
- Integrated machine works
- Engineering
- Special steel structures

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The organisation

How do we operate and what are we working on?

Sharing knowledge: We safeguard our knowledge and expertise in the organisation as follows:

- Flexible deployment on multiple posts
- Traineeships
- Knowledge meetings

Sustainability: We want members of staff to enjoy their jobs now and in the future. We have a working group for Sustainability. Staff can also make use of the services of our company doctor and the fitness coach.

Safety: Safety is a continuous item on the agenda. The working group for Safety often meets up to evaluate the existing policy and to make suggestions for improvement

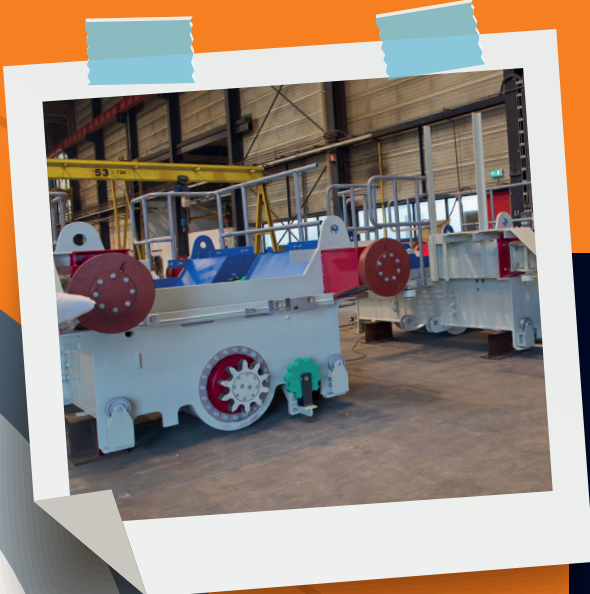
Innovation

How can we innovate?

Hollandia Infra has consciously included innovation as a specific pillar, because we regard innovation of our products, approach and efficiency as the way to be a trendsetter in knowledge and expertise.

Why we do it:

Collaboration enables us to deal better with increasing complexity, legislation and procedures and to make improvements. Effective and pleasant collaboration demands desirable behaviour in order to talk to each other and to look for the dialogue. People who enjoy their jobs perform better and improvement cycles are enhanced. This is how we continuously improve ourselves.



How do we do it:

Brand-enhancing attitude: 'We distinguish ourselves through knowledge and expertise'

Desirable perceptible behaviour:

- I am **Reliable**, as I do what I say and I say what I do
- I contribute to **Solidarity** by putting myself in the other person's shoes
- I demonstrate **Workmanship** by asking the right questions to get the right solution
- I derive **Pleasure** from helping others
- I am **Innovative** by staying curious



Expertise team

This team consists of delegated members of staff from all departments. We pay attention to (cross-departmental) obstructions, improvements and the way in which work is carried out in the organisation.

Hollandia Infra Leadership School

At the HILS, we work on the development of (personal) leadership to be applied by the organisation. Key themes are behaviour, knowledge and skills, aimed at continuous improvement.

Performance scan

The team scan provides insight into how team members work together. It also focuses on topical issues.

Training

Through a three-year training programme both practical and theoretical, we train level 3 upper secondary vocational students to become construction fitters or engineers.

Team development

Teams can take a deeper interest in their mutual collaboration, task control and interaction with others. 'I am we' is the key theme and it is the team that makes the collective difference.