

# Working at Smulders



# Passionate about steel

## 3 branches

Civil & Industry  
Offshore Wind Foundations  
Offshore Wind Substations

## KEY FIGURES\*

**467 million €**

turnover

**1,155**

employees

**8**

branches in Europe

\* 31 December 2022

Smulders is an international steel construction company with more than 1,100 employees, working across different locations in Belgium, the Netherlands, the United Kingdom and Poland. We have years of experience in the engineering, production, supply and assembly of mainly heavy and technically complex steel structures.

## The strength of a large group

Smulders is a member of the Infrastructure branche of the Eiffage Group, a leading figure in the European concessions and public works sector operating through four business lines: Construction, Infrastructure, Energy and Concessions.

The Eiffage group has 65,000 employees in 50 countries. Headquartered in France, Eiffage stands out for the diversity of its skills and technical know-how.

## Eiffage, a group supported by its employees

The employee share ownership is a particular feature of the Eiffage group. More than 70% of the employees together hold approximately 20% of the capital. This unique model contributes to the Group's independence and guarantees its stability.

Almost **90%** of the Belgian employees of Smulders is shareholder of Eiffage.

# Working at Smulders

At Smulders, we are always looking for new talent. Are you up for a challenge? Are you interested in innovative and technically challenging projects in steel construction? Then we might just have the job for you!

Take a look at our vacancies on [jobs.smulders.com](https://jobs.smulders.com).

## Why work for Smulders?

We offer you, apart from some fun, adventure and a challenge, an international environment in which initiative and own contribution really make a difference. You will be working on impressive projects within a growing group. We also offer:

- A competitive **salary**
- **Fringe benefits** like meal vouchers, retirement plan, health insurance, group insurance
- **Training** possibilities – we want you to grow
- Christmas drink, New Year's reception, teambuilding, family day,... **You'll become part of the Smulders family!**

## Personal development

At Smulders, we encourage lifelong learning and care about the careers of our employees.

The focus is therefore on our greatest asset: our employees. Training, coaching, communication, understanding each other and personal growth must be accessible to everyone. Furthermore, we focus on a normal workload and a positive and proactive atmosphere in working together.

Internal entrepreneurship is highly appreciated and employees are given the freedom to go their own way.





# Our values

Smulders' policy is based on core values: Decisiveness, Respect, Customer Orientation, Teamwork and our new values Innovation and Expertise. These values determine all of our decisions – day in, day out.

This is what we stand for. Do you recognize yourself in these values?

## Decisiveness

**"There's no such word as impossible."**

This motto characterises our decisiveness. That's what we stand for, that's what we're proud of, that's what distinguishes us from our competitors. If you don't play you can't score.

## Respect

**"Respect is like a boomerang."**

If you treat someone with respect this always pays back.

Respect is about give and take; you will not get respect if you do not give respect yourself. Respect needs to be earned and worked on at all times.

## Customer Orientation

**"Customer orientation is an attitude, not a department."**

This slogan emphasizes that offering good service and being attentive to the customer's challenges is a job that concerns everyone.

## Teamwork

**"A successful team is the work of many hands and one common vision!"**

The best result you never achieve alone. If everyone remains on their own little island, if no one is prepared to help a colleague, if we are all going in different directions, then it will be impossible to get good results.

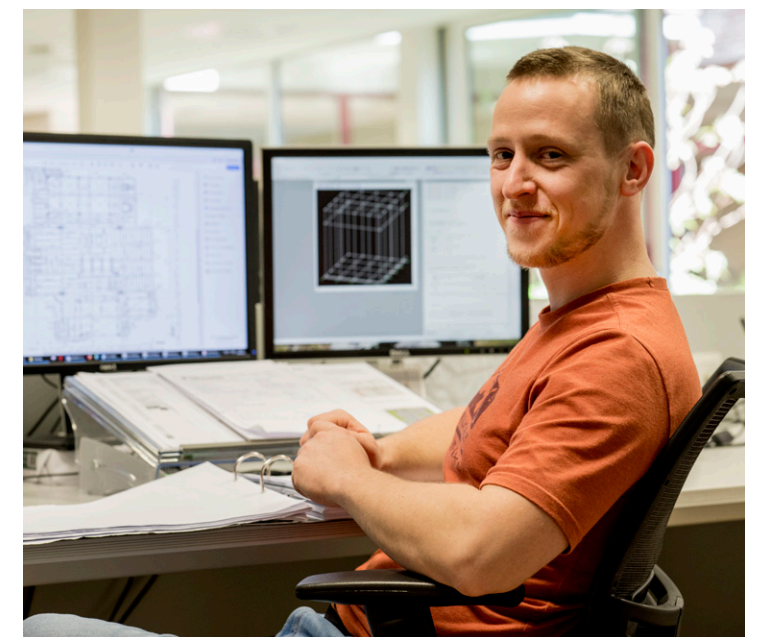


**"The greatest part of my job is the diversity! I no longer have monotonous days."**

Gregory Van Bruyssel - Process Engineer

**"Serious hard work is done here, but there is also time to admire the result and, above all, to laugh a lot."**

Cisse Mondelaers - Project Engineer



**"You are given opportunities here that take years of waiting anywhere else."**

Nika Van der Wildt - Tender Manager



*Smulders has 3 branches in Belgium:*

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Smeermans**

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