

## Van Gansewinkel Groep restructures organisation

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### **Dutch and Belgian collections integrated further**

Van Gansewinkel Groep plans to restructure the company in order to be able to respond more effectively to changes in market conditions. In Collection the existing 8 regions in the Benelux will be reduced to 4. The Netherlands will be divided up into a North and a South region. In Belgium there will be a West and an East region.

As a result of this, by mid 2013 there will be a total of approximately 600 job losses (FTE). The number of forced redundancies will be limited to approximately 300, with around 200 being made in the Netherlands and some 100 in Belgium. The forced redundancies will affect primarily indirect (staff and support) functions and, to a limited extent, permanent direct employees such as drivers and loaders.

Van Gansewinkel Groep is in consultation with the Central Works Council COR and the labour unions.

The economic crisis and the impact of this on the waste volumes is causing constant pressure on price, surplus capacity and sharp fluctuations in prices in the raw materials and energy market. As a result of this, Collection in particular is having to make better use of its economies of scale. In the current local model many support functions are duplicated across different sites. Revenues are out of balance with the personnel structure. There is therefore scope for improvement in efficiency and quality. This was also shown by a benchmark, which played an important part in the design of the new organisation. The regional entrepreneurship will be brought into balance with a more functional control. This will enable the company to strengthen its competitive position and to develop further into an international, integrated chain of companies.

The restructuring measures form part of an extensive improvement program that includes investment and improvements in logistics and operational activities, ICT infrastructure and innovative projects like district heating and the supply of steam. The program will help make the company financially more sustainable. The company will still continue to focus on its core values of customer centricity, innovation and compliance.

CEO Cees van Gent: "It is necessary to make adjustments to the company structure in order to strengthen our market leadership in the Benelux. Unfortunately, this does mean that some employees will lose their jobs. We are engaged in consultation with our social partners and this will include an appropriate social plan. These restructuring measures and the improvement plan will enable us to operationalise and realise our strategy even more effectively. Our vision 'Waste No More' will continue to form the foundation for a new phase of growth for us as a supplier of raw materials and energy."