

Your future at thyssenkrupp Materials Nederland

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thyssenkrupp

What can you expect from us?

Dear colleague,

Welcome to thyssenkrupp Materials Nederland!

We are delighted that you are joining us. We'll do our best to make you feel the same way. We want to be an employer where you can work [safely](#), [healthily](#) and with [pleasure](#). That is why we have drawn up an introduction that every new employee has to follow. This way, we can be sure that everyone is on the same page. But it also ensures that you are informed about all the important things you need to know about our organisation. At the same time, we would like to talk to you regularly about your findings and any ideas you may have to improve the organisation.

In this introduction document you can see what appointments you will have with other colleagues in the coming weeks. You can see what career opportunities there are and the corresponding salary you could earn. We will also show you what training opportunities are available. But also what we do to make the working environment more pleasant.

If you have any questions in the meantime, you can always contact your supervisor, the HRM department or the managing director.

Enjoy your time at thyssenkrupp Materials Nederland.

Kind regards,

[Managing Director](#)

Peter van der Heijden

[Logistics and warehouse manager](#)

Jeroen Kok

[Warehouse managers](#)

François de Goey

Bram Kusters

[HRM department](#)

Susan van de Laar

Corrine van den Nieuwenhoven

Esther Smeets

Monique van Mil

Salary

As an employee of thyssenkrupp Materials Nederland, you have an above-average salary. A salary that keeps growing as you keep working for us. You start with us via a temporary employment agency. After 7 months of good performance, we offer you a one-year contract at thyssenkrupp and you can expect a salary increase as described below. Do you receive a permanent contract after your one-year contract and are you still performing well? Then your salary will be increased again.

Period of employment	Employer	Monthly salary based on 38 hours per week (from 01-07-2025 after 2,5% collective labour agreement increase, with a minimum increase of € 90,- based on a 40-hour working week)
Salary at start	Via temporary employment agency	€ 2.788,- (€ 16,93 gross per hour)
Salary after 7 months of employment	Direct, one-year contract	€ 2.915,- (€ 17,70 gross per hour)
Salary after 19 months of employment	Direct, permanent contract	€ 3.024,- (€ 18,36 gross per hour)

Please note: these salaries are based on age 21 and older.

No rights can be derived from the above salaries.

No-sickness bonus

In addition, we apply a no-sickness bonus. For no sick days in a year, the maximum bonus is EUR 1,000 gross. Depending on the number of sick days, the bonus is reduced. The bonus is paid pro rata from the moment of joining tkMN and is based on your number of working days per week.

Number of sick days	Gross premium
None	EUR 1,000
1	750 euros
2	500 euros
3	350 euros
4 or more	0 euro

Holidays and Schedule Holidays

You will receive 25 days of holiday per year from thyssenkrupp Materials Netherlands with fulltime employment. From 15 years before your state pension date you will receive 1 extra day of holiday per year. At 10 years before your state pension date you will receive 3 extra days of holiday per year and at 5 years before your state pension date you will receive 5 extra days of holiday per year. In addition, we have scheduled days off per year. Some of these are collective days, such as between Christmas and New Year. These will be communicated to you in good time. You are free to use the other scheduled days off. A full-timer has 12 timetable-free days per year. In the case of an employee who joins during the year, the rights are allocated pro rata from the date of joining. A part-timer receives his or her leave entitlement pro rata.

The following collective leave days apply for 2025:

Day	Notes
Thursday 2 January 2025	Days after New Year
Friday 3 January 2025	Days after New Year
Friday 10 May 2025	Day after Ascension
Wednesday 24 December 2025	Day before Christmas
Monday 29 December 2025	Days between Christmas and New Year
Tuesday 30 December 2025	Days between Christmas and New Year
Wednesday 31 December 2025	Days between Christmas and New Year

The following collective leave days apply for 2026:

Day	Notes
Friday 02 January 2026	collective holiday
Friday 15 May 2026	collective holiday (day after Ascension Day)
Thursday 24 December 2026	collective holiday
Monday 28 December 2026	scheduled time off day (RV)
Tuesday 29 December 2026	scheduled time off day (RV)
Wednesday 30 December 2026	scheduled time off day (RV)
Thursday 31 December 2026	scheduled time off day (RV)

More information on leave days and reduction of working hours can be found in our [guideline on We.net](#). Of course, you can also ask your supervisor or HRM at hr.mx.nl@thyssenkrupp-materials.com.

Result-oriented bonus

Depending on the performance of the organisation, an end-of-year bonus is paid at the end of the year if you are a paid employee. However, no rights can be derived from this. The managing director decides whether the results are sufficient for an end-of-year bonus.

Other benefits for employees

We have made various agreements with insurance companies, fuel suppliers, holiday parks, etc. to arrange special offers for our employees. For instance, discounts on fuel and extra compensation for a 3-star policy with Zilveren Kruis. More information can be found on WE.net.

You can find the tk employee benefits on the website below:

www.employeesbenefits.eu/eb/tkm

user name tkmn

password medewerkersvoordeel

Training and development

Within the logistics departments of thyssenkrupp Materials Nederland we have various tasks, functions and schedules (e.g. shift work), each linked to specific internal and external education and training. There are 6 different departments in total. If you pass the appropriate training courses, you will receive a certificate and it will be credited in your company passport. We find it very important that everyone can be deployed in several departments. We will therefore rotate regularly. This ensures variation, but it's also great for sharing knowledge.

Possible training paths:

- Training course for sawyer
- Training course for trainer
- Training course for supervisor/"workmate".
- Obtaining the [one and only tkMN certificate](#) for overhead crane and forklift
- Dutch language

Working hours

As an employee in our warehouse, you will start in the day shift. Depending on the department you work in, your working hours may be adjusted. So you may continue to work in day shift, but it is also possible that you will work in 2- or 3-shifts. Working hours for each department are as follows*:

Afdeling	Type	Working hours
CLL Loading	3 shifts	07:00 - 15:45 13:30 - 22:15 22:15 - 07:00
Hall 11-23	Day service	07:00 - 15:45
Hall 11-23	2 shifts	06:00 - 14:45 13:30 - 22:15
Sheeting	Day service	07:00 - 15:45
Hall 33-36	Day service	07:00 - 15:45
Hall 33-36	2 shifts	06:00 - 14:45 13:30 - 22:15
Hydraulics	Day service	07:00 - 15:45
Hochregal	2 shifts	06:00 - 14:45 13:30 - 22:15
Sawyers	2 shifts	06:00 - 14:45 13:30 - 22:15

If you work 3 shifts, there is often a period during the summer when you work 2 shifts. This is because there is often less work in the summer period and many employees take holidays. If you work 3 shifts, you will be informed of this in advance.

If you work in 2 shifts, you will receive an allowance of 12,5% on your salary. If you work in 3 shifts, you will receive an allowance of 22,5%.

* Please note that no rights can be derived from these times.

Pleasant workplace

We invest heavily in the working environment.

State of the art machines

We invest in new machines to work safely. In recent years, we have significantly expanded and upgraded our machine park. Sometimes even fully automated. But we will also invest in new production halls so that we can organise a better workflow.

Canteen

We provide a nice place to have lunch and will invest heavily in this after the summer of 2021. The canteen was renovated at the beginning of 2023 and now offers a nice and beautiful space where you can relax comfortably. Around sporting events, we set the TV in the canteen to the right channel. In the summer, we will provide cooling for the employees and, of course, we will make sure there are plenty of drinks available.

Strong brand

We are continuously investing in our company. We are growing strongly. More customers, more colleagues, more machines. But also more sales and turnover. We are part of a large concern with a great brand. thyssenkrupp is very well known within our industry and has a good image. Many customers want to work with us.

1 team

We also strengthen the cooperation between thyssenkrupp Materials Belgium and thyssenkrupp Materials Netherlands. We are 1 team, all working towards the same goal. This team is multicultural. It is not unusual for good friendships to develop among colleagues.

Staff Association

The staff association organizes an activity and a party every year. She also provides a nice present for everyone who is a member. When you are employed, you automatically become a member. Are you a temporary worker and would you like to become a member? Please contact the HRM department.

How we work

Workmate

In the first few weeks, you will be supervised by your own "workmate"/supervisor. This is an experienced employee who knows all the tricks of the trade. This workmate will explain everything to you and will slowly hand over the work. Naturally, you can ask him or her questions about the work.

Different departments

When you start, you will work in different departments in the warehouse, so that you get a clear picture of the work and so that it can be determined where you will work.



SSQDC talks

We regularly have SSQDC talks. In these short meetings on the work floor, we discuss the quality, the sustainability, safety on the work floor, the challenges we face and the (unnecessary) costs incurred. Everyone has a chance to give their input here.

Staff activities

We like to have a drink now and then and catch up informally. Therefore, staff activities are organised on a regular basis.

For example:

- a Christmas drink,
- holiday drinks,
- big party (SA),
- Sporting activities (SA),
- Saint Nicholas,
- online activities,
- Scorito pools,
- regular gifts and
- Even the occasional BBQ in the car park.

Take the opportunity to become a member of the Staff Association. For €1.50 per month, you are a member of this association and contribute to the organisation of fun activities. For more information, ask your supervisor, the HRM department or the Staff Association.

You can become a member as a paid employee and membership costs €1.50 net per month, €18 on an annual basis. Temporary employees can of course also participate and they pay the annual fee of €18 in cash to the staff association. The staff association organises an activity for its personnel twice a year:

- 1 x employees only
- 1 x employees + partner

At the end of the year, member employees receive a small end-of-year gift on behalf of the staff association.

For more information, please contact your supervisor, the HRM department or the Staff Association.

If you have any questions,
please contact your manager
of the HRM department

mail: hr.mx.nl@thyssenkrupp-materials.com

Have a good time at work!