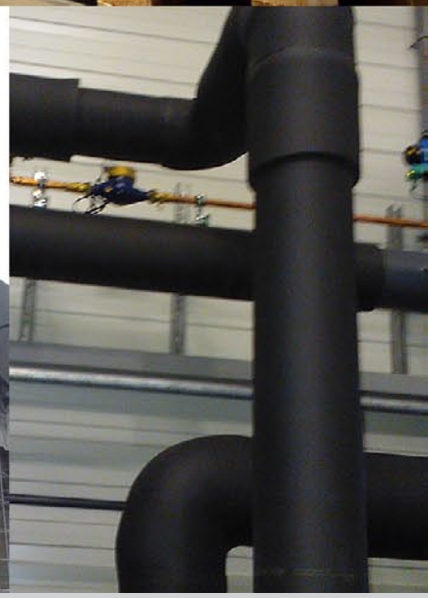










GRIDIN'S GROUP

HR MANAGING FOR ALL KIND LOW AND NON SKILLED WORKS

ISO9001 ISO14001 OHSAS 18001

VCA VGM CHECKLIST ANNEMERS

VCU VGMEILIGHEIDS EN GEZONDHEIDS CHECKLIST UITZEND - EN DETACHERINGSBUREAUS

Variety of Low Skilled Activities

No matter what industry Gridins goup work in: ship building, shiprepair, rope access, wind energy, company allways expanding large variety of other

low and non skilled activities:

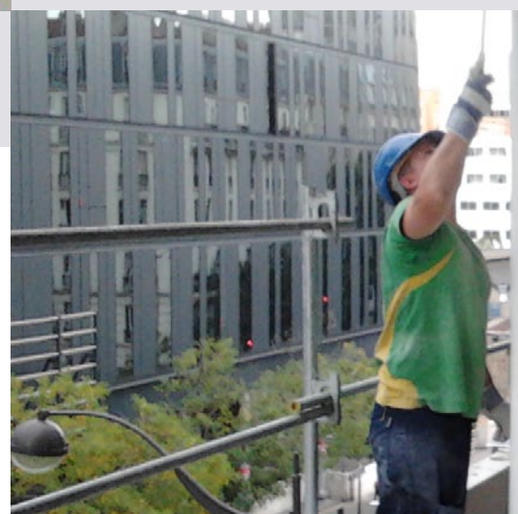








- sandblasting and mechanical cleaning
- mechanical painting and painting by spray
- industrial insulation
- work with lifting technique
- house building (facade and interior works)
- concrete works





Variety of Low Skilled Activities

low and non skilled activities:







- electric cabels laying
- demolition works
- selecting and distribution of goods in warehouses
- various goods packing
- harvesting of berries and vegetables
- work in baceries
- and etc





HR Management

Main managing principles came from our ship building projects, whe hundred of people are covered, by the traditional recruitment, employing workers to our company, instructing/training, gaining of necessary certificates and managing during all work period.







In the performance of the project cooperate closely related departments of the company, but the main role has: the project manager and the superintendant - one managing workers in project and are resposible of the results, other one controles of the discipline and order in his spare time.





Cooperation

Departments in

Marketing manager duties
- customer relationship management
- negotiation of contracts
- coordinatin of marketing activities
- project developing

Financial department duties
- controle of project profitableness
- calculation of workers salaries
- remittances

HR department duties
- recruiting
- hiring
- handling of employment documentation

Training center duties
- qualification trainigs /testing
- VCA trainings
- training according customers needs

LAW department duties
- legal advising

- analysing and preparation of contracts
- taxes, A1 forms
- insurance

Project manager duties
- contact with customer
- analysis of customers needs
- workers instruction
- managing of project logistic
- solving customer's and workers questions during secondment

HS manager duties
- developing, implementing and monitor HS policy, programs and procedures
- respond to employees safety concerns
- investigate and report on complaints of hazardous conditions
- coordinate personel trainings

Controle department duties (**Superintendant)**
- instruction of workers befor secondment
- accommodation and life in seconment arragement
- controle of workers discipline and order

Reference

NAM Kootstertille / NL
DSM Geleen / NL
Inceneration plant / Harlingen / NL
TATA Steel / Ijmuiden / NL
Maastricht bridge / NL
Maarsen bridge / NL
Brienenoord Bridge / Rotterdam / NL
Schneider Energy Technik GmbH / Hamburg / DE
Siemens AG / Koln / DE







Cargill / Sas Van Gent / NL
Perfetto Groep / Apelndoorn /NL
Schiphol / Amsterdam / NL
Marc van Steenoven / Breda / NL
Lauwen Jacobs B.V. / Breda / NL
Corne Lauwen B.V. / Breda / NL
Machinnova BV / Dordrecht / NL
Brodbakkerij J.M. Uljee B.V. / Rotterdam / NL

Lloyd's Register LRQA

CERTIFICATE OF APPROVAL

This is to certify that the Management System of:

UAB Gridins Enterprise LT
Žvejų str. 1, LT-91248 Klaipėda
Kuršeliai village, LT-92401 Klaipėda district
Strėvos str. 3, LT-93240 Klaipėda
Lithuania

has been approved by Lloyd's Register Quality Assurance
to the following Quality, Environmental and Health and Safety Management System Standards:

ISO 9001:2008 ISO 14001:2004 OHSAS 18001:2007

The scope of this approval is applicable to:

Rope access and industrial mountaineering, related training. Maintenance and repair of wind turbines, including electrical works and repair of blades.

This certificate is valid only in association with the certificate schedule bearing the same number on which the locations applicable to this approval are listed.

Approval Certificate No: LTQ0002848

Original ISO 9001 Approval: 22 March 2005
Original ISO 14001 & OHSAS 18001 Approval: 14 March 2011
Current Certificate: 22 March 2014
Certificate Expiry: 21 March 2017

Issued by: UAB LRQA Lietuva
For and on behalf of Lloyd's Register Quality Assurance Limited

UKAS MANAGEMENT 001

Lvovo str. 25, LT-09320 Vilnius, Lithuania
For and on behalf of Hiramford, Middlemarch Office Village, Siskin Drive, Coventry, CV3 4FJ, United Kingdom

Lloyd's Register Group Limited, its affiliates and subsidiaries, including Lloyd's Register Quality Assurance Limited (LRQA), and their respective officers, employees or agents are, individually and collectively, referred to in this clause as 'Lloyd's Register'. Lloyd's Register assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or howsoever provided, unless that person has signed a contract with the relevant Lloyd's Register entity for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract.

CERTIFICATE

VCA* - Version 2008/5.1
Safety Management System

AIB-VINCOTTE International nv/sa
Jan Olieslagerslaan 35, 1800 Vilvoorde, Belgium

This is to certify that ***UAB Gridins Enterprise LT***

located at ***Tomo street 20***
91249 Klaipeda
Lithuania

has established (under NACE-code : 42 - nacebel 2008) and is maintaining a Safety Management System which is in accordance with the requirements of VCA* - version 2008/5.1 for :

Maintenance work at light with rope access and industrial mountaineering

This certificate is based on the result of a safety audit documented in the audit report number .

Certificate number: **14 2198**
Valid from **17 March 2014** to **16 March 2017**

This certificate is granted during the Certification Commission of **10 March 2014** and is subject to the General Regulations on VCA Certification of both AIB-VINÇOTTE International nv/sa and the Central Committee of Experts SCC.

VINÇOTTE

Signed for the certification body:

Bart Janssens
Chairman Certification Committee

VCA BELAC 016-QM3

CERTIFICATE

VCU - Version 2011/05
Safety Management System

AIB-VINCOTTE International nv/sa
Jan Olieslagerslaan 35, 1800 Vilvoorde, Belgium

This is to certify that ***UAB Gridins Enterprise LT***

located at ***Tomo street 20***
91249 Klaipeda
Lithuania

has established (under NACE-code : 42 - nacebel 2008) and is maintaining a Safety Management System which is in accordance with the requirements of VCU - version 2011/05 for :

Provide temporary employment in Holland

This certificate is based on the result of a safety audit documented in the audit report number -.

Certificate number: **14 2203**
Valid from **17 March 2014** to **16 March 2017**

This certificate is granted during the Certification Commission of 17 March 2014 and is subject to the General Regulations on VCA Certification of both AIB-VINÇOTTE International and the Central Committee of Experts SCC.

VINÇOTTE

Signed for the certification body:

Bart Janssens
Chairman Certification Committee

VCA BELAC 016-QM3



Stichting Normering Arbeid

Dé Norm voor betrouwbaarheid

Verklaring van registratie

Het bestuur van de Stichting Normering Arbeid verklaart dat

UAB Gridins Enterprise LT

KLAIPEDA

voldoet aan de normen zoals vastgelegd in NEN 4400-2
en is opgenomen in het Register Normering Arbeid.
Het register is te raadplegen op www.normeringarbeid.nl.

Deze verklaring is alleen geldig in combinatie met vermelding in het register.
Aanpassingen in het register vinden dagelijks plaats.

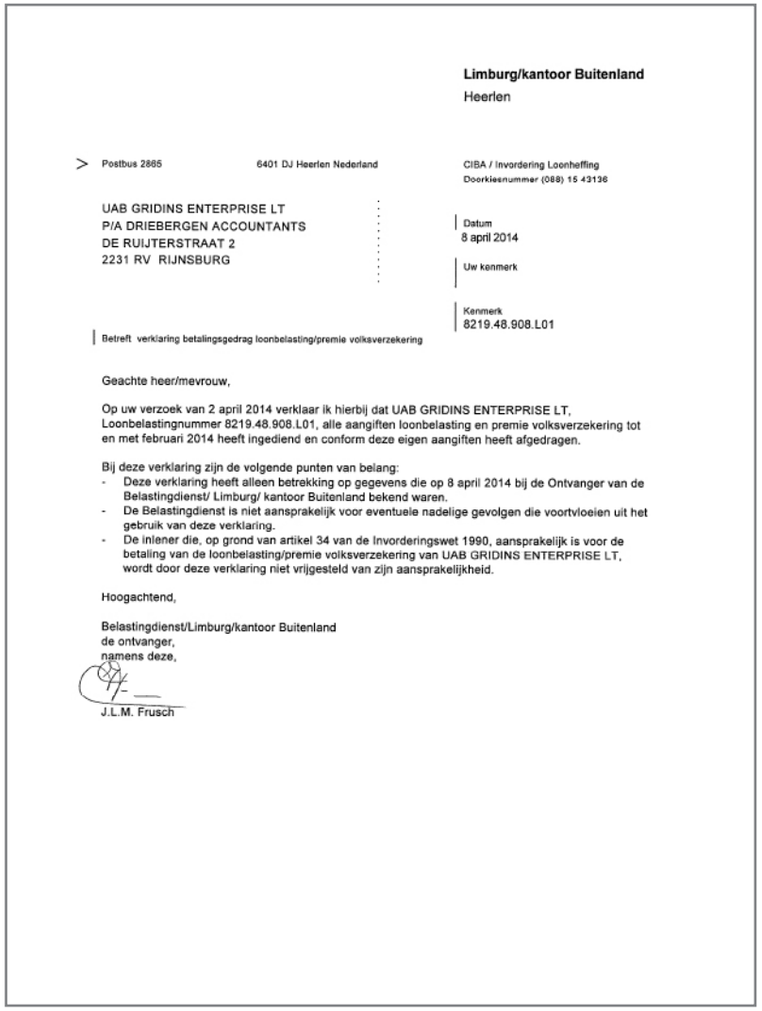
Stichting Normering Arbeid

Drs. H.M.F. Bruls
Voorzitter

Datum: 2-5-2014

KvK nr.: 56027249
Loonheffingennr.: 821948908
Omzetbelastingnr.: -

Stichting Normering Arbeid — Postbus 90154, 5000 LG Tilburg



Limburg/kantoor Buitenland
Heerlen

Postbus 2865 6401 DJ Heerlen Nederland

CIBA / Invordering Loonheffing
Doorkiesnummer (088) 15 43136

UAB GRIDINS ENTERPRISE LT
P/A DRIEBERGEN ACCOUNTANTS
DE RUIJTERSTRAAT 2
2231 RV RIJNSBURG

Datum
8 april 2014

Uw kenmerk

Kenmerk
8219.48.908.L01

Betreft verklaring betalingsgedrag loonbelasting/premie volksverzekering

Geachte heer/mevrouw,

Op uw verzoek van 2 april 2014 verklaar ik hierbij dat UAB GRIDINS ENTERPRISE LT, Loonbelastingnummer 8219.48.908.L01, alle aangiften loonbelasting en premie volksverzekering tot en met februari 2014 heeft ingediend en conform deze eigen aangiften heeft afgedragen.

Bij deze verklaring zijn de volgende punten van belang:
- Deze verklaring heeft alleen betrekking op gegevens die op 8 april 2014 bij de Ontvanger van de Belastingdienst/ Limburg/ kantoor Buitenland bekend waren.
- De Belastingdienst is niet aansprakelijk voor eventuele nadelige gevolgen die voortvloeien uit het gebruik van deze verklaring.
- De inlener die, op grond van artikel 34 van de Invorderingswet 1990, aansprakelijk is voor de betaling van de loonbelasting/premie volksverzekering van UAB GRIDINS ENTERPRISE LT, wordt door deze verklaring niet vrijgesteld van zijn aansprakelijkheid.

Hoogachtend,

Belastingdienst/Limburg/kantoor Buitenland
de ontvanger,
namens deze,

J.L.M. Frusch

Main office:
Tomo str. 22, Klaipeda, LT-91249, Lithuania
Phone: +370 46 311272, fax: +370 46 314132
info@gridins.com, www.gridins.com